

## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Antigua & Barbuda | Date Completed: 5/20/23

**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>N</b>	<b>Not explicitly mentioned in any foreign policy documents</b>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>ND</b>	<b>National security documents are not publicly available</b>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><b>Articles 8 and 13 state that all individuals are entitled to freedom without discrimination and prohibit discrimination based on sex (though there is no mention of gender, only sex):</b></p> <p><a href="https://pdba.georgetown.edu/Constitutions/Antigua/antigua-barbuda.html">https://pdba.georgetown.edu/Constitutions/Antigua/antigua-barbuda.html</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	

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		<p><b>I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?</b></p>	<p><b>Y</b></p>	<p><b>The government has made strides in mainstreaming gender in response to climate change and climate emergencies including targets to develop gender-responsive approaches to energy and construction sectors and other development programs:</b></p> <p><a href="https://unfccc.int/sites/default/files/resource/Presentation_AntiguaBarbuda.pdf">https://unfccc.int/sites/default/files/resource/Presentation_AntiguaBarbuda.pdf</a></p> <p><b>A&amp;B also has the National Gender Policy (2013-2018) which provides a comprehensive framework for promoting gender equality and women’s empowerment in various societal sectors.</b></p>
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				<p>As well as the National strategic plan for gender based violence prevention and response (2015-2018)</p> <p><a href="https://evaw-global-database.unwomen.org/fr/countries/americas/antigua-and-barbuda/2015/national-strategic-action-plan-to-end-violence-against-women-and-girls-2015-2018">https://evaw-global-database.unwomen.org/fr/countries/americas/antigua-and-barbuda/2015/national-strategic-action-plan-to-end-violence-against-women-and-girls-2015-2018</a></p> <p>Antigua and Barbuda also regularly participate in national reviews as it is a signatory to several international conventions</p>
		<p><b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?</p>	Y	<p>Ministry of Gender Affairs has many gender mainstreaming programs:</p> <p><a href="https://genderaffairs.gov.ag/projects-and-programmes/">https://genderaffairs.gov.ag/projects-and-programmes/</a></p>

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				<p>The Directorate of Gender Affairs is the national gender machinery and focal agency for gender and development:  <a href="https://sustainabledevelopment.un.org/content/documents/279502021_VNR_Report_Antigua_and_Barbuda.pdf">https://sustainabledevelopment.un.org/content/documents/279502021_VNR_Report_Antigua_and_Barbuda.pdf</a> (page 49)</p> <p>The government of Antigua and Barbuda partnered with the Caribbean Disaster Emergency Management Agency (CDEMA), the regional inter-governmental entity for disaster management, to launch a gender-responsive early warning system in the country.  <a href="https://www.cepal.org/sites/default/files/events/files/informe_b">https://www.cepal.org/sites/default/files/events/files/informe_b</a></p>
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				<a href="#">ejijing25_antigua_y_barbuda.pdf</a>
		<b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	<b>ND</b>	<b>Official policy documents are not made publicly available</b>
		<b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	<b>ND</b>	<b>Official policy documents are not made publicly available</b>
		<b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	<b>Y</b>	While there is no NAP, the most recent review for the Beijing platform for action identified police as principal actor in their five priority areas for accelerating progress for women: <a href="https://www.cepal.org/sites/default/files/events/files/informe_bejijing25_antigua_y_barbuda.pdf">https://www.cepal.org/sites/default/files/events/files/informe_bejijing25_antigua_y_barbuda.pdf</a>

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		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	ND	Very little data about the police force is made publicly available
	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.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	Y	Financial resources have been made available for other gender equality programs, but there is no publicly available information on the D/MOD budgets: <a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf</a>
		I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	Y	<a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf</a>

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		I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	ND	
		I.14 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	Y	

### II. Institutional Policy and Practice

<b>II.A.</b>  <i>Gender in the Ranks</i>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the <b>military</b> and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	Under 50	50 out of an estimated 245:

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				<a href="https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf">https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf</a>
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	ND	
		National Police	ND	Estimate of 350 officers
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	0	None deployed abroad
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	Y	
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate	Y	



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		yes/no or provide additional comments in the "source" section.		
		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	<b>ND</b>	
		Navy	<b>N/A</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>ND</b>	
		National Police	<b>ND</b>	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	<b>Y</b>	<b>According to social media posts by official channels for Antigua and Barbuda Defence Forces, there are unofficial targets</b>

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				to increase participation of women. One Example: <a href="https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf">https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf</a>
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	ND	Documents are not publicly available
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	Y	Gender mainstreaming and gender equality are a part of police training,

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				<p>per the OAS:  <a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf</a></p>
		<p><b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?</p>	<p><b>ND</b></p>	
		<p><b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?</p>	<p><b>Y</b></p>	<p>Example: “Royal police force of Antigua and Barbuda promotes gender mainstreaming into firearms-related criminal investigations”  <a href="https://unlirec.org/en/royal-police-force-of-antigua-and-barbuda-promotes-gender-mainstreaming-into-firearms-related-criminal-investigations/">https://unlirec.org/en/royal-police-force-of-antigua-and-barbuda-promotes-gender-mainstreaming-into-firearms-related-criminal-investigations/</a></p>

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	<p>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.</p>	<p><b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?</p>	<p><b>ND</b></p>	
		<p><b>II.B.6</b> – 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?</p>	<p><b>Y</b></p>	<p><b>Example: Police receive training to support victims of sexual assault and GBV:</b>  <a href="https://www.cepal.org/sites/default/files/events/files/informe_beiijing25_antigua_y_barbuda.pdf">https://www.cepal.org/sites/default/files/events/files/informe_beiijing25_antigua_y_barbuda.pdf</a></p> <p>Police, the defense force and other government agencies have received training on domestic violence legislation, gender-based violence, among other related topics:  <a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBa">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBa</a></p>

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				<a href="#">rbudaResponse.pdf</a> (question 16)
<b>II.B.</b>	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>ND</b>	
	GENADs are deployed as part of the Command staff at both strategic and operational levels.	<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	<b>ND</b>	
	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.	<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>ND</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C.</b> <b>Training, educatio</b>	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	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		

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<p><b>n and exercises</b></p>	<p>principles, how gender relates to operational effectiveness, and sexual violence prevention.</p>	<p>A) Military</p>	<p>Y</p>	<p>To some degree, principles of the WPS agenda are exhibited in official military training:  <a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf</a></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>	<p>B) National Police</p>	<p>Y</p>	<p>All officers receive training on issues relating to gender equality. One example:  <a href="https://unirec.org/en/royal-police-force-of-antigua-and-barbuda-promotes-gender-mainstreaming-into-firearms-related-criminal-investigations/">https://unirec.org/en/royal-police-force-of-antigua-and-barbuda-promotes-gender-mainstreaming-into-firearms-related-criminal-investigations/</a>                      and  <a href="https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf">https://www.oas.org/es/mesecvi/docs/Questionnaire3-AntiguaBarbudaResponse.pdf</a></p>
	<p>II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?</p>			
	<p>A) Military</p>	<p>Y</p>	<p>To some degree, principles of the WPS</p>	

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				<b>agenda are exhibited in official military training</b>
		B) National Police	<b>Y</b>	<b>All officers receive training on issues relating to gender equality</b>
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	<b>Y</b>	<b>To some degree, principles of the WPS agenda are exhibited in official military training</b>
		B) National Police	<b>Y</b>	<b>All officers receive training on issues relating to gender equality</b>
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>Y</b>	<b>To some degree, principles of the WPS agenda are exhibited</b>

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				<b>in official military training</b>	
		B) Police	<b>Y</b>	<b>All officers receive training on issues relating to gender equality, including on crimes related to violence against women</b>	
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?			
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>		
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>Y</b>		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	<b>ND</b>		



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		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;	ND	
		F) specific gender norms training focused on the operational area.	Y	The Military offers training specific to gender dimensions.
<b>II.D. Work Environment</b>	<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?	N	<p>The country as a whole lags behind relating to family leave:</p> <p><a href="https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf">https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf</a></p>
		II.D.2 - Are there childcare or family leave policies for the military?	Y	<p>Antigua and Barbuda fall short of international standards for paid family leave, however, the military has identified family leave as priority for their female soldiers:</p> <p><a href="https://www.facebook.com/ABDFparatus/posts/salute-to-women">https://www.facebook.com/ABDFparatus/posts/salute-to-women</a></p>

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				<a href="#">-in-the-military-from-cds-col-t-benjaminin-recognition-of-interna/2939213706404819/</a>
		<b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	N	
		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	ND	There are no criminal penalties, legislation, or civil remedies for sexual harassment in employment: <a href="https://wbl.worldbank.org/content/dam/documents/wbl/2020/sep/Antigua-and-barbuda.pdf">https://wbl.worldbank.org/content/dam/documents/wbl/2020/sep/Antigua-and-barbuda.pdf</a>
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	ND	There are no criminal penalties, legislation, or civil remedies for sexual harassment in employment: <a href="https://wbl.worldbank.org/content/dam/documents/wbl/2020/sep/Antigua-and-barbuda.pdf">https://wbl.worldbank.org/content/dam/documents/wbl/2020/sep/Antigua-and-barbuda.pdf</a>
		<b>II.D.6</b> - Is there a sexual harassment and sexual exploitation and abuse prevention	ND	There are no criminal penalties, legislation, or civil remedies for

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		program to address issues of military and police personnel with civilians in the area of operations?		<b>sexual harassment in employment:</b> <a href="https://wbi.worldbank.org/content/dam/documents/wbi/2020/sep/Antigua-and-barbuda.pdf">https://wbi.worldbank.org/content/dam/documents/wbi/2020/sep/Antigua-and-barbuda.pdf</a>
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	

### 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	III.1 - Are there national monitoring and reporting requirements?	<b>Y</b>	<b>The country’s National Statistics Office is the main</b>
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	<p>track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.</p>			<p>agency responsible for the compilation of Official Statistics, including in evaluation gender mainstreaming initiatives. The government has officially recognized the need to strengthen its statistical capacities and has been developing internal strategies to address this:  <a href="https://sustainabledevelopment.un.org/content/documents/279502021_VNR_Report_Antigua_and_Barbuda.pdf">https://sustainabledevelopment.un.org/content/documents/279502021_VNR_Report_Antigua_and_Barbuda.pdf</a> (page 23-24)</p>
		<p><b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?</p>	<p><b>N</b></p>	
		<p><b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?</p>	<p><b>ND</b></p>	
		<p><b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?</p>	<p><b>ND</b></p>	

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		III.5 – Is sex disaggregated data made publicly available?	N	

**Additional comments / observations:**

The country has adopted a national policy framework, enacted relevant legislation, and worked towards increasing women's participation in decision-making. Efforts to address gender-based violence and capacity building initiatives are also underway. However, continued commitment and resources are needed to further advance the WPS agenda and ensure the full realization of women's rights and gender equality in the context of peace and security.

Antigua and Barbuda is in a strong position to advance the WPS agenda and has demonstrated substantial commitment to advancing gender equality. They do not have a NAP related to WPS but they do have the following policies, showing commitment to the principles of the WPS agenda:

- National Policy Framework: Antigua and Barbuda has demonstrated commitment to the WPS agenda by adopting a comprehensive national policy framework. The National Gender Policy (2013-2018) provides a strong foundation for addressing women's rights and gender equality. The policy recognizes the importance of women's participation in peacebuilding and emphasizes their protection during conflicts.

Source: Government of Antigua and Barbuda - National Gender Policy (2013-2018)

- Legal Measures: Antigua and Barbuda has taken steps to align its legal framework with the principles of the WPS agenda. The Domestic Violence Act (2015) criminalizes domestic violence and provides legal remedies for survivors. The Sexual Offences Act (1995) has been amended to strengthen protections against sexual violence and harassment.

Source: Government of Antigua and Barbuda - Domestic Violence Act (2015)

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- **Women's Participation in Decision-Making:** Efforts have been made to enhance women's participation in decision-making processes, particularly in the political sphere. The country has made progress in increasing the representation of women in parliament and local government, but more work is needed to achieve gender parity in these areas.

Source: Inter-Parliamentary Union - Women in National Parliaments: Antigua and Barbuda

- **Gender-Based Violence:** Antigua and Barbuda recognizes the urgency of addressing gender-based violence (GBV) and has taken steps to combat it. The government has established a national hotline for survivors of violence and has partnered with civil society organizations to provide support services and raise awareness about GBV.

Source: UN Women - Spotlight Initiative in Antigua and Barbuda

- **Capacity Building and Training:** Efforts have been made to build the capacity of government officials, law enforcement agencies, and civil society organizations to address gender issues in the context of peace and security. Training programs and workshops have been conducted to sensitize stakeholders about the importance of women's inclusion in peace processes and the prevention of GBV.

Source: Caribbean Community (CARICOM) Implementation Agency for Crime and Security - Gender Affairs Division

Other government documents and NAPS highlighting commitments by the government of Antigua and Barbuda on women's empowerment and gender equality include:

- **National Gender Policy (2013-2018):** The National Gender Policy provides a comprehensive framework for promoting gender equality and women's empowerment in various sectors, including education, health, employment, and decision-making.
- **National Strategic Plan for Gender-Based Violence Prevention and Response:** This plan outlines the government's approach to addressing gender-based violence (GBV) in Antigua and Barbuda. It sets out strategies for prevention, support services for survivors, and measures to strengthen the legal and institutional response to GBV.

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- National Plan of Action for Children: While not specifically focused on gender, this plan includes provisions related to gender equality and the rights of girls and boys. It aims to ensure the well-being and protection of children, including addressing gender disparities and discrimination.
- Reports to International Organizations: Antigua and Barbuda periodically submits reports to international organizations, such as the United Nations, on its efforts to promote gender equality and women's rights. These reports provide updates on the country's progress and challenges in implementing gender-related policies and initiatives.

### Additional links:

<https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf> ,

<https://wbi.worldbank.org/content/dam/documents/wbi/2020/sep/Antigua-and-barbuda.pdf>

[https://www.thegef.org/sites/default/files/events/cop25\\_pavilion\\_20191203\\_1315\\_gender\\_presentation\\_4.pdf](https://www.thegef.org/sites/default/files/events/cop25_pavilion_20191203_1315_gender_presentation_4.pdf)

[https://sustainabledevelopment.un.org/content/documents/279502021\\_VNR\\_Report\\_Antigua\\_and\\_Barbuda.pdf](https://sustainabledevelopment.un.org/content/documents/279502021_VNR_Report_Antigua_and_Barbuda.pdf)

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><b>Gender equality and equity:</b>  <a href="http://www.sice.oas.org/ctyindex/BRB/Plan2005-2025.pdf">http://www.sice.oas.org/ctyindex/BRB/Plan2005-2025.pdf</a></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>N</b>	
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>N</b>	<p><b>No mention of gender, equality, or women:</b>  <a href="https://www.oas.org/dil/the_constitution_of_barbados.pdf">https://www.oas.org/dil/the_constitution_of_barbados.pdf</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	
		<p><b>I.5</b> - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	<b>Y</b>	<p><b>Documents are not published or made publicly available, but have been reported in national reviews:</b>  <a href="https://www.cepal.org/sites/default/files/events/files/barbados_">https://www.cepal.org/sites/default/files/events/files/barbados_</a></p>



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				<a href="#">beijing_plus_25_report_2014-2019.pdf</a>
		<b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?	<b>Y</b>	<b>Mainly, the Bureau of Gender Affairs:</b> <a href="https://www.gov.bb/Departments/gender-affairs">https://www.gov.bb/Departments/gender-affairs</a>
		<b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	<b>N</b>	
		<b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	<b>N</b>	
		<b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	<b>N</b>	
		<b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	<b>Y</b>	<b>The national police have developed plans to address gender violence:</b> <a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a>

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	<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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>ND</b></p>	
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>ND</b></p>	
		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>ND</b></p>	
		<p><b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p>Number not specified, page 72:  <a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a></p>

<b>II.</b>	<b>Institutional Policy and Practice</b>
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<b>II.A.</b>  <b>Gender in the Ranks</b>	<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><b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.</p> <p>(In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)</p>		
	Army	Females comprise 10% of the Force (info from 2021)	<a href="https://www.bdfbarbados.com/international-womens-day/">https://www.bdfbarbados.com/international-womens-day/</a>	
	Navy	ND		
	Marines	ND		
	Air Force	ND		
Coast Guard	ND			

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		National Police	16.3% women in 2013	Most recent data is from 2013: 16.3% women, 83.7% men:  <a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a>
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	ND	
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	Y	Highest rank achieved by a female soldier in Barbados:  <a href="https://www.bdfbarbados.com/another-first-ladies-in-military-leadership/">https://www.bdfbarbados.com/another-first-ladies-in-military-leadership/</a>
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	ND	

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		II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	ND	
		Navy	ND	<p style="text-align: center;">In 2021 Sheldene Walrond was he first women to be promoted to Master Chief Petty Officer</p> <p style="text-align: center;"><a href="https://www.bdfbarbados.com/another-first-first-female-master-chief-petty-officer/">https://www.bdfbarbados.com/another-first-first-female-master-chief-petty-officer/</a></p>
		Marines	ND	
		Air Force	ND	
		Coast Guard	ND	
		National Police	ND	
				II.A.6 – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.

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		Army	ND	
		Navy	ND	
		Marines	ND	
		Air Force	ND	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	N	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	Y	<b>Gender and domestic violence, needs further planning:</b> <a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a>
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	N	

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		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	N	
	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?	ND	
		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?	Y	<p style="text-align: center;"><b>Mainly gender violence (domestic violence):</b></p> <p><a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a></p>
	<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 or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	N	<p style="text-align: center;"><b>There is a UNDP Representative appointed, but not specifically for the military:</b></p> <p><a href="https://jobs.undp.org/cj_view_job.cfm?cur_job_id=110664">https://jobs.undp.org/cj_view_job.cfm?cur_job_id=110664</a>.</p> <p style="text-align: center;"><b>No internal GENAD</b></p>

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		II.B.8- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	N	<b>No internal GENAD has been appointed for the national police</b>
		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	N/A	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	N/A	
		II.B.11 – Have the GENADs received training?	N/A	
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	N	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	N	
		II.B.14 - Have the GFPs received training?	N/A	
<b>II.C. Training, education and exercises</b>	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	ND	
		B) National Police	ND	
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		



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		A) Military	<b>ND</b>	
		B) National Police	<b>ND</b>	
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	<b>ND</b>	
		B) National Police	<b>ND</b>	
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	

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		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	ND	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	ND	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	ND	
		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;	ND	
		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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</p>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	Y	<p style="text-align: center;"><b>There is an act EMPLOYMENT OF WOMEN (MATERNITY LEAVE) CHAPTER 345A</b></p> <p style="text-align: center;"><a href="https://www.ilo.org/dyn/travail/docs/1225/Employment%20of%20Women%20Chapter%20345A.pdf">https://www.ilo.org/dyn/travail/docs/1225/Employment%20of%20Women%20Chapter%20345A.pdf</a></p>

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	or against civilians during operations. Both internal and external sexual exploitation and abuse is addressed.			<a href="https://barbados.loomnews.com/content/how-qualify-nis-maternity-leave-law-explained">https://barbados.loomnews.com/content/how-qualify-nis-maternity-leave-law-explained</a>
		<b>II.D.2</b> - Are there childcare or family leave policies for the military?	ND	
		<b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	ND	
		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	ND	
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	ND	
		<b>II.D.6</b> - 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?	ND	

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		<b>II.D.7 – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)</b>		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8 - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)</b>		
		A) Military	<b>ND</b>	
		B) Police	<b>N</b>	<b>Recruitment of female police officers constrained in 2013 by inadequate accommodations, p. 21:</b> <a href="https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf">https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf</a>

<b>III.</b>	<b>Monitoring/Reporting and Evaluation</b>
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	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.	<b>III.1</b> - Are there national monitoring and reporting requirements?	<b>ND</b>	
		<b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>ND</b>	
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>ND</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>ND</b>	
		<b>III.5</b> – Is sex disaggregated data made publicly available?	<b>N</b>	

**Additional comments / observations:**

Identifying and collecting data proved very difficult. It is unclear whether the government of Barbados collects data on gender mainstreaming within the armed forces and national police. If data is being collected, it is not published or made publicly available. Moreover, there is very little information available on government websites about the WPS agenda, gender initiatives or programming, and very few articles regarding gender issues. The term “gender” also does not appear on the MoD site, making it difficult to identify whether the MoD prioritizes gender equality.

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <p>The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the</p>	<p><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p> <p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<p><b>N</b></p> <p><b>Y</b></p>	<p></p> <p><b>While Belize does not have a WPS NAP, the Ministry of National Security launched its first Women, Peace and Security Agenda program for its armed forces in 2020 with the goal to “lay the groundwork to enable the Government of Belize to increase women’s participation in efforts to promote security, maintain peace, and prevent conflict.”</b></p> <p><a href="https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Se">https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Se</a></p>

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	implementation of the UNSCR 1325/WPS National Action Plan (NAP).			<a href="#">pt-11-MNS-Launches-WPS-Agenda.pdf</a>
		I.3 - Does the national constitution contain language supporting gender equality?	N	There is no specific mention of gender equality in the Constitution, originally adopted in 1981 and amended in 2011 <a href="https://pdba.georgetown.edu/Constitutions/Belize/belize81.htm">https://pdba.georgetown.edu/Constitutions/Belize/belize81.htm</a> ↓
		I.4 - Does the country have a WPS National Action Plan (NAP)?	N	There is no WPS NAP
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	Y	Belize does not have a WPS NAP, but does have the following NAPS that, to some degree, address gender equality or mainstreaming:  <a href="#">The Revised National Gender Policy 2013</a> (has not been revised since 2013)

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				<p>various iterations of the <a href="#">National Gender-Based Violence Action Plan</a></p> <p><a href="#">Gender Responsive Engagement Strategy &amp; Action Plan for the Fisheries Department</a></p> <p><a href="#">National Climate Change Gender Action Plan 2022-2027</a></p>
		<p><b>I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?</b></p>	<p><b>Y</b></p>	<p><b>The National Women’s Commission:</b>  <a href="https://www.nwcbelize.org/about/about-us">https://www.nwcbelize.org/about/about-us</a></p> <p><b>Women and Family Support Department under the Ministry of Human Development, Families, and Indigenous Affairs</b>  <a href="http://humandevlopment.gov.bz/index.php/service-units-2/womens-department/">http://humandevlopment.gov.bz/index.php/service-units-2/womens-department/</a></p>



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		<p><b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?</p>	Y	<p><b>Mentions the National Security Strategy, p. 30:</b></p> <p><a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf</a></p>
		<p><b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?</p>	ND	<p>There is no information publicly available about an implementation plan, however, the D/MoD have taken steps in recent years to develop a WPS agenda in the armed forces:</p> <p><a href="https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Sept-11-MNS-Launches-WPS-Agenda.pdf">https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Sept-11-MNS-Launches-WPS-Agenda.pdf</a></p> <p>The D/MoD have also taken part in various WPS trainings and conferences hosted by USSOUTHCOM</p>

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		<p><b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>	<b>Y</b>	<p><b>It has a Gender Policy and the Defense Force has its WPS agenda for Belize, published Sep 9, 2020</b>  <a href="https://www.facebook.com/528700590505767/posts/belizes-first-model-of-the-women-peace-and-security-wps-agenda-is-developed-to-a/4427891187253335/">https://www.facebook.com/528700590505767/posts/belizes-first-model-of-the-women-peace-and-security-wps-agenda-is-developed-to-a/4427891187253335/</a>  <a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf</a></p>
		<p><b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	<b>ND</b>	<p><b>While there is no publicly available data on implementation plans, the national police do work alongside the Belize Crime Observatory on Gender-Based Violence issues:</b>   <a href="https://bco.gov.bz/gender-based-violence/">https://bco.gov.bz/gender-based-violence/</a></p>

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				<p>They also receive training on gender cases:</p> <p><a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/07/GBV-PlanOfActionGBV-FINAL-revised-August-2010.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/07/GBV-PlanOfActionGBV-FINAL-revised-August-2010.pdf</a></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.	<b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	<b>Y</b>	<p><b>Plan to do so, p.32:</b></p> <p><a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/08/NGP-document-95.pdf</a></p>
		<b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	<b>ND</b>	
		<b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	
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**II. Institutional Policy and Practice**

<b>II.A.</b>  <i><b>Gender in the Ranks</b></i>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	<b>ND</b>	
		Navy	<b>N/A</b>	<b>Does not have a Navy</b>
		Marines	<b>N/A</b>	<b>Does not have a Marines force</b>
		Air Force	<b>ND</b>	

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		Coast Guard	ND	
		National Police	ND	<b>1,300 total force</b> <a href="https://www.interpol.int/en/Who-we-are/Member-countries/Americas/BELIZE#:~:text=Belize%20National%20Police&amp;text=BPD%20has%20a%20strength%20of,a%20population%20of%20almost%20400%2C000.">https://www.interpol.int/en/Who-we-are/Member-countries/Americas/BELIZE#:~:text=Belize%20National%20Police&amp;text=BPD%20has%20a%20strength%20of,a%20population%20of%20almost%20400%2C000.</a>
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	N/A	<b>No service members are deployed abroad</b>
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	Y	<b>One example of women within the ranks of the defense forces:</b> <a href="https://edition.channelf5belize.com/archives/249248">https://edition.channelf5belize.com/archives/249248</a>
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate	Y	<b>One example of women within the ranks of the police force:</b>

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		yes/no or provide additional comments in the "source" section.		<a href="https://edition.chann el5belize.com/archive s/181875#:~:text=Twenty%20percent%20of %20the%20Belize.aux iliary%20staff%20of% 20the%20department">https://edition.chann el5belize.com/archive s/181875#:~:text=Twenty%20percent%20of %20the%20Belize.aux iliary%20staff%20of% 20the%20department</a>	
		<b>II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?</b>	<b>Data on women in armed and police forces are not made publicly available</b>		
		Army	ND		
		Navy	N/A		
		Marines	N/A		
		Air Force	ND		
		Coast Guard	ND		
		National Police	ND		
	<b>II.A.6 – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.</b>			<b>Data on women in defense and police forces are not made publicly available</b>	

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		Army	ND	
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	Y	<b>Various national security strategies have included, to some degree, WPS principles:</b>  <a href="https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf">https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf</a>
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	Y	<b>Mainly gender-based violence:</b>

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				<a href="https://bco.gov.bz/wp-content/uploads/download-manager-files/BCO%20Strategic%20Plan%202020-2023_online.pdf">https://bco.gov.bz/wp-content/uploads/download-manager-files/BCO%20Strategic%20Plan%202020-2023_online.pdf</a>
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	Y	<a href="https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf">https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf</a>
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	Y	<b>Mainly in gender violence issues:</b>  <a href="https://bco.gov.bz/wp-content/uploads/download-manager-files/BCO%20Strategic%20Plan%202020-2023_online.pdf">https://bco.gov.bz/wp-content/uploads/download-manager-files/BCO%20Strategic%20Plan%202020-2023_online.pdf</a>
	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?	Y	<b>p. 17:</b>  <a href="https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf">https://www.oas.org/csh/spanish/documentos/bze%20nat'l%20security%20strategy.pdf</a>



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<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>	<p><b>II.B.6</b> – 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?</p>	<b>Y</b>	<p><b>In the BCO:</b></p> <p><a href="https://bco.gov.bz/gender-based-violence/">https://bco.gov.bz/gender-based-violence/</a></p>
	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	<b>N</b>	
	<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<b>N</b>	
	<p><b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?</p>	<b>N</b>	
	<p><b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?</p>	<b>N</b>	
	<p><b>II.B.11</b> – Have the GENADs received training?</p>	<b>N/A</b>	
	<p><b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?</p>	<b>N</b>	
	<p><b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?</p>	<b>N</b>	
	<p><b>II.B.14</b> - Have the GFPs received training?</p>	<b>N</b>	

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<b>II.C. Training, education and exercises</b>	<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>	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		<b>Not enough information is made publicly available, however, Belize has several regional and international partners (including USSOUTHCOM) have been a central partner in WPS trainings: For example: <a href="https://dialogo-americas.com/articles/partner-nations-discuss-women-peace-and-security-at-trade-winds22/">https://dialogo-americas.com/articles/partner-nations-discuss-women-peace-and-security-at-trade-winds22/</a>.</b>
		A) Military		
		B) National Police		
		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?	<b>See II.C.1</b>	
		A) Military		
		B) National Police		
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?	<b>See II.C.1</b>	
		A) Military		
		B) National Police		

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		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>Y</b>	<b>Prevention of sexual violence:</b> <a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/03/Sexual-Violence-handbook.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/03/Sexual-Violence-handbook.pdf</a>
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>ND</b>	
		B) Police	<b>Y</b>	<a href="http://www.humandevlopment.gov.bz/wp-content/uploads/2013/03/Sexual-Violence-handbook.pdf">http://www.humandevlopment.gov.bz/wp-content/uploads/2013/03/Sexual-Violence-handbook.pdf</a>
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange	<b>ND</b>	

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		information with women (including formal protocols, manuals, etc.);		
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>ND</b>	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	<b>ND</b>	
		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;	<b>ND</b>	
		F) specific gender norms training focused on the operational area.	<b>ND</b>	
<b>II.D. Work Environment</b>	<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</p>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	<b>Y</b>	<b>Maternity leave:</b> <a href="https://www.oas.org/juridico/PDFs/mesicic5_blz_resp_annex38.pdf">https://www.oas.org/juridico/PDFs/mesicic5_blz_resp_annex38.pdf</a>
		<b>II.D.2</b> - Are there childcare or family leave policies for the military?	<b>ND</b>	
		<b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	<b>Y</b>	<b>Maternity leave:</b> <a href="https://www.oas.org/juridico/PDFs/mesicic5_blz_resp_annex38.pdf">https://www.oas.org/juridico/PDFs/mesicic5_blz_resp_annex38.pdf</a>

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	internal and external sexual exploitation and abuse is addressed.	<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	<b>N</b>	<b>There is no specific sexual harassment program, however, the defense forces have taken sexual harassment allegations seriously:</b> <a href="https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/June-1-Ministry-of-National-Security-Concludes-Investigation-into-Allegations-of-Misconduct-within-the-Belize-Defence-Force.pdf">https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/June-1-Ministry-of-National-Security-Concludes-Investigation-into-Allegations-of-Misconduct-within-the-Belize-Defence-Force.pdf</a>
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>ND</b>	
		<b>II.D.6</b> - 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?	<b>ND</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		

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		A) Military	ND		
		B) Police	ND		
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)			
		A) Military	ND		
		B) Police	ND		

### 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?	N	However, defense and police forces participate in collecting data for the Belize Crime Observatory’s (BCO) statistics: <a href="https://bco.gov.bz/gender-based-violence/">https://bco.gov.bz/gender-based-violence/</a>
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	N	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	N	

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		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	Y	The national police collect data to report to the BCO: <a href="https://sites.google.com/view/bco-gbv-educational-resources/gbv-statistics?authuser=0">https://sites.google.com/view/bco-gbv-educational-resources/gbv-statistics?authuser=0</a>
		III.5 – Is sex disaggregated data made publicly available?	Y	Yes, but through the BCO: <a href="https://sites.google.com/view/bco-gbv-educational-resources/gbv-statistics?authuser=0">https://sites.google.com/view/bco-gbv-educational-resources/gbv-statistics?authuser=0</a>

**Additional Comments / observations:**

Belize is well on its way in institutionalizing the WPS agenda, having announced plans to integrate these principles in defense and police forces. However, this is a new step for the government, so no major documents have been released regarding the planning of logistics of the agenda. Likewise, the Belize Crime Observatory is one of the only tools to measure gender-based violence and for the collection of crime and police statistics generally.

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Ministry of National Security Launches Women, Peace and Security Agenda:

<https://www.pressoffice.gov.bz/ministry-of-national-security-launches-women-peace-and-security-agenda/#:~:text=The%20main%20objective%20of%20the,maintain%20peace%2C%20and%20prevent%20conflict.>

### Additional links:

National Climate Change Gender Action Plan 2022-2027:

<https://networkedintelligence.com/wp-content/uploads/2022/04/Belize-NCCGAP-FINAL-VERSION-27June2022.pdf>

The National Women's Commission: Part 2: The Revised National Gender Policy (updated in 2013)

[https://oig.cepal.org/sites/default/files/belize\\_2013national\\_gender\\_policy.pdf](https://oig.cepal.org/sites/default/files/belize_2013national_gender_policy.pdf)

Facebook announcement of WPS:

<https://www.facebook.com/528700590505767/posts/belizes-first-model-of-the-women-peace-and-security-wps-agenda-is-developed-to-a/4427891187253335/>



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### Women Peace & Security Agenda for Belize



Major Roberta Usher is a proud serving her country as a part of the Belize Defence Force since 2005. Growing up in a family whose foundational tenet was service above self, Major Usher always knew that she would continue the long standing tradition of service in some capacity, so she chose the military path for its core values. As a military officer, Roberta strives to always put soldiers first while assisting in the planning of tactical and strategic objectives through her current role as a planner to the Chief of Defence Staff.



She attended the United States Military Academy (West Point) and graduated in 2009 after which she returned home as a newly commissioned lieutenant and begun her first job as the Quartermaster of the Force. Since then, Roberta has held a wide array of jobs including Financial Officer for the Force and Inspector General for the Ministry of National Security. Major Usher was also the first female in the Belize Defence Force to ever command an infantry company and served multiple tours as a battalion adjutant.

Growing up with strong female role models like her grandmother and her mother, Roberta believes in the strength of women, particularly women in service. She has participated in the Wonder Woman competition every year since its inception, always leading the BDF's team through training. Roberta understands that combat readiness means staying physically strong, and enjoys strength training outside of the requirements of the job. She competed in and won the Strongest Woman competition in 2017. She wholeheartedly believes that women are "just as strong, if not stronger, than our male counterparts, and we are capable of doing just as much." She hopes to continue punching through the institutionalized glass ceilings so that women in the BDF can be respected and recognized as equal to their male peers.

**“SHOULDER TO SHOULDER”**

<https://www.facebook.com/BelizeDefenceForce/photos/pcb.4427891187253335/4427861993922921/?type=3&theater>

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**Sergeant Cynthia Salazar**, presently Junior Permanent Staff Instructor Volunteer Battalion. She joined the Belize Defence Force on 8<sup>th</sup> July 2007 Intake 49.

**MILITARY TRAINING**

Physical Training Instructor  
 Junior Non-Commissioned Officers Course  
 Section Commanders Course  
 Senior Non-Commissioned Officers Course  
 Land navigation Course  
 Basic Medical Course  
 Basic leadership Course

**OVERSEAS COURSE**

Non-Commissioned Officer Professional Development Course in WHINSEC Fort Benning Georgia, USA

## Women Peace & Security Agenda for Belize



**APPOINTMENTS HELD**

Physical Instructor at Force Gym  
 Squad Instructor at Training Company  
 Platoon Sgt at Training Company  
 Junior Permanent Staff Instructor Volunteer Battalion



Sgt Cynthia Salazar’s motivation comes from her family who are her biggest supporters. Her brother who is a Warrant Officer in the BDF has been her biggest motivator and advisor. Sgt Salazar loves to play different kind of sports, but her most favorite is football.

“SHOULDER TO SHOULDER”

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul>	<p><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><b>Bolivia declared 2022 as the year of “de-patriarchization and de-colonization”</b> Decolonization and depatriarchization are the 10<sup>th</sup> pillar of <a href="#">Bolivia Foreign Policy Strategic Plan</a> (page 59)</p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>Y</b>	<p>The national police are identified as a primary actor in the government mandate against gender violence (2022):</p> <p><a href="http://www.gacetaoficialdebolivia.gob.bo/app/webroot/archivos/D_S4650.pdf">http://www.gacetaoficialdebolivia.gob.bo/app/webroot/archivos/D_S4650.pdf</a> and <a href="https://www.comunicacion.gob.bo/sites/default/files/dale_vida_a_tus_derechos/archivo">https://www.comunicacion.gob.bo/sites/default/files/dale_vida_a_tus_derechos/archivo</a></p>

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	<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><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<p>Y</p>	<p><a href="https://www.oas.org/dil/esp/constitucion_bolivia.pdf">s/LEY%20264%20ACTUALIZACION%202018%20WEB.pdf</a></p> <p><b>The new constitution, adopted in 2009 includes in Art.15 III: that the state shall take necessary measures to prevent, eliminate and sanction gender violence (page 16)</b></p> <p><b>It also states that the President, as the executive power should “designer a las ministras y a los ministros de Estado, respetando el carácter Plurinacional y la equidad de género en la composición del gabinete ministerial” (page 172)</b></p> <p><a href="https://www.oas.org/dil/esp/constitucion_bolivia.pdf">https://www.oas.org/dil/esp/constitucion_bolivia.pdf</a></p>
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		I.4 - Does the country have a WPS National Action Plan (NAP)?	N	<p><b>Bolivia does not have a WPS NAP, however, the 2022 Plan for de-Patriarchization and de-Colonization lays the groundwork that can be used as a catalyst to the development of a WPS-specific NAP:</b></p> <p><a href="https://www.minedu.gob.bo/index.php?option=com_content&amp;view=article&amp;id=6120&amp;catid=91&amp;Itemid=933">https://www.minedu.gob.bo/index.php?option=com_content&amp;view=article&amp;id=6120&amp;catid=91&amp;Itemid=933</a></p>
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	Y	<p><b>Bolivia has several documents and programs relating to its plan of de-patriarchization:</b></p> <p>There is a “Modelo de actuación” against gender violence published 2015.</p> <p><a href="https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf">https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf</a></p>

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				<p>The judiciary system has its Institutional Gender Policy addressing GBV and gender equality principles.</p> <p>Law 348 about Gender Perspective and Law 307 Gender Identity, <a href="https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf">https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf</a> are just a handful of examples.</p> <p>See also the Office for the Coordination of Women: <a href="http://www.coordinadoradelamujer.org.bo/web/">http://www.coordinadoradelamujer.org.bo/web/</a></p>
		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	Servicio Plurinacional de la Mujer y de la Despatriarcalización

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				<a href="https://sepmud.gob.bo">https://sepmud.gob.bo</a>
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	Y	<b>While there is no WPS NAP, there is a “Plan Estratégico de despatriarcalización y prevención de la violencia contra la mujer” published June 30, 2022 that identifies the D/MoD as a principal actor</b>
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	ND	<b>WIIS researchers could not identify specific action/implementation plans by the defense forces, however, it is likely that such a plan does exist, given the wide-reaching nature of the Plan of de-Patriarchization.</b>
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	Y	<b>The model against gender violence does mention the police as a principal actor:</b>

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				<a href="https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf">https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf</a>
		<b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	Y	<p>Plans are not made public, but the police force has been identified as a principal actor in addressing GBV and government plans for de-Patriarchization.</p> <p><a href="https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf">https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf</a> mentions specific resources that are assigned to the Gender violence unit force</p>



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	<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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	Y	<p><b>Specific budget to increase the number of women in the ranks:</b> page 110, pilar 111: <a href="https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf">https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf</a></p>
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	Y	<p><b>Specific budget to increase the number of women in the ranks:</b> page 110, pilar 111: <a href="https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf">https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf</a></p> <p style="text-align: center;">f and</p> <p><a href="https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf">https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf</a></p>
		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	Y	<p><a href="https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf">https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf</a></p>

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		<p><b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?</p>	Y	<p>The national police have an active gender unit:</p> <p><a href="https://comunidad.org.bo/index.php/noticia/detalle/cod_noticia/12912#:~:text=Desde%202021%2C%20la%20Unidad%20de,para%20denunciar%20hechos%20de%20violencia.">https://comunidad.org.bo/index.php/noticia/detalle/cod_noticia/12912#:~:text=Desde%202021%2C%20la%20Unidad%20de,para%20denunciar%20hechos%20de%20violencia.</a></p> <p><a href="https://www.facebook.com/Polic%C3%ADa-Boliviana-100870778125608/videos/8m20221a%C3%B1o-unidaddegenero-primer-aniversario-de-la-unidad-de-g%C3%A9nero-de-la-polic%C3%ADa/1247864119033280/">https://www.facebook.com/Polic%C3%ADa-Boliviana-100870778125608/videos/8m20221a%C3%B1o-unidaddegenero-primer-aniversario-de-la-unidad-de-g%C3%A9nero-de-la-polic%C3%ADa/1247864119033280/</a></p>
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<b>II.</b>	<b>Institutional Policy and Practice</b>
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<p><b>II.A.</b></p> <p><i>Gender in the Ranks</i></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><b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.</p> <p>(In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)</p>			
		Army	ND		
		Navy	ND		
		Marines	N/A		
		Air Force	ND		
		Coast Guard	N/A		
		National Police (2022 info)	6,528 women and 30,471 men	<p>Activity report 2022: <a href="https://www.youtube.com/watch?v=sk5IGuzRXr4">https://www.youtube.com/watch?v=sk5IGuzRXr4</a></p>	

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		<b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?	<b>ND</b>	
		<b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.	<b>Y</b>	<b>Women serve at all ranks of the military. Likewise, the plan for de-Patriachization calls for gender equality principles to be implemented in all levels of government/government agencies</b>
		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	<b>Y</b>	<b>Women serve at all ranks of the national police. Likewise, the plan for de-Patriachization calls for gender equality principles to be implemented in all levels of government/government agencies</b>

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		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	<b>988 women</b>	
		Navy	<b>ND</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>N/A</b>	
		National Police	<b>ND</b>	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.	<b>Y</b>	<p>The current Strategic plan 2016-2020 for the armed forces is to increase representation of women in the military to a minimum of 8.65%.</p> <p style="text-align: center;">(page 45)</p> <p style="text-align: center;"><a href="https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf">https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf</a></p> <p>There is no information to identify whether</p>

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				there are quotas for women in service for each of the branches of the military.
		Army	Y	
		Navy	Y	
		Marines	N/A	
		Air Force	Y	
		Coast Guard	N/A	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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?	Y	<b>See comments after the scorecard.</b>
		II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	Y	<b>See comments after the scorecard.</b>
		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	ND	

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		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	Y	See comments after the scorecard.
	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?	ND	
		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?	Y	
	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 or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	ND	
GENADs are deployed as part of the Command staff at both strategic and operational levels.	II.B.8- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	Y	A full time GENAD was appointed in March 2021: Teniente Coronel Yaneth Montecinos: <a href="https://erbol.com.bo/s eguridad/el-gobierno-c rea-la-unidad-de-g%C3">https://erbol.com.bo/s eguridad/el-gobierno-c rea-la-unidad-de-g%C3</a>	
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.				

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				<a href="#">%A9nero-de-la-polic%C3%ADa</a>
		<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	<b>WIIS researchers could not identify whether Coronel Montecinos is a member of the senior military commander's staff or as part of a separate department</b>
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>Y</b>	<b>Teniente Coronel Yaneth Montecinos, oversees both institutions</b>
		<b>II.B.11</b> – Have the GENADs received training?	<b>Y</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>ND</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	



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<p><b>II.C.</b> <i>Training, education and exercises</i></p>	<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>	<p><b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?</p>		
		<p>A) Military</p>	<b>Y</b>	<p><b>4,240 servicemembers have so far have received “de-colonization and de-patriarchization” training:</b> <a href="https://www.mindef.gob.bo/sites/default/files/informe23.pdf">https://www.mindef.gob.bo/sites/default/files/informe23.pdf</a></p>
		<p>B) National Police</p>	<b>ND</b>	<p><b>WIIS researchers speculate that this is a likely possibility, due to the presence of and engagement of Colonel Montecinos</b></p>
		<p><b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?</p>		
		<p>A) Military</p>	<b>Y</b>	<p><b>4,240 servicemembers have so far have received “de-colonization and de-patriarchization” training:</b></p>

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				<a href="https://www.mindef.go.b.bo/sites/default/files/informe23.pdf">https://www.mindef.go.b.bo/sites/default/files/informe23.pdf</a>
		B) National Police	ND	WIIS researchers speculate that this is a likely possibility, due to the presence of and engagement of Colonel Montecinos
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	Y	4,240 servicemembers have so far have received “de-colonization and de-patriarchization” training: <a href="https://www.mindef.go.b.bo/sites/default/files/informe23.pdf">https://www.mindef.go.b.bo/sites/default/files/informe23.pdf</a>
		B) National Police	ND	WIIS researchers speculate that this is a likely possibility, due to the presence of and

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				<b>engagement of Colonel Montecinos</b>
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>ND</b>	
		B) Police	<b>Y</b>	<a href="https://www.policia.bo/wp-content/uploads/2021/06/PLAN-ESTRATEGICO-INSTITUCIONAL.pdf">https://www.policia.bo/wp-content/uploads/2021/06/PLAN-ESTRATEGICO-INSTITUCIONAL.pdf</a>
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>	

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		C) cultural awareness training based on an analysis of gender relations in the area of operations;	ND	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	ND	
		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;	ND	
		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	Y	<p><b>Law no. 975, adopted in 1988 states that:</b></p> <p><b>“Every woman in the gestation period up to one year after the birth of the child, will enjoy immobility in her job position in public or private institutions.”</b></p> <p><b>Law no. 006 establishes: “All Women have the right</b></p>

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				<p>45 days before and after birth to natality and maternity subsidies.”</p> <p>Law no. 3460 on the promotion of lactation articulates that institutions must: "allow lactating mothers to take their child to their sources of work/study, so that they provide exclusive breastfeeding during the first six months of life."</p> <p>Additionally, institutions are expected to give lactating mothers adequate work and study environments: <a href="https://www.armada.mil.bo/images/2021/inspectoria/14febMATERNIDAD-y-lactancia.pdf">https://www.armada.mil.bo/images/2021/inspectoria/14febMATERNIDAD-y-lactancia.pdf</a></p>
		II.D.2 - Are there childcare or family leave policies for the military?	Y	See II.D.1

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		<b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	Y	See II.D.1
		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	Y	<b>The Ministry of Government launched the “Mujer Policía y FELCV Digna” program in 2021, spearheaded by Lt. Colonel Jannet Montecinos. The program aims to investigate complaints of sexism and verbal or physical harassment against servicewomen by their colleagues.</b>
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	Y	<b>The Ministry of Government launched the “Mujer Policía y FELCV Digna” program in 2021, spearheaded by Lt. Colonel Jannet Montecinos. The program aims to investigate complaints of sexism and verbal</b>

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				or physical harassment against servicewomen by their colleagues.
		<p><b>II.D.6</b> - 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?</p>	Y	<p>The police plan outlines police officers responsibilities to protect women and children from harm: <a href="https://www.policia.bo/wp-content/uploads/2021/06/PLAN-ESTRATEGICO-INSTITUCIONAL.pdf">https://www.policia.bo/wp-content/uploads/2021/06/PLAN-ESTRATEGICO-INSTITUCIONAL.pdf</a></p> <p>However, the Ministry of Government has a special victims unit: Fuerza Especial de Lucha contra la Violencia, FELCV, designed to address violence against children and women.</p>
		<p><b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)</p>		

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		A) Military	ND		
		B) Police	ND		
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)			
		A) Military	ND		
		B) Police	ND		
<b>III. Monitoring/Reporting and Evaluation</b>					
	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?	Y	<b>The Ministries report their activities based on the strategic plans.</b>	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	ND		
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	ND		
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	Y		



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		III.5 – Is sex disaggregated data made publicly available?	ND	

### Additional comments / observations:

Ministry of Foreign Affairs, latest annual report 2021-2022 declared 2022 as: el Año de la Revolución Cultural para la Despatriarcalización: Por una vida libre de violencia contra las mujeres. Y estamos impulsando políticas orientadas no solo a fortalecer marcos normativos, sino a atacar las causas estructurales de la violencia, desde la educación, el fortalecimiento de la autonomía económica de las mujeres, y también a través de procesos culturales, para transformar esta lamentable realidad, originada por el patriarcado, como el sistema más antiguo de opresión, y que se retroalimenta con el colonialismo y el capitalismo. *(the Year of the Cultural Revolution for Depatriarchalization: For a life free of violence against women. And we are promoting policies aimed not only at strengthening regulatory frameworks, but also at attacking the structural causes of violence, from education, to strengthening the economic autonomy of women, and also through cultural processes, to transform this unfortunate reality, originated by patriarchy, as the oldest system of oppression, and which feeds back with colonialism and capitalism.)*

The report goes on to propose: Proponemos que, desde esta Asamblea General, se declare el Decenio de la Despatriarcalización, y hablamos de despatriarcalización porque urge un proceso profundo de transformaciones políticas, económicas, sociales y culturales, desde una perspectiva comunitaria, orientado hacia la construcción de relaciones recíprocas por una vida libre de toda forma de exclusión, dominación, explotación, discriminación y violencia, para toda la humanidad y nuestra Madre Tierra. (p.221-222). *(We propose that, from this General Assembly, the Depatriarchalization Decade be declared, and we speak of depatriarchalization because a deep process of political, economic, social and cultural transformations is urgently needed, from a community perspective, oriented towards the construction of reciprocal relationships for a lifetime free from all forms of exclusion, domination, exploitation, discrimination and violence, for all humanity and our Mother Earth.)*

Surprisingly, the [Plan Nacional de Desarrollo](#) has no mention of gender equality or gender whatsoever, it is focused on economic equality.

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The Organizational structure of the Executive Power of Bolivia describes the responsibilities of each of the Ministries.

It states that: The Ministry of Justice has a Viceminister of Equal Opportunities, with the “Dirección General de Prevención y Eliminación de toda Forma de Violencia en Razón de Género y Generacional” that is responsible for:

- b) Promover el cumplimiento de la Constitución Política del Estado y de instrumentos internacionales en los ámbitos de equidad de género, generacional y personas con discapacidad.
- c) Proponer y coadyuvar en la incorporación del principio de la igualdad de oportunidades en las entidades territoriales autónomas.
- d) Evaluar y monitorear a las entidades territoriales autónomas en la ejecución y cumplimiento de planes, programas y proyectos relativos a la equidad de género y a la igualdad de oportunidades.
- e) Transversalizar el enfoque de género y promover la igualdad de oportunidades intergeneracionales en las políticas sectoriales y de la gestión pública, articulando acciones con los órganos del Estado y las organizaciones de la sociedad civil.
- f) Formular, concertar y ejecutar las políticas nacionales con las entidades territoriales autónomas, en la defensa, protección y promoción de los derechos de las mujeres, de niñas, niños, juventudes, personas adultas mayores y personas con discapacidad.
- g) Formular normas para fortalecer los mecanismos de protección, prevención, atención, recuperación y sanción de la violencia en razón de género generacional y maltrato institucional.
- h) Coordinar, gestionar y supervisar en las entidades territoriales autónomas, la asignación de recursos económicos que permitan la ejecución de políticas, planes, programas y proyectos con enfoque de género y proyectos dirigidos a la niñez, adolescencia, juventud, personas adultas mayores y personas con discapacidad. (Art. 80)

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>ND</b>	<p><b>Foreign policy documents are not made publicly available</b></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>ND</b>	<p><b>A majority of official government documents are not made publicly available</b></p>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><b>The constitution of Dominica was revised in 2014 (originally drafted in 1978). The revised Constitution does mention gender (equality), however, in over 60 pages, gender is only three times:</b></p> <p><a href="https://www.constituteproject.org/constitution/Dominica_2014.pdf?lang=en">https://www.constituteproject.org/constitution/Dominica_2014.pdf?lang=en</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	

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		<p><b>I.5</b> - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	Y	<p><b>Dominica adopted a National Policy and Action Plan for Gender Equity and Equality in 2006, aimed to improve gender awareness among policy makers, etc:</b></p> <p><a href="https://www.cepal.org/sites/default/files/events/files/dominica_report_-_xii_crm.pdf">https://www.cepal.org/sites/default/files/events/files/dominica_report_-_xii_crm.pdf</a></p> <p>The policy was most recently updated in 2014</p> <p><a href="https://genderaffairs.gov.dm/publications/newsletters">https://genderaffairs.gov.dm/publications/newsletters</a></p>
		<p><b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?</p>	Y	<p><b>Yes, the most active is the Bureau of Gender Affairs which operates under the Ministry of Health, Wellness and Social Services:</b></p> <p><a href="https://genderaffairs.gov.dm/">https://genderaffairs.gov.dm/</a></p>

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		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	N	
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	N/A	<b>Dominica does not have a military, defense force was disbanded in 1981 following coups attempts</b>
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	N	
		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	Y	<p><b>It appears that active efforts to improve recruitment and retention of women began in 2020. The police force has begun to address “institutional sexism,” and have put in place plans to address the lack of women in the force:</b></p> <p style="text-align: center;"><a href="http://sundominica.com/articles/police-force-sexism-5881/">http://sundominica.com/articles/police-force-sexism-5881/</a></p>

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				<a href="https://dominicanewsonline.com/news/homepage/news/dominica-police-force-to-recruit-more-female-officers/">https://dominicanewsonline.com/news/homepage/news/dominica-police-force-to-recruit-more-female-officers/</a>
	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.	<b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	<b>N/A</b>	
		<b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	<b>N/A</b>	
		<b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	
		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>Y</b>	<b>The national police has made the recruitment of women a top priority for its force. In 2020, Chief of Police Lincoln</b>

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				<p>Corbette articulated plans to allocate at least 15 women to each new cohort of police recruits:</p> <p><a href="https://dominicanewsonline.com/news/homepage/news/dominica-police-force-to-recruit-more-female-officers/">https://dominicanewsonline.com/news/homepage/news/dominica-police-force-to-recruit-more-female-officers/</a>.</p> <p>Since 2020, the force has adhered to these commitments (via <a href="#">Government Information Service</a>)</p>
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II.	Institutional Policy and Practice
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<b>II.A.</b>  <b>Gender in the Ranks</b>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	N/A	
		National Police	ND	Current police force in Dominica is 444: <a href="https://nationalsecurity.gov.dm/divisions/commonwealth-of-dominica-police-force#:~:text=The%20Police%20Force%20presently">https://nationalsecurity.gov.dm/divisions/commonwealth-of-dominica-police-force#:~:text=The%20Police%20Force%20presently</a>



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				<p><u>%20consists%20of%200444%20established%20officers.</u></p> <p>There is no publicly available data on the number of women in the Dominica police force, but most recent available information estimates that women made up around 12% of the total force in 2016: <a href="http://sundominica.com/articles/police-force-sexism-5881/">http://sundominica.com/articles/police-force-sexism-5881/</a></p>
		<p><b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?</p>	N/A	
		<p><b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.</p>	N/A	

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		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	Y	<b>All positions and ranks are reportedly open to women, however, claims of institutional sexism remain present, possibly explaining the lack overall lack of representation of women in the force:</b> <a href="http://sundominica.com/articles/police-for-ce-sexism-5881/">http://sundominica.com/articles/police-for-ce-sexism-5881/</a>
		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	N/A	
		National Police	1	<a href="https://cdpf.gov.dm/about/leadership">https://cdpf.gov.dm/about/leadership</a>

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		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	N/A	
		Police	Y	<b>As of 2020, no less than 15 women per cohort of recruits must be women:</b>
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	N/A	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	ND	<b>Police planning and strategy documents</b>

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				are not made publicly available
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	N/A	
		<b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?	N	<b>With the exception of commitments to recruiting more women, no other commitments on the WPS agenda have been made by the police or the Ministry of National Security</b>
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	N/A	
		<b>II.B.6</b> – 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?	ND	<b>National police strategic documents, field manuals are not made publicly available</b>

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<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>	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	<b>N/A</b>	
	<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<b>ND</b>	
	<p><b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?</p>	<b>N/A</b>	
	<p><b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?</p>	<b>ND</b>	
	<p><b>II.B.11</b> – Have the GENADs received training?</p>	<b>ND</b>	
	<p><b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?</p>	<b>N/A</b>	
	<p><b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?</p>	<b>ND</b>	
	<p><b>II.B.14</b> - Have the GFPs received training?</p>	<b>ND</b>	
<p><b>II.C.</b> <i>Training, education and exercises</i></p>	<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><b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?</p>	
	<p>A) Military</p>	<b>N/A</b>	

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	<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>	B) National Police	ND		
		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	N/A		
		B) National Police	ND		
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	N/A		
		B) National Police	ND		
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.		ND	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	N/A		
B) Police	ND				

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		II.C.6 - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	N/A	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	N/A	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	N/A	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	N/A	
		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;	N/A	
		F) specific gender norms training focused on the operational area.	N/A	

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<b>II.D. Work Environment</b>	<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?	N/A	
		II.D.2 - Are there childcare or family leave policies for the military?	N/A	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?		
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	N/A	
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	Unknown	
		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?	N/A	
		II.D.7 - Are women provided equipment designed to fit women's bodies? (i.e. uniforms and personal protective equipment like body armor)		



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		A) Military	N/A		
		B) Police	N	<p>The Police Act specifies differences in dress and uniforms for men and women, with policemen having access to a greater variety of dress:</p> <p><a href="https://www.vertic.org/media/National%20Legislation/Dominica/DM_Police_Act.pdf">https://www.vertic.org/media/National%20Legislation/Dominica/DM_Police_Act.pdf</a> pages 54-58</p> <p>Though it is unclear whether these rules are enforced</p>	
		II.D.8 - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)			
		A) Military	N/A		
		B) Police	ND		

<b>III. Monitoring/Reporting and Evaluation</b>
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	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?	ND	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	N/A	
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	N/A	
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	ND	
		III.5 – Is sex disaggregated data made publicly available?	N	

### Additional Comments / observations:

Dominica does not have a military after it was disbanded in 1981 after two coup attempts. Its police force has [444 established officers](#), with [only one woman](#) in the high ranks of the police force. In 2020, the Dominica Police leadership listed recruitment of more women officers as a [“top priority”](#) and has increased the limit on the number of police officers from 500 to a maximum of 600.

There is significant data missing as Dominica does not report on gender-related data to the same degree as other countries in the region. UN Women reports that as of 2020, only 15% of indicators needed to monitor the SDGs in Dominica through a gender perspective were available. There are major gaps in: violence against women, unpaid care and domestic work and key labor market indicators, such as the gender pay gap. And in

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“many areas – such as gender and poverty, physical and sexual harassment, women’s access to assets (including land), and gender and the environment – lack comparable methodologies for regular monitoring.” ([UN Women](#))

The primary department that works on issues of gender is the Bureau of Gender Affairs, which works primarily on the surface level, with communities of men and women in civil society. So far, there is no mention of WPS or of women’s security in any official documents in the country. There is very little mention of gender equality/equity outside of the UN system and other regional bodies.

<https://www.cia.gov/the-world-factbook/countries/dominica/>

<https://www.facebook.com/bureauofgenderaffairs/>

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><b>Gender equality is one of the pillars of major foreign policy documents and of the Foreign Ministry:</b></p> <p><a href="https://rree.gob.sv/canceleria-realiza-jornada-de-trabajo-con-entidades-de-gobierno-para-fortalecer-el-libro-blanco-de-la-politica-exterior/">https://rree.gob.sv/canceleria-realiza-jornada-de-trabajo-con-entidades-de-gobierno-para-fortalecer-el-libro-blanco-de-la-politica-exterior/</a></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>Y</b>	<p><b>The Public Security Policy establishes the creation and implementation of strategies against gender violence and violence against women. Access to the Ministry of Defense and other government ministries is very limited.</b></p>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><b>It establishes non discrimination principle, but it does not use</b></p>

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				<p>inclusive language in all the document. It uses the nouns only in masculine:                      “trabajadores” “hijos”                      “los habitantes” “juez”</p> <p>Art. 28 establishes equal remuneration without any discrimination. BUT:                      Art. 28. 10 forbids minors under 18 and women to work on unhealthy or dangerous labor.</p> <p>And the word “women” appears only 3 times.</p> <p><a href="https://www.oas.org/di/esp/constitucion_de_la_republica_del_salvador_1983.pdf">https://www.oas.org/di/esp/constitucion_de_la_republica_del_salvador_1983.pdf</a></p>
		I.4 - Does the country have a WPS National Action Plan (NAP)?	Y	<p>The country published its second NAP in 2022 (22-24)</p> <p><a href="https://rree.gob.sv/el-salvador-presenta-estrategia-nacional-de-la-resolucion-1325-compromiso-internacional-sobre-mujeres-paz-y-seguridad/">https://rree.gob.sv/el-salvador-presenta-estrategia-nacional-de-la-resolucion-1325-compromiso-internacional-sobre-mujeres-paz-y-seguridad/</a></p>

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		<p><b>I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?</b></p>	<p><b>Y</b></p>	<p>Published 2022: <a href="#">Gender Equality Policy in Health</a>.</p> <p>Published 2010: <a href="#">National Policy for a life free of violence for women</a></p> <p>Public Security and police:                      Protocolo para el abordaje de la violencia y discriminación por razones de género, contra las mujeres en la Policía Nacional Civil, de El Salvador, C.A.:                      Procedimiento de Abordaje. Lineamientos Policiales para el Abordaje Especializado de la Violencia contra las Mujeres.</p> <p>El Salvador has an Institutional Policy for Gender Equality in the Justice and Public Security Sector 2018-2027.</p>
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		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	<a href="#">Instituto Salvadoreño para el Desarrollo de la Mujer ISDEMU.</a>
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	Y	The original <a href="#">NAP 2017-2022</a> identified the MoD as a principal actor, however, there is no information publicly available to identify whether an updated NAP has included MoD
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	ND	
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	Y	<a href="https://www.peacemen.org/sites/default/files/El%20Salvador%20NAP%202017-2022%20(English).pdf">https://www.peacemen.org/sites/default/files/El%20Salvador%20NAP%202017-2022%20(English).pdf</a>
		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	Y	<a href="https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf">https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf</a>

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	<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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>ND</b></p>	<p><b>Not enough information available to identify a budget for 2023.</b></p> <p>There was budget for a GENAD in 2016: \$23,654.42 (local currency):</p> <p><a href="https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf">https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf</a></p>
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>Y</b></p>	<p><b>3 positions for the Gender Advisor but only 1 person has been hired according to the “Organigrama_person al_fem_y_masc.pdf” page 3</b></p>



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		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p><b>The Law of Equality, art. 13</b> establishes budget allocation.</p> <p><a href="https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf">https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf</a></p> <p>Also, there is public information about a GENAD (Unidad de Género ANSP) for the Police that is working:</p> <p><a href="https://www.ansp.gob.sv/unidad-de-genero/">https://www.ansp.gob.sv/unidad-de-genero/</a></p>
		<p><b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>ND</b></p>	<p>There is publicly available information about a GENAD (Unidad de Género ANSP) for the Police, however, WIIS researchers cannot verify whether positions have been officially allocated:</p> <p><a href="https://www.ansp.gob.sv/unidad-de-genero/">https://www.ansp.gob.sv/unidad-de-genero/</a></p>

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### II. Institutional Policy and Practice

<b>II.A.</b>  <i>Gender in the Ranks</i>	<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><b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.</p> <p>(In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)</p>		<p style="text-align: center;"><b>The Law of Military Career makes no mention of gender equality or women. But art. 20 does mention “the constitutional role of the man of arms in Salvadoran society and identifies it with respect for the life and freedom of citizens.”</b></p> <p style="text-align: center;">(“el papel constitucional del hombre de las armas en la sociedad salvadoreña y lo identifica con el respeto por la vida y la libertad de los ciudadanos”)</p>
		Army	<b>ND</b>	

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		Navy	ND	
		Marines	ND	
		Air Force	ND	
		Coast Guard	ND	
		National Police	<b>Admin: 5858</b> <b>Total: 4256M and 1602W</b> <b>Operative: 22,410total: 19241M and 3,169W</b>	<b>Official excel reported by the country team. The most recently available data is up to June 2021.</b>  <b>Other sources 2020:</b> <a href="https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf">https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf</a> page 29-30
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	ND	
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	N	<b>According to military manuals, certain positions are only open to men:</b>

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				<p>“DEFENSA Manual de descripción de puestos 2021” description of senior positios is “Señor” as in: “Despacho del señor ministro” “Señor Ministro de la defensa”  “señores Titulares del Ramo”  “Señor Vieministro de la Defensa”  has two admin. Roles that say “preferentemente masculino” see pages 426 and 435.</p>
		<p><b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.</p>	<p><b>ND</b></p>	<p><b>Women have traditionally held administrative and operational positions</b></p>

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		<b>II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?</b>	<b>According to “organigrama_personal” there are 8 women in managerial positions (1 Tnt, 1 cap. 1MyrArt, 1MyrJm and 4 civilians), and 44 men. This number is an imbalance because, according to the same document, these areas present 98 women and 258 men working there. 28% are women.</b>	
		Army		
		Navy		
		Marines		
		Air Force		
		Coast Guard		
		National Police	<b>Commissioner</b> <b>116 Men and 20 women</b>  <b>Deputy Commissioner</b> <b>116 men and 16 women</b>  <b>Inspector General</b>	<b>Information provided by country team</b>  <b>Other sources:</b> <a href="https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf">https://ormusa.org/wp-content/uploads/2022/08/Investigacion-Resoluciones-Mujeres-Paz-y-seguridad-El-Salvador.pdf</a>

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				<p>(chief): 93 men and 5 women.</p> <p>Inspectors: 161 men 14 women</p> <p>Subinspectors 544 men 52 women</p> <p>Sargeants: 1497 men 104 women.</p> <p><a href="https://www.wola.org/wp-content/uploads/2020/10/Police-SV-ESP-9.30.pdf">https://www.wola.org/wp-content/uploads/2020/10/Police-SV-ESP-9.30.pdf</a></p>
		<p><b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.</p>	<p><b>ND</b></p>	
		<p>Army</p>		
		<p>Navy</p>		

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		Marines		
		Air Force		
		Coast Guard		
		Police		
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	<b>Y</b>	<p><b>El Salvador has an Institutional Policy for Gender Equality in the Justice and Public Security Sector 2018-2027.</b></p> <p>Mentions CEDAW, Convention Belém do Pará, and many conventions for equal labor rights.</p>
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	<b>Y</b>	<p>Protocolo para el abordaje de la violencia y discriminación por razones de género, contra las mujeres en la Policía Nacional Civil, de El Salvador, C.A.: Procedimiento de Abordaje. Lineamientos Policiales para el</p>

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				<p><b>Abordaje Especializado de la Violencia contra las Mujeres.</b>                      El Salvador has an Institutional Policy for Gender Equality in the Justice and Public Security Sector 2018-2027.</p>
		<p><b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?</p>	Y	<p><b>Gender violence and gender equality activities are observed in the Manual of operation</b></p> <p><a href="https://elsalvador.unfpa.org/sites/default/files/pub-pdf/Manual%20Soldados.pdf">https://elsalvador.unfpa.org/sites/default/files/pub-pdf/Manual%20Soldados.pdf</a></p>
		<p><b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?</p>	Y	<p><b>El Salvador has an Institutional Policy for Gender Equality in the Justice and Public Security Sector 2018-2027.</b></p> <p><a href="https://www.google.com/url?sa=t&amp;rct=j&amp;q">https://www.google.com/url?sa=t&amp;rct=j&amp;q</a></p>



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				<a href="https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwi3n53kh9P-AhU0MEQIHUVQC5IQFnoECAsQAQ&amp;url=https%3A%2F%2Felfaro.net%2Fattachment%2F1020%2FProtocolo_Final%2520PNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40Wwlql0Gg15h845qc">=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwi3n53kh9P-AhU0MEQIHUVQC5IQFnoECAsQAQ&amp;url=https%3A%2F%2Felfaro.net%2Fattachment%2F1020%2FProtocolo_Final%2520PNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40Wwlql0Gg15h845qc</a>
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	Y	<a href="https://elsalvador.unfpa.org/sites/default/files/pub-pdf/Manual%20Soldados.pdf">https://elsalvador.unfpa.org/sites/default/files/pub-pdf/Manual%20Soldados.pdf</a>
		<b>II.B.6</b> – 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?	Y	<a href="https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwi3n53kh9P-AhU0MEQIHUVQC5IQFnoECAsQAQ&amp;url=https%3A%2F%2Felfaro.net%2Fattachment%2F1020%2FProtocolo_Final%2520PNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40Wwlql0Gg15h845qc">https://www.google.com/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=&amp;ved=2ahUKEwi3n53kh9P-AhU0MEQIHUVQC5IQFnoECAsQAQ&amp;url=https%3A%2F%2Felfaro.net%2Fattachment%2F1020%2FProtocolo_Final%2520PNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40Wwlql0Gg15h845qc</a>

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				<a href="https://www.opnc.org/2016/04/20/OPNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40WwlqI0Gg15h845qc">OPNC_2016.pdf%3Fg_download%3D1&amp;usg=AOvVaw3cRK40WwlqI0Gg15h845qc</a>
	<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>	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	Y	<p><b>Unidad de Género Institucional UGI created in Dec. 2015</b> Part of the “DEFENSA Manual de Organización y funcionamiento 2021.pdf” pages 75 and 75.</p> <p><a href="https://www.transparencia.gob.sv/instituciones/mdn/documents/448097/download">https://www.transparencia.gob.sv/instituciones/mdn/documents/448097/download</a></p> <p><a href="https://www.transparencia.gob.sv/instituciones/mdn/documents/manuales-basicos-de-organizacion">https://www.transparencia.gob.sv/instituciones/mdn/documents/manuales-basicos-de-organizacion</a></p>
		<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	Y	<p><a href="https://www.ansp.gob.sv/unidad-de-genero/">https://www.ansp.gob.sv/unidad-de-genero/</a></p>

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		<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	It has assigned one GENAD, one support person, and one secretary as staff, but it is not clear if the person in charge is in a high-ranking position. The job profile does not explicitly state the requirement of a senior member of the staff p. 649 (DEFENSA Manual de descripción de puestos 2021.pdf" p.655  <a href="https://www.transparencia.gob.sv/instituciones/mdn/documents/448094/download">https://www.transparencia.gob.sv/instituciones/mdn/documents/448094/download</a>
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>Y</b>	Licda. Coralia Elizabeth Cuellar, Chief of Unity (Jefa de Unidad)
		<b>II.B.11</b> – Have the GENADs received training?	<b>MIL: Y Police: Y</b>	Diploma on Sexual Rights and Reproductive Rights of women 2014.

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				<p>National University of El Salvador, Las Mèlidas. Year 2014.</p> <p>(Diplomado Derechos Sexuales y Derechos Reproductivos de las mujeres 2014. Universidad Nacional de El Salvador, Las Mèlidas. Año 2014.)</p> <p><a href="https://www.transparencia.gob.sv/instituciones/13/officials/8107">https://www.transparencia.gob.sv/instituciones/13/officials/8107</a></p> <p>She has worked since 2013 as GENAD or GFP.</p>
		<p><b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?</p>	<p><b>Y</b></p>	<p>The “DEFENSA Manual de Descripción de puestos 2021.pdf” states the GENAD’s job is to: “Supervise the operation of the Gender Units of the branches.”</p> <p>( “Supervisar el funcionamiento de las</p>

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				<b>Unidades de Género de las Ramas.”)</b>
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C. Training, education and exercises</b>	<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>	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		
		A) Military	<b>ND</b>	
		B) National Police	<b>Y</b>	<p><b>Detailed excel with all trainings</b></p> <p><a href="https://transparencia.pnc.gob.sv/download/capitaciones-con-e-nfoque-de-genero-2021">https://transparencia.pnc.gob.sv/download/capitaciones-con-e-nfoque-de-genero-2021</a></p> <p><b>Other info:</b></p> <p><a href="https://www.ansp.gob.sv/17-capacitados-en-curso-de-formadores-policiales-en-equidad-e-igualdad-de-genero/">https://www.ansp.gob.sv/17-capacitados-en-curso-de-formadores-policiales-en-equidad-e-igualdad-de-genero/</a></p>

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				<a href="https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf">https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf</a>  <a href="https://www.pnc.gob.sv/marco-institucional/">https://www.pnc.gob.sv/marco-institucional/</a>
		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	<b>ND</b>	
		B) National Police	<b>Y</b>	Detailed Excel with all trainings <a href="https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021">https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021</a>  Other info: <a href="https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf">https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3%ADtica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf</a>

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				<a href="https://www.pnc.gob.sv/marco-institucional/">https://www.pnc.gob.sv/marco-institucional/</a>	
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	<b>ND</b>		
		B) National Police	<b>Y</b>	<b>Information provided by country team</b>	
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>Y</b>	<b>Detailed excel with all trainings</b> <a href="https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021">https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021</a>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?			
		A) Military	<b>ND</b>		
B) Police	<b>Y</b>	<a href="https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3">https://www.ansp.gob.sv/wp-content/uploads/2019/02/Pol%C3</a>			

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				<p><a href="#">%ADtica-de-Equidade-Igualdad-para-hombres-y-mujeres.pdf</a>  <a href="https://escuela.fgr.gov.bv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplSex.pdf">https://escuela.fgr.gov.bv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplSex.pdf</a></p> <p>Detailed excel with all trainings  <a href="https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021">https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021</a></p>
		<p><b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?</p>	<p><b>There is a manual for soldiers, and it includes provisions to prevent gender violence and sexual violence.</b></p> <p><b>POLICE: YES</b> Detailed excel with all trainings  <a href="https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021">https://transparencia.pnc.gob.sv/download/capitaciones-con-enfoque-de-genero-2021</a>                      Other info:</p>	



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		A) the importance of protection, rights and needs of women, men, girls and boys;	Y	YES police
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	Y	Yes for the police: <a href="https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf">https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf</a>
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	Y	Yes for the police: <a href="https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf">https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf</a>
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	Y	Yes for the police: <a href="https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf">https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf</a>
		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;	Y	Yes for the police: <a href="https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf">https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExplorSex.pdf</a>

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		F) specific gender norms training focused on the operational area.	Y	Yes for the police: <a href="https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExploSex.pdf">https://escuela.fgr.go.b.sv/wp-content/uploads/Leyes/Leyes-2/Guia_ActuacionFiscal_ExploSex.pdf</a>
<b>II.D. Work Environment</b>	<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>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	Y	According to the country team and the National Academy of Public Security
		<b>II.D.2</b> - Are there childcare or family leave policies for the military?	Y	According to the country team and the National Academy of Public Security
		<b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	Y	<a href="https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf">https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf</a>
		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	Y	There is a Code of conduct that prevents sexual harassment: <a href="https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf">https://isdemu.gob.sv/wp-content/uploads/2020/10/LIE.pdf</a>
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	ND	

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		<b>II.D.6</b> - 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?	<b>ND</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
<b>III. Monitoring/Reporting and Evaluation</b>				
	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	<b>III.1</b> - Are there national monitoring and reporting requirements?	<b>Y</b>	For example: <a href="https://transparencia.pnc.gob.sv/download">https://transparencia.pnc.gob.sv/download</a>

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	<p>track how well it is doing, identify problem areas and make changes. The process is transparent, made publicly available and actively involves civil society.</p>			<a href="https://www.gub.eg.ve/plan-operativo-anual-2023-version-publica?wpdmdl=4925&amp;refresh=644f35e5c4b451682912741">/plan-operativo-anual-2023-version-publica?wpdmdl=4925&amp;refresh=644f35e5c4b451682912741</a> page 9
		<p><b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?</p>	Y	<p>For example: <a href="https://www.wola.org/wp-content/uploads/2020/10/Police-SV-ESP-9.30.pdf">https://www.wola.org/wp-content/uploads/2020/10/Police-SV-ESP-9.30.pdf</a></p>
		<p><b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?</p>	ND	
		<p><b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?</p>	Y	<p><a href="https://transparencia.pnc.gob.sv/download/memoria-de-labores-informe-de-resultados-de-la-gestion-policia-junio-2021-mayo-2022-version-publica?wpdmdl=4887&amp;refresh=644f3747787691682913095">https://transparencia.pnc.gob.sv/download/memoria-de-labores-informe-de-resultados-de-la-gestion-policia-junio-2021-mayo-2022-version-publica?wpdmdl=4887&amp;refresh=644f3747787691682913095</a></p>
		<p><b>III.5</b> – Is sex disaggregated data made publicly available?</p>	Y	<p>Yes, partially, some data is made publicly available <a href="https://transparencia.pnc.gob.sv/download/memoria-de-labores-informe-de-resultados">https://transparencia.pnc.gob.sv/download/memoria-de-labores-informe-de-resultados</a></p>

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				<a href="#">-de-la-gestion-policia-junio-2021-mayo-2022-version-publica?wpdmdl=4887&amp;refresh=644f3747787691682913095</a>

**Additional comments / observations:**

El Salvador has a WPS NAP.

El Salvador currently lacks an official webpage dedicated to the armed forces, making it difficult to find information related to the implementation of the WPS agenda in the military. However, the National Police have a much larger repository of information on programs and policies that support WPS principles.

Much of the information provided in this assessment tool was provided by members of a country team who had access to what the government considers “confidential information.” All data was corroborated by the WIIS research team, and when available, publicly available data is linked to each above indicator.

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><b>Grenada has several initiatives relating to gender equality that have been made publicly available</b></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>ND</b>	<p><b>National security documents are not made publicly available</b></p>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><b>Prohibits discrimination based on sex:</b>  <a href="https://pdba.georgettown.edu/Constitution/Grenada/gren73eng.html#mozTocId391068">https://pdba.georgettown.edu/Constitution/Grenada/gren73eng.html#mozTocId391068</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	<p><b>There is no official NAP relating to the WPS agenda, however, the country has actively participated in several reviews for the UN, OAS, and other international bodies</b></p>

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				<p>expressing its commitment to advancing gender equality.</p>
		<p>I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	<p>Y</p>	<p>Several concrete action/national action plans relating to gender equality including: Gender Equality Policy and Action Plan 2014 – 2024; Grenada Spotlight Initiative to end violence against women:  <a href="https://www.undp.org/barbados/projects/grenada-spotlight-initiative">https://www.undp.org/barbados/projects/grenada-spotlight-initiative</a> and the Medium Term Action Plan (Programme of Action for Economic Recovery, Transformation and Resilience) which includes initiatives to promote gender equality in all parts of society:  <a href="https://www.finance">https://www.finance</a>.</p>

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				<p><a href="https://www.fao.org/gd/docs/2022/FinalM-TAP2022-2024upd.pdf">gd/docs/2022/FinalM-TAP2022-2024upd.pdf</a></p> <p>They have the Gender Equality Policy and Action Plan:</p> <p><a href="https://www.fao.org/faolex/results/details/en/c/LEX-FAOC18137">https://www.fao.org/faolex/results/details/en/c/LEX-FAOC18137</a></p> <p><u>6/</u> and have a National Sustainable Development Plan (NSDP) which includes principles of the WPS agenda:</p> <p><a href="https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf">https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf</a></p>
		<p><b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?</p>	<p><b>Y</b></p>	<p><b>Primarily: Ministry of Social &amp; Community Development, Housing and Gender Affairs and The Division of Gender and Family Affairs, (the national machinery for gender mainstreaming in the country)</b></p>



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		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	N/A	No military of defense force since 1983
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	N/A	
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	N	<p>Police are not mentioned as principal actors in advancing gender equality in any publicly available documents. The Gender Budget Statement of 2023 does not list the police as a principal actor:</p> <p><a href="https://www.finance.gd/docs/2023/Gender_Budget_Statement_2023.pdf">https://www.finance.gd/docs/2023/Gender_Budget_Statement_2023.pdf</a></p>

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		<b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	<b>ND</b>	
	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.	<b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	<b>N/A</b>	
		<b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	<b>N/A</b>	
		<b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	<b>Y</b>	<b>The Government of Grenada has allocated funds for the Royal Police Force, specifically to address gender-based violence</b>

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>Y</b>	<b>The Government of Grenada has allocated funds for personnel at the Royal Police Force and other government departments, specifically to address gender-based violence</b>
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<b>II. Institutional Policy and Practice</b>
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<b>II.A.</b>  <b>Gender in the Ranks</b>	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.  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.	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	<b>N/A</b>	
		Navy	<b>N/A</b>	

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		Marines	N/A	
		Air Force	N/A	
		Coast Guard	N/A	
		National Police	130 female officers	<p>Royal Grenada Police Force states: “The Force allows for 1025 sworn positions, although the current actual strength is 940, of which, over seven hundred (700) are males and one hundred and thirty (130) are females. The RGPF has Three Hundred and Eighteen (318) ranked officers. This number includes front line supervisors, middle and senior managers, and executives.”</p> <p><a href="https://rgpf.gd/index.php/about-us/overview">https://rgpf.gd/index.php/about-us/overview</a></p>

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		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	N/A	
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	N/A	
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	Y	<b>No evidence that women are prohibited from any positions at the Royal Grenada Police Force</b>
		II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	N/A	
National Police	ND	<b>This data is not available via</b>		

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				<a href="https://rgpf.gd/index.php/about-us/overview">https://rgpf.gd/index.php/about-us/overview</a> <a href="#">w</a>
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	<b>N/A</b>	
		Navy	<b>N/A</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>N/A</b>	
		Coast Guard	<b>N/A</b>	
Police	<b>ND</b>			
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	<b>N/A</b>	

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		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	Y	The Grenada Police Act outlines the duties, expectations, and special considerations for policewomen: <a href="https://laws.gov.gd/index.php?option=com_edocman&amp;view=search&amp;filter_category_id=1&amp;filter_search=police&amp;show_category=1&amp;Itemid=180&amp;limitstart=100">https://laws.gov.gd/index.php?option=com_edocman&amp;view=search&amp;filter_category_id=1&amp;filter_search=police&amp;show_category=1&amp;Itemid=180&amp;limitstart=100</a>
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	N/A	
		<b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?	Y	<a href="https://laws.gov.gd/index.php?option=com_edocman&amp;view=search&amp;filter_category_id=1&amp;filter_search=police&amp;show_category=1&amp;Itemid=180&amp;limitstart=100">https://laws.gov.gd/index.php?option=com_edocman&amp;view=search&amp;filter_category_id=1&amp;filter_search=police&amp;show_category=1&amp;Itemid=180&amp;limitstart=100</a>

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	<p>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.</p>	<p><b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?</p>	<p><b>N/A</b></p>	
	<p></p>	<p><b>II.B.6</b> – 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?</p>	<p><b>ND</b></p>	<p><b>In the past two years, however, policewomen in Grenada have been outspoken about sexual harassment</b></p>
<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>	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	<p><b>N/A</b></p>	<p></p>	
	<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<p><b>ND</b></p>	<p><b>No mention of a GENAD or other position in any official documents</b></p>	
	<p><b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?</p>	<p><b>N/A</b></p>	<p></p>	
	<p><b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?</p>	<p><b>N/A</b></p>	<p></p>	



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		II.B.11 – Have the GENADs received training?	N/A	
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	N/A	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	N/A	
		II.B.14 - Have the GFPs received training?	N/A	
<b>II.C. Training, education and exercises</b>	<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	N/A	
		B) National Police	Y	<p><b>Gender-sensitive trainings have taken place in recent years according to government self reports to regional and international bodies:</b></p> <p><a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C</a></p>

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				<a href="#">SW/64/National-reviews/Grenada.pdf</a>
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	N/A	
		B) National Police	Y	<p><b>Gender-sensitive trainings have taken place in recent years according to government self reports to regional and international bodies:</b></p> <p><a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Grenada.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Grenada.pdf</a></p>
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	N/A	
		B) National Police	Y	<p><b>Gender-sensitive trainings have taken place in recent years</b></p>

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				<p style="text-align: center;">according to government self reports to regional and international bodies:  <a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-views/Grenada.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-views/Grenada.pdf</a></p>
		<p><b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.</p>	<b>ND</b>	<p><b>No mention of civilian staff posts in the Police Act</b></p>
		<p><b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?</p>		
		<p>A) Military</p>	<b>N/A</b>	
		<p>B) Police</p>	<b>Y</b>	<p><b>Gender-sensitive trainings have taken place in recent years according to government self reports to regional and international bodies.</b></p>

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				<a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Grenada.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Grenada.pdf</a>  <b>The Police Act ascribes duties relating to protection of vulnerable persons specifically to policewomen</b>	
		<b>II.C.6 - As a minimum, does military pre-deployment training include the following areas?</b>			
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>N/A</b>		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>N/A</b>		
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>N/A</b>		

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		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	N/A	
		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;	N/A	
		F) specific gender norms training focused on the operational area.	N/A	
<b>II.D. Work Environment</b>	<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?	N/A	
		II.D.2 - Are there childcare or family leave policies for the military?	N/A	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	N	<p><b>None listed in any publicly available documents. However, all employees in Grenada are entitled to a three month maternity leave:</b></p> <p><a href="https://www.ilo.org/dyn/travail/travmain.sectionReport1?p_lang=en&amp;p_structure=3&amp;p_year=2011&amp;p_start">https://www.ilo.org/dyn/travail/travmain.sectionReport1?p_lang=en&amp;p_structure=3&amp;p_year=2011&amp;p_start</a></p>

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				<a href="#">=1&amp;p_increment=10&amp;p_sc_id=2000&amp;p_countries=LV&amp;p_countries=GD&amp;p_print=Y#:~:text=Every%20employee%20shall%20be%20entitled,a%20period%20of%20three%20months.</a>
		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	<b>N/A</b>	
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>N</b>	<b>The Police Act does not mention harassment of any kind. Though it is worth noting that there have been many reports by local news outlets about allegations of sexual abuse and harassment by senior officers against junior level policewomen. The current police commissioner has received widespread criticism of his handling of these</b>

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				<p><b>allegations:</b>  <a href="https://spiceislander.com/allegations-of-sexual-abuse-in-grenadas-police-force/">https://spiceislander.com/allegations-of-sexual-abuse-in-grenadas-police-force/</a>  <a href="https://www.weefmgrenada.com/commissioner-of-police-says-sexual-harassment-within-the-rgpf-will-be-dealt-with-severely/">https://www.weefmgrenada.com/commissioner-of-police-says-sexual-harassment-within-the-rgpf-will-be-dealt-with-severely/</a></p>
		<p><b>II.D.6</b> - 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?</p>	<b>N</b>	
		<p><b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)</p>		
		<p>A) Military</p>	<b>N/A</b>	
		<p>B) Police</p>	<b>Y</b>	<p><b>Specific uniforms for police women are outlined in the CAO 244 Police Act:</b>  <a href="https://laws.gov.gd/index.php?option=com">https://laws.gov.gd/index.php?option=com</a></p>

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				<a href="#">m_edocman&amp;view=search&amp;filter_category_id=1&amp;filter_search=police&amp;show_category=1&amp;Itemid=180&amp;limitstart=100</a>
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)		
		A) Military	<b>N/A</b>	
		B) Police	<b>ND</b>	<b>No mention of specific accommodations for policewomen</b>

<b>III.</b>	<b>Monitoring/Reporting and Evaluation</b>			
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	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.	<b>III.1</b> - Are there national monitoring and reporting requirements?  <b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>Y</b>  <b>Y</b>	<b>The Government of Grenada is actively involved in frequent reviews of various NAPs and report to regional and international bodies on status and outcomes of specific targets</b>  <b>While there is no NAP on the WPS agenda,</b>
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				civil society organizations have worked with government agencies in various period reviews for regional and international agencies/bodies
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	N/A	
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	N (May 2023) Y (August 2023)	Following the initial data collection, WIIS researchers became aware of an online data collection system initiative by the government of Grenada to collect sex-disaggregated data to address VAWG. “The GrenadaInfoSAFE digital platform is a collaborative effort between the Spotlight Initiative Grenada, the United Nations Development Programme (UNDP), the Central Statistical

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				<p>Office, and the National Data Centre of Grenada, and the Royal Grenada Police Force (RGPF), the Ministry of Health and civil society organizations. It was established to effectively collect and analyze crucial data on gender-based violence.”</p> <p><a href="https://www.undp.org/barbados/blog/spoilight-initiative-grenada-and-undp-launch-data-system-help-fight-violence-against-women-and-girls">https://www.undp.org/barbados/blog/spoilight-initiative-grenada-and-undp-launch-data-system-help-fight-violence-against-women-and-girls</a></p> <p>The government of Grenada does collect data on gender disaggregated impacts of its key programs and projects:</p> <p><a href="https://www.finance.gd/docs/2023/Gender_Budget_Statement_2023.pdf">https://www.finance.gd/docs/2023/Gender_Budget_Statement_2023.pdf</a></p>
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		III.5 – Is sex disaggregated data made publicly available?	N	

**Additional comments / observations:**

Grenada has less of a focus on addressing gender equality within the police, but does have several programs to reduce violence against women in society, increasing gender mainstreaming and participation in society, addressing the gendered impacts of climate change, and other principles of the WPS agenda – while they can improve their police gender strategy, it would be unfair to categorize Grenada as being uncommitted to the WPS agenda. Grenada is an active participant in national reviews by the UN, the Belem Do Para Convention, and has made significant financial commitments to gender equality and other social initiatives (budgets are easily accessible to the public). Unlike many of its regional neighbors, Grenada recognizes its shortcomings, and is seeking to develop regional and international partnerships that will help improve its gender mainstreaming.

Grenada actively includes civil society and NGOs in various governmental programs and plans. One example: “There are also several environmental, social, and educational NGOs and CBOs that operate in the Grenville and surrounding areas. These stakeholders are important for the providing of inputs into the project design, the effective implementation of the bridge and road studies and repairs including the implementation of mitigation measures such as the Traffic Management Plan and the development of gender responsive resilient infrastructures. NGOs and CBOs through traditional knowledge will be key partners in Component Two activities; assessments and designs for historical buildings and the study of gender differentiated impacts of coastal flooding and flooding management. Gender Based NGOS and CBOs will play a critical role in the identification of gender impacts as will fisherfolks and other users of the coastal areas including vendors, private tour guides, etc.” page 56,

[https://www.finance.gd/docs/2022/Draft%20Stakeholder%20Engagement%20Plan\\_GRIP\\_P175720\\_FinalFeb10.pdf](https://www.finance.gd/docs/2022/Draft%20Stakeholder%20Engagement%20Plan_GRIP_P175720_FinalFeb10.pdf)

Like other Caribbean nations, Grenada has expressed concern over the climate crisis and has shifted its attention to addressing the effects, environmental, economic, social, of climate change – including its impacts on women and girls. “Small Island Developing States (SIDS) are, at the same time, struggling with

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higher interest rates, slower recoveries, credit rating downgrades, de-risking and fiscal imbalances including higher import costs and persistent revenue shortfalls. The adverse impact on production, employment and poverty is growing, while at the same time, shrinking the fiscal space for many of us, and thereby limiting our ability to recover and to invest in the 2030 Agenda for Sustainable Development.”

<https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf>

Additionally, several senior members of the Ministry of National Security, Home Affairs, Public Administration, Information and Disaster Management are women: <https://www.gov.gd/index.php/nationalsecurity>

Gender-based violence is an urgent priority for the Government of Grenada and have launched several initiatives in partnership with the police to address GBV:

[https://www.cepal.org/sites/default/files/events/files/grenada\\_report\\_-\\_xii\\_crm.pdf](https://www.cepal.org/sites/default/files/events/files/grenada_report_-_xii_crm.pdf)

According to the Voluntary National Review: “In addition to the various legislative and policy frameworks highlighted below, the Government is moving ‘to adopt a gender responsive budgeting approach starting with a pilot in the 2022 Budget, to ensure gender-equitable distribution of resources, thereby contributing to equal opportunities for all’ Budget Statement, 2022. As such, reporting on the gender impact will be a requisite for various initiatives from 2023. Grenada is monitoring four (4) of the CARICOM core Indicators under target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation” p. 36, <https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf>

Other policy and legislative actions on gender equality (SDG 5):

- Gender Equality Policy and Action Plan (GEPAP) • Domestic Violence Act (No. 19 of 2010) • Child (Protection and Adoption) Act (No. 20 of 2010) • Amendments to the sexual offences’ provisions in the Criminal Code (No 29 of 2012), including introduction of marital rape • Electronic Crimes Act (No 23 of 2013) and its amendments • Revised Police Standing Orders (Statutory Rules and Regulation 19 of 2017) • Draft Sexual offenders Registry Bill (2022) • Inter-Ministerial Council of Gender Focal Points (2017, 2019). <https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf>

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<a href="https://www.cepal.org/sites/default/files/c omunicacion_26_guy ana.pdf">https://www.cepal.org/sites/default/files/c omunicacion_26_guy ana.pdf</a>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>N/A</b>	
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<a href="https://www.constituteproject.org/constitution/Guyana_2016.pdf?lang=en">https://www.constituteproject.org/constitution/Guyana_2016.pdf?lang=en</a>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	
		<p><b>I.5</b> - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	<b>Y</b>	<p><b>Yes, mainly encouraging the promotion of women in politics and government</b></p> <p><a href="https://www.cepal.org/sites/default/files/c omunicacion_26_guy ana.pdf">https://www.cepal.org/sites/default/files/c omunicacion_26_guy ana.pdf</a>.</p>

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		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	<p><b>There is a Gender Affairs Bureau and Sexual Offenses and Domestic Violence Policy Unit under the Ministry of Human Services and Social Security. The Ministry also provides leadership training for women interested in participating in local or national politics through the Guyana Women’s Leadership Institute.</b></p> <p><a href="https://mhsss.gov.gy/socialservices.html">https://mhsss.gov.gy/socialservices.html</a></p>
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	N	
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	Y	<p><b>Development of relationships and partnerships with regional security actors, including USSOUTHCOM, USNORTHCOM, the Organization of</b></p>

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				<p><b>American States (OAS), and the U.S. Department of Defense, affirming its commitment to implementing the principles of WPS. In August 2022, Guyana hosted the inaugural Caribbean Women, Peace, and Security Conference in Georgetown, Guyana.</b></p>
		<p><b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>	Y	
		<p><b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	Y	

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	<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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>Y</b></p>	<p><b>Not explicitly mentioned, but partnerships with regional actors include financial support for WPS implementation</b></p>
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>Y</b></p>	<p><a href="https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf">https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf</a></p>
		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p><b>Not explicitly mentioned, but partnerships with regional actors include financial support for WPS implementation</b></p>
		<p><b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p><b>GPF has collaborated with regional partners to improve women’s work environments and gender mainstreaming policies from the top down (including</b></p>



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				<p style="text-align: center;"><b>personnel and budget)</b></p> <p style="text-align: center;"><b>Examples:</b></p> <p><a href="https://moha.gov.gy/the-opening-ceremony-of-the-women-in-law-enforcement-empowerment-summit-2023-gather-collaborate-grow/">https://moha.gov.gy/the-opening-ceremony-of-the-women-in-law-enforcement-empowerment-summit-2023-gather-collaborate-grow/</a></p> <p><a href="https://guyanachronicle.com/2019/10/04/female-police-officers-benefit-from-training-at-iawp-conference-in-the-us/?fbclid=IwAR30Gv5iYOR_Enb-34Yl3XifoIRFFj0_Mf9L5CBa_Kb1ti5d8UmB_PkSzQw">https://guyanachronicle.com/2019/10/04/female-police-officers-benefit-from-training-at-iawp-conference-in-the-us/?fbclid=IwAR30Gv5iYOR_Enb-34Yl3XifoIRFFj0_Mf9L5CBa_Kb1ti5d8UmB_PkSzQw</a></p>
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<b>II.</b>	<b>Institutional Policy and Practice</b>			
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<b>II.A.</b>  <b>Gender in the Ranks</b>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)	<p><b>“At present the female component of the force reflects 10.92% of the strength(p 25). ”</b></p> <p><a href="https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf">-https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf</a></p>	
		Army	<b>10.92 % women</b>	<a href="https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf">https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf</a>
		Navy	<b>ND</b>	
		Marines	<b>ND</b>	
		Air Force	<b>ND</b>	

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		Coast Guard	ND	
		National Police	ND	
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	N/A	None in UN PK ops, as of May 31, 2023: <a href="https://peacekeeping.un.org/en/troop-and-police-contributors">https://peacekeeping.un.org/en/troop-and-police-contributors</a>
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.	ND	<a href="https://www.gdf.mil.gy/wp-content/uploads/2021/09/PERSONNEL-POLICY-OF-THE-GUYANA-DEFENCE-FORCES-CCE.pdf">https://www.gdf.mil.gy/wp-content/uploads/2021/09/PERSONNEL-POLICY-OF-THE-GUYANA-DEFENCE-FORCES-CCE.pdf</a>
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	ND	
		II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	ND	

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		Navy	ND	
		Marines	ND	
		Air Force	ND	
		Coast Guard	ND	
		National Police	ND	
		<b>II.A.6 – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.</b>		<b>Neither the GDF or GPF make targets publicly available. Much of the work that has been done to include women has taken place in recent years, it is likely that there are unofficial targets that are kept internally.</b>
		Army	ND	
		Navy	ND	
		Marines	ND	
		Air Force	ND	

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		Coast Guard	<b>ND</b>	
		Police	<b>ND</b>	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	<b>N/A</b>	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	<b>N/A</b>	
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	<b>N/A</b>	
		<b>II.B.4</b> - Are the principles of WPS integrated into police operational planning processes?	<b>N/A</b>	
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	<b>ND</b>	
		<b>II.B.6</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in national police strategic	<b>ND</b>	

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		documents, field manuals and other similar publications?		
	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>ND</b>	
	GENADs are deployed as part of the Command staff at both strategic and operational levels.	<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	<b>ND</b>	
	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.	<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>ND</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C.</b> <i>Training, educatio</i>	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	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		

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<b>n and exercises</b>	<p>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>	A) Military	<b>ND</b>			
		B) National Police	<b>ND</b>			
		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?				
		A) Military	<b>ND</b>			
		B) National Police	<b>ND</b>			
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?				
		A) Military	<b>ND</b>			
		B) National Police	<b>ND</b>			
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.		<b>ND</b>		
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?				
		A) Military	<b>ND</b>			
		B) Police	<b>ND</b>			

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		II.C.6 - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	N/A	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	N/A	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	N/A	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	N/A	
		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;	N/A	
		F) specific gender norms training focused on the operational area.	N/A	



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<b>II.D. Work Environment</b>	<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>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	<b>Y</b>	<a href="https://www.gdf.mil.gy/wp-content/uploads/2021/09/PERSONNEL-POLICY-OF-THE-GUYANA-DEFENCE-FOR-CCE.pdf">https://www.gdf.mil.gy/wp-content/uploads/2021/09/PERSONNEL-POLICY-OF-THE-GUYANA-DEFENCE-FOR-CCE.pdf</a> p. 192, 200
		<b>II.D.2</b> - Are there childcare or family leave policies for the military?	<b>Y</b>	<p><b>service women have access to childcare centers while at work, ensuring they retain their rank and remain eligible for promotions. During the COVID-19 pandemic, police and army officers (among other frontline workers) received additional childcare assistance to support the financial burdens of the pandemic on families and parents. Women in Guyana are eligible for 13 weeks of maternity leave.</b></p> <p><a href="https://www.facebook.com/watch/?v=450782437067546">https://www.facebook.com/watch/?v=450782437067546</a></p>

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		<p><b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?</p>	Y	<p>During the COVID-19 pandemic, police and army officers (among other frontline workers) received additional childcare assistance to support the financial burdens of the pandemic on families and parents. Women in Guyana are eligible for 13 weeks of maternity leave.  <a href="https://www.ilo.org/dyn/travail/travmain.sectionReport1?p_lang=en&amp;p_structure=3&amp;p_year=2011&amp;p_start=1&amp;p_increment=10&amp;p_sc_id=2000&amp;p_countries=KE&amp;p_countries=GY&amp;p_print=Y">https://www.ilo.org/dyn/travail/travmain.sectionReport1?p_lang=en&amp;p_structure=3&amp;p_year=2011&amp;p_start=1&amp;p_increment=10&amp;p_sc_id=2000&amp;p_countries=KE&amp;p_countries=GY&amp;p_print=Y</a></p>
		<p><b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?</p>	Y	<p>The head of the GDF, Brigadier Bess, stated his firm commitment to providing a safe environment for all GDF employees and to have GDF members improve their knowledge of sexual</p>

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				<p>harassment and assault.</p> <p><a href="https://guyanachronicle.com/2021/10/27/gdf-signs-mou-to-improve-soldiers-understanding-of-sexual-harassment-assault/#:~:text=CHIEF%2DOF%2DS TAFF%20of%20the,sexual%20assault%20and%20domestic%20violence">https://guyanachronicle.com/2021/10/27/gdf-signs-mou-to-improve-soldiers-understanding-of-sexual-harassment-assault/#:~:text=CHIEF%2DOF%2DS TAFF%20of%20the,sexual%20assault%20and%20domestic%20violence</a></p>
		<p><b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?</p>	<p><b>N</b></p>	<p><b>No specific policies for the GPF, but Last year, the GPF partnered with the United Nations Population Fund (UNFPA) and Guyana’s Ministry of Human Services and Social Security to re-commence COPSQUAD2000, an initiative aimed at building the GPF’s capacity to respond adequately to GBV cases.</b></p>

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				<a href="https://dpi.gov.gy/unfpa-recommences-gender-based-violence-awareness-training-for-gpf-officers/">https://dpi.gov.gy/unfpa-recommences-gender-based-violence-awareness-training-for-gpf-officers/</a>
		<b>II.D.6</b> - 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?	Y	The GDF works closely with civil society organizations to address GBV and sexual harassment both in and outside the GDF <a href="https://guyanachronicle.com/2021/10/27/gdf-signs-mou-to-improve-soldiers-understanding-of-sexual-harassment-assault/#:~:text=CHIEF%2DOF%2DTAFF%20of%20the,sexual%20assault%20and%20domestic%20violence.">https://guyanachronicle.com/2021/10/27/gdf-signs-mou-to-improve-soldiers-understanding-of-sexual-harassment-assault/#:~:text=CHIEF%2DOF%2DTAFF%20of%20the,sexual%20assault%20and%20domestic%20violence.</a>
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	Y	<a href="https://www.northcom.mil/Newsroom/News/Article/Article/2988796/guard-incorpor">https://www.northcom.mil/Newsroom/News/Article/Article/2988796/guard-incorpor</a>

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				<a href="#">ates-women-peace-and-security-initiatives/</a>
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)		
		A) Military	<b>Y</b>	<a href="https://www.northcom.mil/Newsroom/News/Article/Article/2988796/guard-incorporates-women-peace-and-security-initiatives/">https://www.northcom.mil/Newsroom/News/Article/Article/2988796/guard-incorporates-women-peace-and-security-initiatives/</a>
		B) Police	<b>Y</b>	
<b>III. Monitoring/Reporting and Evaluation</b>				
	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.	<b>III.1</b> - Are there national monitoring and reporting requirements?	<b>N</b>	<b>The GDF and the GPF work closely with civil society organizations, regional bodies, and international actors on projects related to gender mainstreaming, which provide avenues for</b>

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				<b>monitoring and evaluation.</b>
		<b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>N/A</b>	
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>ND</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>ND</b>	
		<b>III.5</b> – Is sex disaggregated data made publicly available?	<b>N</b>	

### Additional comments / observations:

At the international level, Guyana is a signatory of important international conventions and initiatives advancing gender equality and women’s political, economic, and social advancement, such as the Beijing Platform for Action and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (known as the Belém do Pará Convention). Guyana signed the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), though it has not signed the CEDAW Optional Protocol. It is also a Member State of the Organization of American States (OAS), which works to advance gender equality and women’s empowerment.

It does not have a WPS NAP. However, the Guyana Defense Force (GDF) has shown its commitment to the WPS agenda through the development of relationships and partnerships with regional security actors, including USSOUTHCOM, USNORTHCOM, the Organization of American States (OAS), and the U.S. Department of Defense, affirming its commitment to implementing the principles of WPS.

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul>	<p><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>N</b>	<b>There are no official mentions of the WPS agenda or related principles in government documents</b>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>N</b>	
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><b>The National constitution of 1987 establishes equality of men and women before the law. Specific articles that ensure the protection and of enjoyment human rights between men and women are:</b>  <b>17,18,19,28,23,32.6</b>  <a href="https://pdba.georgettowntown.edu/Constitution">https://pdba.georgettowntown.edu/Constitution</a></p>

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	<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>			<a href="https://s/Haiti/haiti1987.htm">s/Haiti/haiti1987.htm</a> ↓
		I.4 - Does the country have a WPS National Action Plan (NAP)?	<b>N</b>	
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	<b>Y</b>	<p><b>Through the Ministry for the Status of Women, including the Gender Equality Policy 2014 (Politique d'égalité Femmes Hommes 2014-2034)</b>  <a href="https://faolex.fao.org/docs/pdf/hai157333.pdf">https://faolex.fao.org/docs/pdf/hai157333.pdf</a></p>
		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	<b>Y</b>	<p><b>Yes, the Ministère à la Condition féminine et aux Droits des femmes</b></p>
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	<b>ND</b>	
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	<b>ND</b>	



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		<p><b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>	Y	<p>Page 10-11 of Politique d'égalité Femmes Hommes 2014-2034:  <a href="https://faolex.fao.org/docs/pdf/hai157333.pdf">https://faolex.fao.org/docs/pdf/hai157333.pdf</a></p>
		<p><b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	Y	<p>They have their own action plans via the office of National Coordination of Women's Affairs (CENAF). The goal of this office is to support female police officers. These action plans are prepared and documented, but have not yet entered into force according to the Divisional commissioner Mrs. Jeannine Bateau Chief</p>

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	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.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	ND	
		I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	ND	
		I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	Y	<p style="text-align: center;"><b>The budget is allocated by the Haitian state on behalf of the country's interior ministry.</b></p> <p style="text-align: center;"><b>No further information is available on how the budget is being implemented.</b></p>

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	There is no data to suggest that positions have been allocated, however, there is a quota that maintains women should make up 30% of the force.
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### II. Institutional Policy and Practice

<b>II.A.</b>  <i>Gender in the Ranks</i>	<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><b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.</p> <p>(In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)</p>		<p><b>Approximately 14 .000 men and women are available for the National police according to the PNH (National Police of Haiti) personnel, 12,351 men and 1,649 women, deaths and abandonment included. According to the PHN, the number of service members is not sufficient for the size of the population.</b></p>
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			The armed forces total 8500 men and 92 women according to a personal source.	
		Army	92 or 1.08%	Total: 92 women of 8500
		Navy		
		Marines		
		Air Force		
		Coast Guard		
		National Police	1649 or 13%	Approximately 12.351 men , and 1649 women
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	ND	
II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	Y	According to a personnel source in the armed forces, while all positions are open to women,		

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				<b>there is a need for servicewomen to be trained in the same way as men.</b>
		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	<b>Y</b>	<b>All civil and officer positions are open to women.</b>
		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>ND</b>	
		National Police	<b>17</b>	<b>There are 17 women serving at senior ranks at the National Police, according to</b>

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				<b>the Chief of Gender Office.</b>
		<b>II.A.6 – Are</b> there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>ND</b>	
		Police	<b>Y</b>	<b>According to the head of the coordination of the national police of women’s affairs, Marie Jeannette Bateau, there is internal interest in</b>

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				<p><b>increasing female officers in the ranks. Official targets exist, though they are not publicly available. According to Bateau, in order to effectively increase the effective participation of women in the national police, training women and promoting gender equality initiatives are essential.</b></p>
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	<b>ND</b>	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	<b>Y</b>	<b>Based on data collected from country team participants</b>

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		II.B.3 - Are the principles of WPS integrated into military operational planning processes?	Y	Based on data collected from country team participants
		II.B.4 – Are the principles of WPS integrated into police operational planning processes?	Y	Based on data collected from country team participants
	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?	ND	
		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?	Y	The responsibility for the protection of vulnerable people (women, girls, and boys) from sexual violence, is included in the official police documents and manuals. This mandate is also a part of the training plan of the national police



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				<p><b>academy “training and sensibilization.”</b> The police work very closely with the gender office of justice in these cases.</p>
	<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>	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	<b>ND</b>	<p><b>Members of the country team were unable to gain access to much information from the military.</b></p>
		<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<b>Y</b>	<p><b>Yes, Marie Jeannette Bateau, Coordinator of the National Coordination of Women's Affairs and Gender Issues (CNAF) of the National Police of Haiti. She is the main party responsible for carrying out gender mainstreaming at the department. She was appointed by the police Directorate General.</b></p>

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		II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	ND	
		II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	Y	Specifically, GFPs are assigned to the senior police staff. In some cases, they are former military service members.
		II.B.11 – Have the GENADS received training?	Y	GENADS and GFPs receive police academy training as well as “personal training to become inspectors' ' and work for the commissioner of national police.
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	ND	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	Y	There are 24 gender focal points in 10 departments of the country and 1 at the national police headquarters.
		II.B.14 - Have the GFPs received training?	Y	At time of data collection, some have already received

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				<b>training, but many have not.</b>
<b>II.C. Training, education and exercises</b>	<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>	<b>II.C.1 – Are the principles of WPS integrated into the education and training of personnel at the junior-level?</b>		
		A) Military	<b>ND</b>	
		B) National Police	<b>Y</b>	<b>Police officers received gender-sensitivity training by the MINUSTAH.</b>
		<b>II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?</b>		
		A) Military	<b>ND</b>	
		B) National Police	<b>Y</b>	<b>The police academy received training under the MINUSTAH</b>
		<b>II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?</b>		
		A) Military	<b>ND</b>	

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		B) National Police	Y	The police academy received training under the MINUSTAH
		II.C.4 - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.		
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	ND	
		B) Police	Y	Police officers have received training by MINUSTAH, and in some occasions, have received training on the protection of vulnerable persons by civil society and international organizations.
		II.C.6 - As a minimum, does military pre-deployment training include the following areas?		

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		A) the importance of protection, rights and needs of women, men, girls and boys;	ND	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	ND	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	ND	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	ND	
		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;	ND	
		F) Specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	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	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	Y	<b>Servicewomen are given 3-6 months maternity leave, however, there is no</b>

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	<p>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>			<p><b>official paternity leave policy for the national police. Haitian civil service law allows for 5 day long paternity leave (civil service law article 71,72)</b></p>
		<p><b>II.D.2</b> - Are there childcare or family leave policies for the military?</p>	<b>N</b>	<p><b>There are no childcare or family leave policies for the military.</b></p>
		<p><b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?</p>	<b>Y</b>	<p><b>In accordance with CENAF, policewomen are granted 3-6 months maternity leave. There is no paternity leave policy but the national police provide “special days” for policemen to take in lieu of paternity leave.</b></p> <p><b>There are no childcare or family policies for the national police.</b></p>

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		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	<b>ND</b>	
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>Y</b>	<b>This program exists at CENAF, however, implementation is a challenge due to budget restrictions put in place by the general directorate of the national police.</b>
		<b>II.D.6</b> - 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?	<b>ND</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>ND</b>	
	B) Police	<b>N</b>	<b>Bateau has pointed out a significant issue pertaining to the</b>	

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				<p style="text-align: center;"><b>availability of equipment, such as uniforms, shoes, boots, and body armor, which are designed to fit the male physique. There exists a lack of suitable equipment catering to the needs of women, and affects police women across all ranks.</b></p>	
		<p><b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)</p>			
		<p><b>A)</b> Military</p>			
		<p><b>B)</b> Police</p>	<b>N</b>	<p><b>Policemen/women are required to use the same bathrooms/billets. The only gender differentiated facilities exist in the police Academy. According to the country team</b></p>	



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				members, this poses a major problem/concern for policewomen.
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### III. Monitoring/Reporting and Evaluation

	<p>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.</p>	<p><b>III.1</b> - Are there national monitoring and reporting requirements?</p>	<b>N</b>	<p><b>The Haitian government, including the police and military, does not have a national monitoring and reporting system. Most often, files are closed without follow-up, according to the coordinator for the national police. The General Inspector is the party responsible for reports and follow up.</b></p>
		<p><b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?</p>	<b>N</b>	<p><b>Civil society participates predominately in assisting with gender equality, sexual</b></p>

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				<b>harassment/ abuse, and human rights trainings.</b>
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>ND</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>Y</b>	<b>The national police does collect sex disaggregated data from police operations, through a "routinely computerized system." However, according to the country team, the system is not very efficient, as the Haitian national police lack necessary equipment and budget to upgrade their systems/tech infrastructure. The police have to rely on a handwritten data collection system "that has been</b>

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				<b>around for years,” meaning, the data is not made publicly available.</b>
		III.5 – Is sex disaggregated data made publicly available?	<b>N</b>	<b>Only if there is an audit by a certain state entity.</b>

**Additional comments / observations:**

WIIS researchers revised this assessment tool that was submitted by the 3 person country team in Haiti. The above data was collected by the country team, but revised for clarity by WIIS researchers. The Haiti country team has identified an overall deficit in publicly accessible information, in part, attributed to the inadequate state of infrastructure within Haiti.

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>N</b>	<p><b>WPS is not specifically mentioned in the Mission Vision and Strategic Objectives, however, gender equality is mentioned as a product of the Operation Annual Plan of the Foreign Office:</b></p> <p>“Transversalidad de género incorporada”</p> <p>However, there is no <a href="#">mention of gender or equality in the Strategic Plan 2021-2023.</a></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>Y</b>	<p>The Law of the Ministry of Security. <a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=OTQxNzQ4">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=OTQxNzQ4</a></p>

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		I.3 - Does the national constitution contain language supporting gender equality?	N	<a href="https://www.constituteproject.org/constitution/Honduras_2013">https://www.constituteproject.org/constitution/Honduras_2013</a>
		I.4 - Does the country have a WPS National Action Plan (NAP)?	N	<b>No WPS NAP, however, there are several gender equality plans in place, for example: Política Nacional de la Mujer. <a href="#">II Plan de Igualdad y Equidad de Género de Honduras 2010-2022</a></b>
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	Y	<b>Government Ministries have a variety of strategies and plans regarding gender. There is a National Plan against Violence against Women. And many laws are designed to protect women and promote gender equality.</b>

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		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	National Institute for Women (Instituto Nacional de la Mujer)
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	Y	Executive Decree Number PCM-028 (2010-2022) mentions the Police and armed forces but does not specify a role for them <a href="https://sgomm.inam.gob.hn/index.php/download/decreto-ejecutivo-numero-pcm-028-2010-aprobacion-del-ii-plan-de-igualdad-y-equidad-de-genero-de-honduras-piegh/">https://sgomm.inam.gob.hn/index.php/download/decreto-ejecutivo-numero-pcm-028-2010-aprobacion-del-ii-plan-de-igualdad-y-equidad-de-genero-de-honduras-piegh/</a>
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	Y	Last year, President Xiomara Castro placed priority on gender policies. The Army created the “Directorate of Human Rights and Gender Equality” (“Dirección de Derechos Humanos y Equidad de Genero”)

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				<p>to fulfill these government-led gender commitments. The Directorate encourages the creation of Gender Units for all the branches of the armed forces.</p> <p><a href="https://sedena.gob.hn/wp-content/uploads/2022/05/Boletin-DDHH-de-las-FFAA.pdf">https://sedena.gob.hn/wp-content/uploads/2022/05/Boletin-DDHH-de-las-FFAA.pdf</a></p> <p><a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=M7cWOTU1OA==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=M7cWOTU1OA==</a></p>
		<p>I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>	<p><b>ND</b></p>	<p>Not enough data available.</p> <p>Executive Decree Number PCM-028 (2010-2022) mentions the Police and armed forces but does not specify a specific role for them</p>

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				in addressing gender equality.
		<p><b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	<b>Y</b>	<p><b>The army is reporting gender commitments in the form of activities in terms of gender-sensitive training, but researchers could not identify a specific gender strategy.</b></p> <p><b>The Law of the Secretariat of State in the Office of Security and the National Police promotes professional and development opportunities for Women in their ranks and bans gender discrimination within the police force.</b></p> <p><b>(Ley Orgánica de la Secretariade Estado en el Despacho de</b></p>



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	<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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>Y</b></p>	<p><b>Seguridad y de la Policía Nacional)</b> <b>Yes for training and the creation of a GENAD</b></p>
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>Y</b></p>	<p><b>Yes for the GENAD</b></p>
		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p><b>GENAD and training courses</b></p>
		<p><b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>Y</b></p>	<p><b>For the GENAD</b></p>

<p><b>II. Institutional Policy and Practice</b></p>
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<b>II.A.</b>  <b>Gender in the Ranks</b>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)	<b>According to World Bank 2019 = 23,000</b>  <b>(More recent data was not uncovered by WIIS researchers)</b>	
		Army	ND	
		Navy	ND	
		Marines	ND	
		Air Force	ND	
		Coast Guard	ND	
		National Police	ND	
		<b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?	ND	

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		<b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.	<b>ND</b>	
		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	<b>Y</b>	
		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?	<b>Senior positions in the MoD forces: 18 men and 11 women subsection Armed Forces = all men.</b>	
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>ND</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>ND</b>	
National Police	<b>ND</b>			
	<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide			

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		sources and as many details as possible in the source section.		
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>ND</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>ND</b>	
		Police	<b>ND</b>	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	<b>N</b>	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	<b>Y</b>	<p><b>Yes, there are opportunities for women and gender-based discrimination is banned in the national police.</b></p> <p><a href="https://api.iaip.gob.hn/api/public/serve_a">https://api.iaip.gob.hn/api/public/serve_a</a></p>

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				<a href="#">rchivo/?idarchivo=OTQxNzQ4</a>
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	<b>ND</b>	
		<b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?	<b>Y</b>	<a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=OTQxNzQ4">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=OTQxNzQ4</a>
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	<b>N</b>	<b>Responsibility for the protection of women and girls is not clear - No mention of sexual violence in any publicly available document of the Military.</b>
		<b>II.B.6</b> – 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?	<b>ND</b>	
	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>Y</b>	<b>There is a Directorate of Human Rights and Gender Equality in the Structure of</b>

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	<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>			<p><b>SEDENA (Direccion de Derechos Humanos y Equidad de Género in de Structure of SEDENA)</b>  <a href="https://oig.cepal.org/sites/default/files/honduras_2010_2022_piegh.pdf">https://oig.cepal.org/sites/default/files/honduras_2010_2022_piegh.pdf</a></p>
		<p><b>II.B.8-</b> Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<b>Y</b>	<p><a href="https://oig.cepal.org/sites/default/files/honduras_2010_2022_piegh.pdf">https://oig.cepal.org/sites/default/files/honduras_2010_2022_piegh.pdf</a></p>
		<p><b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?</p>	<b>N</b>	<p><b>The GENAD is not a member of the military, it is a civilian (advisory role)</b></p>
		<p><b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?</p>	<b>N</b>	<p><b>The GENAD is a civilian (advisory role)</b></p>
		<p><b>II.B.11</b> – Have the GENADs received training?</p>	<b>ND</b>	
		<p><b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?</p>	<b>ND</b>	<p><b>According to the gender plan, there are likely GFPs throughout both, however, researchers could not verify the</b></p>

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				<p>presence of GFPs with certainty.  <a href="https://sedena.gob.hn/wp-content/uploads/2022/05/Boletin-DDHH-de-las-FFAA.pdf">https://sedena.gob.hn/wp-content/uploads/2022/05/Boletin-DDHH-de-las-FFAA.pdf</a></p>
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C.</b> <i>Training, education and exercises</i>	<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>	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		
		A) Military	<b>ND</b>	<b>Gender training is provided to civilians and security professionals</b>
		B) National Police	<b>Y</b>	<a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==</a> <a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==</a>

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		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	ND	Gender training is provided to civilians and security professionals
		B) National Police	Y	<a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==</a> <a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==</a>
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	ND	Gender training is provided to civilians and security professionals
		B) National Police	Y	<a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==</a> <a href="https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==">https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTY5NjI0MA==</a>



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				<a href="#">rchivo/?idarchivo=MTY5NjIOMAE=</a>
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>Y</b>	<b>Gender training is provided to civilians and security professionals</b>
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>	
C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>ND</b>			

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		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	ND	
		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;	ND	
		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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?	Y	<b>Yes, by Honduran law - no separate policies within the force</b>
		II.D.2 - Are there childcare or family leave policies for the military?	Y	<b>Yes, by Honduran law - no separate policies within the force</b>
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	Y	<b>Yes, by Honduran law - no separate policies within the force</b>
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	ND	

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		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>ND</b>	
		<b>II.D.6</b> - 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?	<b>ND</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
B) Police	<b>ND</b>			

<b>III. Monitoring/Reporting and Evaluation</b>
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	<p>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.</p>	<p><b>III.1 - Are there national monitoring and reporting requirements?</b></p>	<p><b>Y</b></p>	<p><b>Yes, M&amp;E is required to take place every month. There is likewise an evaluation by the Superior Court of Accounts</b>  <b>“Accountability of the public sector of Honduras... Secretary of National Defense”</b></p> <p><b>(Tribunal Superior de Cuentas“Rendicion de cuentas del sector publico de Honduras... Secretaria de la Defensa Nacional”)</b></p>
		<p><b>III.2 – Do civil society organizations participate in NAP and/or WPS reviews?</b></p>	<p><b>N</b></p>	<p><b>There is no WPS NAP, however, EUROSOCIAL (an organization affiliated with the EU) has taken part in the creation of an Implementation Plan for Gender Policy 2030</b></p> <p><a href="https://eurosocial.eu">https://eurosocial.eu</a></p>

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				<a href="/wp-content/uploads/2022/03/AE229_Fic_ha-MdR_Honduras.pdf">/wp-content/uploads/2022/03/AE229_Fic_ha-MdR_Honduras.pdf</a>
		<p><b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?</p>	Y	<p>Plan Estrategico de Gobierno 2013-2022 mentions that the Segundo Plan de Igualdad y Equidad de Género established the need for the collection of sex-disaggregated data</p>
		<p><b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?</p>	ND	<p>Plan Estrategico de Gobierno 2013-2022 mentions that the Segundo Plan de Igualdad y Equidad de Género established the need for the collection of sex-disaggregated data, however, researchers could not verify whether data collection is taking place.</p> <p><a href="https://api.iaip.gob.hn/api/public/serve_a">https://api.iaip.gob.hn/api/public/serve_a</a></p>

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				<a href="#">rchivo/?idarchivo=MTY0OTQxOQ==</a>
		III.5 – Is sex disaggregated data made publicly available?	N	

**Additional comments / observations:**

At the national level, support for gender equality and WPS principles is present in key national plans and documents. One plan with a focus on gender equality is the “National Women’s Policy: Gender Equality and Equity Plan of Honduras: 2010-2022” (Política Nacional de la Mujer. II Plan de Igualdad y Equidad de Género de Honduras 2010-2022). A second plan is the “National Action Plan against Gender Violence 2014-2022” (Plan Nacional Contra la Violencia Hacia las Mujeres, 2014-2022). However, both plans led into 2022, and there is no mention whether these plans have been updated for beyond 2022.

The government’s [Accountability Office](#) published a report about the activities of the MoD fiscal year 2018, mentioning that the “Plan Estratégico de Gobierno 2014-2018” did not have any specific objectives regarding gender equality. The Strategic Plan 2018-2022 observes gender equality as a transversal guideline, in addition, it mentions the need to create a governmental strategy to incorporate the gender perspective in all levels of government with specific timelines and indicators to measure success.

The Ministry of Defense shows the participation of women in mid-senior administrative positions, however, the Armed Forces have no women in decision-making positions.

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<p><b>N/A</b></p>	<p><b>Foreign policy documents are not made publicly available</b></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<p><b>Y</b></p>	<p><b>Yes, partially. Mentions women at risk of potential violence:</b></p> <p><a href="https://www.oas.org/cs/h/spanish/documentos/National%20Security%20Policy%20-%20Jamaica%20-%202007.pdf">https://www.oas.org/cs/h/spanish/documentos/National%20Security%20Policy%20-%20Jamaica%20-%202007.pdf</a></p>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<p><b>Y</b></p>	<p><b>According to the Jamaican Constitution (1962), specifically Chapter 3 of the Charter of Fundamental Rights and Freedoms (Constitutional Amendment Act, 2011), all Jamaicans have “the right to equality before the law (Section 13.3(g)); “the right to equitable and humane treatment by any public authority in the exercise</b></p>

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				<p><b>of any function” (Section 13.3(h); “the right to freedom from discrimination on the ground of being male or female” (Section 13.3(i)).</b></p>
		<b>I.4 - Does the country have a WPS National Action Plan (NAP)?</b>	<b>N</b>	
		<b>I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?</b>	<b>Y</b>	<p><b>There are a number of national policies and legislation relating to women, gender and/or equality, including:</b></p> <p style="text-align: center;"><b>National Policy for Gender Equality (NPGE);</b></p> <p style="text-align: center;"><b>National Strategic Action Plan to Eliminate Gender-based Violence in Jamaica (NSAP-GBV) 2017-2027;</b></p> <p style="text-align: center;"><b>Vision 2030 Jamaica National Development</b></p>



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				<p><b>Plan: Gender Sector Plan</b></p> <p><b>Policy Guidelines for the Nomination, Selection and Appointment of Board Members of Public Bodies in Jamaica</b></p> <ul style="list-style-type: none"> <li>● <b>The Medium-Term Socio-Economic Policy Frameworks (2009-2012; 2012-2015; 2015-2018; 2018-2021)</b></li> <li>● <b>The National Policy for the Reintegration of School Aged Mothers into the Formal School System</b></li> <li>● <b>Legislation such as the Domestic Violence Act,</b></li> </ul>
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				<p>the Offences against the Person Act, the Sexual Offences Act, the Child Care and Protection Act; Sexual Harassment (Protection and Prevention) Act, 2021; The Employment (Equal Pay for Men and Women) Act; The Maternity Leave Act; Women (Employment of) Act.</p> <p>The National Policy for Gender Equality</p> <p><a href="https://japarliament.gov.jm/attachments/461">https://japarliament.gov.jm/attachments/461</a></p>
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				<a href="#">National%20Policy%20or%20Gender%20Equality%20%28NPGE%29.pdf</a>
		<b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	<p><b>The Bureau of Gender Affairs (BGA), within the Ministry of Culture, Gender, Entertainment and Sport (MCGES)</b></p> <p><b>The Women's Centre of Jamaica Foundation (WCJF), within the Ministry of Culture, Gender, Entertainment and Sport (MCGES)</b></p>
		<b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	Y	<p><b>The GBV strategic plan includes the ministry of security as the first main actor.</b></p> <p><a href="http://scm.oas.org/pdfs/2012/CIM03208-A.pdf">http://scm.oas.org/pdfs/2012/CIM03208-A.pdf</a></p>
		<b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	Y	<b>Plan to eliminate gender-violence in Jamaica</b>

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				<a href="http://scm.oas.org/pdfs/2012/CIM03208-A.pdf">http://scm.oas.org/pdfs/2012/CIM03208-A.pdf</a>
		<p><b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?</p>	<p><b>Y</b></p>	<p>According to the National Strategic Action Plan to Eliminate Gender-based Violence in Jamaica (NSAP-GBV) 2017-2027, the JCF has devised a specialized response to sexual offences and child abuse through the establishment of the Centre for the Investigation of Sexual Offences and Child Abuse (CISOCA). For other gender-related offences, however, the 'regular' police forces continue to be the main responder.</p> <p>The Ministry of National Security is listed as a 'Stakeholder' under the National Policy for Gender Equality</p>

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		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	N	
	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.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	ND	
		I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	N	
		I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	Y	<p style="text-align: center;"><b>Yes, but information is not made available to the public:</b>  <a href="https://www.mns.gov.jm/you-are-here-home-%C2%BB-infrastructure-police-stations-be-improved-infrastructure-police-stations-be">https://www.mns.gov.jm/you-are-here-home-%C2%BB-infrastructure-police-stations-be-improved-infrastructure-police-stations-be</a></p>

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	Y	<b>Forces joint against gender-based violence:</b> <a href="https://www.iadb.org/en/news/caribbean-police-join-forces-against-gender-based-violence">https://www.iadb.org/en/news/caribbean-police-join-forces-against-gender-based-violence</a>
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### II. Institutional Policy and Practice

<b>II.A.</b>  <i>Gender in the Ranks</i>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		<p><b>The Jamaica country team could not provide and did not have access to data for the JDF</b></p>
		Army	ND	
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	

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		Coast Guard	<b>ND</b>	
		National Police	<b>2,910 women (est. 20%) 9,733 – M</b>	<b>Data collected by the country team, members of the Jamaica Constabulary Force</b>
		<b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?	<b>ND</b>	
		<b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.	<b>Y</b>	
		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	<b>Y</b>	

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		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		Jamaica has its first women who is mane as Chief of Defense Staff Rear Admiral Antonette Wemyss Gorman. However, no data is made available about official ranks of women.  <a href="https://news.trust.org/item/20220225102602-esrp1">https://news.trust.org/item/20220225102602-esrp1</a>
		Army	ND	
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	ND	
		National Police	ND	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
Army	Y	25% "gender optimisation" policy in place. <a href="https://news.trust.org/i">https://news.trust.org/i</a>		



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				<a href="https://caribbean.unwomen.org/en/news-and-events/stories/2014/7/women-of-achievement-first-jdf-female-commander">tem/20220225102602-esrp1#:~:text=One%20in%2010%20of%20the,gender%20optimisation%22%20policy%20in%20pl</a> <a href="https://caribbean.unwomen.org/en/news-and-events/stories/2014/7/women-of-achievement-first-jdf-female-commander">ace.</a> <a href="https://caribbean.unwomen.org/en/news-and-events/stories/2014/7/women-of-achievement-first-jdf-female-commander">https://caribbean.unwomen.org/en/news-and-events/stories/2014/7/women-of-achievement-first-jdf-female-commander</a>
		Navy	N/A	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	ND	
		Police	N	According to country team members who are members of the JCF
<b>II.B. Strategy, Plans and Policy</b>	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	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	Y	Specifically, relating to violence against women

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	<p>police operations and missions, and are adapted to specific operational contexts.</p>	<p><b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?</p>	<p><b>N</b></p>	
		<p><b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?</p>	<p><b>ND</b></p>	
		<p><b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?</p>	<p><b>Y</b></p>	<p><b>Police Operational Planning Process are guided by the JCF Human Rights, Use of Force and Use of Firearm as well as other guiding laws and principles. Including combatting violence women:</b>   <a href="http://scm.oas.org/pdfs/2012/CIM03208-A.pdf">http://scm.oas.org/pdfs/2012/CIM03208-A.pdf</a></p>
	<p>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.</p>	<p><b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?</p>	<p><b>ND</b></p>	

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		<b>II.B.6</b> – 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?	Y	<b>Protection against gender-based violence:</b> <a href="http://scm.oas.org/pdfs/2012/CIM03208-A.pdf">http://scm.oas.org/pdfs/2012/CIM03208-A.pdf</a>  <b>JCF also has a Diversity Policy and Domestic Violence Policy, according to the Jamaica country team</b>  <a href="https://jcf.gov.jm/domestic-violence-intervention-centers/">https://jcf.gov.jm/domestic-violence-intervention-centers/</a>
	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	N	
	GENADs are deployed as part of the Command staff at both strategic and operational levels.	<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	N	
	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.	<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	N/A	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	N/A	

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		II.B.11 – Have the GENADs received training?	N/A	
		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	Y	There are established GFPs within the Jamaica Defense Force (JDF)
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	Y	<p>The BGA has extended an invitation to the Jamaica Constabulary Force (JCF) requesting the appointment of two (2) GFPs within the organization for the 2023/2024 financial year. Two members of the JCF were nominated by the organization and are due to receive Gender Focal Point training.</p> <p>There are only two (2) appointed GFP in the JCF</p>
		II.B.14 - Have the GFPs received training?	N	The BGA has consistently partnered with the JDF, since 2019, to carry out training and certification for its members appointed to

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				<p>serve in the role of GFP. The training sessions carried in 2022, represent the third iteration of this series of GFP training.</p> <p><a href="https://biblioteca.olade.org/opac-tmpl/Documentos/cg00354.pdf">https://biblioteca.olade.org/opac-tmpl/Documentos/cg00354.pdf</a></p>
<p><b>II.C.</b> <i>Training, education and exercises</i></p>	<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>	<p><b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?</p>		
		<p>A) Military</p>	Y	<p>Partially yes, domestic violence prevention and intervention workshop: <a href="https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/">https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/</a></p>
		<p>B) National Police</p>	Y	<p>Members of the police force at the junior level are trained in various areas of laws and police principles and standard operating procedures akin to the principle of WPS</p>

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		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	Y	Intermediate Training : Harrasment traning an JDF fraternisation /sexual policy <a href="https://caribbeanmilitaryacademy.edu.jm/jnsc_2.php">https://caribbeanmilitaryacademy.edu.jm/jnsc_2.php</a>
		B) National Police	Y	Members of the police force at the mid-level are trained in various areas of laws and police principles and standard operating procedures akin to the principle of WPS
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	Y	Partially yes, domestic violence prevention and intervention workshop: <a href="https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/">https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/</a>

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		B) National Police	Y	Members of the police force at the senior level are trained in various areas of laws and police principles and standard operating procedures akin to the principle of WPS
		II.C.4 - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	Y	Civilian Personnel are trained in various areas of human rights and other standard operating procedures akin to the principle of WPS such as sexual harassment
		II.C.5 - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	Y	Partially yes, domestic violence prevention and intervention workshop: <a href="https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/">https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/</a>
		B) Police	Y	The Bureau of Gender Affairs engages Police

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				<p><b>Officers in First Responders comprehensive training on GBV related issues including domestic and sexual violence.</b></p> <p><b>Police Officers on standardized procedures for dealing with victims of violence in a gender-sensitive manner.</b></p> <p><b>All members of the police force are trained to interact with vulnerable persons such as children, persons of different religious background and sexual orientation, women, persons with disabilities, etc. Additionally, members assigned to specialized departments such as the Centre for the Investigation of Sexual Offences and Child</b></p>
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				<b>Abuse (CISOCA), Domestic Violence Intervention Centres and Detectives received advance specialized training on the protection of vulnerable persons.</b>
		<b>II.C.6 - As a minimum, does military pre-deployment training include the following areas?</b>		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>ND</b>	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	<b>ND</b>	

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		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;	ND	
		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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>	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	Y	<p><b>Both maternity and paternity leave policies for the entirety of the country:</b></p> <p><b>Paternity leave:</b>  <a href="https://jis.gov.jm/information/get-the-facts/family-matters-paternity-adoption-leave/#:~:text=Effective%20January%2001%2C%202023%2C%20biological.and%20adoption%20leave%20with%20pay.&amp;text=In%20addition%20to%20these%20new,40%20to%2060%20working%20days.">https://jis.gov.jm/information/get-the-facts/family-matters-paternity-adoption-leave/#:~:text=Effective%20January%2001%2C%202023%2C%20biological.and%20adoption%20leave%20with%20pay.&amp;text=In%20addition%20to%20these%20new,40%20to%2060%20working%20days.</a></p> <p><b>Maternity Leave Act:</b>  <a href="https://laws.moj.gov.jm/library/statute/the-maternity-leave-act">https://laws.moj.gov.jm/library/statute/the-maternity-leave-act</a></p>

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Country: JAMAICA

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		<p><b>II.D.2</b> - Are there childcare or family leave policies for the military?</p>		<p><b>Both maternity and paternity leave policies for the entirety of the country:</b></p> <p><b>Paternity leave:</b>  <a href="https://jis.gov.jm/information/get-the-facts/family-matters-paternity-adoption-leave/#:~:text=Effective%20January%2001%2C%202023%2C%20biological.and%20adoption%20leave%20with%20pay.&amp;text=In%20addition%20to%20these%20new,40%20to%2060%20working%20days.">https://jis.gov.jm/information/get-the-facts/family-matters-paternity-adoption-leave/#:~:text=Effective%20January%2001%2C%202023%2C%20biological.and%20adoption%20leave%20with%20pay.&amp;text=In%20addition%20to%20these%20new,40%20to%2060%20working%20days.</a></p> <p><b>Maternity Leave Act:</b>  <a href="https://laws.moj.gov.jm/library/statute/the-maternity-leave-act">https://laws.moj.gov.jm/library/statute/the-maternity-leave-act</a></p>
		<p><b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?</p>	Y	<p><b>The police ascribe to Maternity/Paternity Leave Act that governs the public sector/civil service. Additionally, the Police Book of Rules outlines the policies regarding all Leave.</b></p>

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		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	<b>ND</b>	
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>Y</b>	There is a no official 'program', however, there is a Policy and Standard Operating Procedures for the Management of Sexual Harassment that outlines the procedure for dealing with sexual harassment matters and the protection of members.
		<b>II.D.6</b> - 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?	<b>Y</b>	The Bureau of Gender Affairs engages organizations and its staff including the JDF civilians and police officers in a series of sexual harassment sensitisation sessions to enable participants to better understand what is sexual harassment and the role of the employer and employees in ensuring

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				<p>that the organization is free of sexual harassment, in keeping with the Sexual Harassment (Protection and Prevention), Act, 2021.</p> <p>Discussions involve defining sexual harassment, explaining its manifestations in the working environment, as well as describing mechanism currently in place to receive and address complaints of sexual harassment.</p>
		<p><b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)</p>		
		A) Military	ND	
		B) Police	Y	<p>All uniform and accoutrements are specially designed to fit women differently from men. That is, uniforms come in both male and female designs as well</p>

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				<b>as male and female size variations</b>
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women's participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
		B) Police	<b>Y</b>	<p>Police facilities are being modified to be more appropriate for women, including establishing barracks and bathrooms are constructed or configured to facilitate the accommodation and privacy of women.</p> <p><a href="https://www.mns.gov.jm/you-are-here-home-%C2%BB-infrastructure-police-stations-be-improved-infrastructure-police-stations-be">https://www.mns.gov.jm/you-are-here-home-%C2%BB-infrastructure-police-stations-be-improved-infrastructure-police-stations-be</a></p>

### 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	III.1 - Are there national monitoring and reporting requirements?	<b>Y</b>	<b>Jamaica's National Policy for Gender Equality 2011 commits the Jamaican</b>
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	<p>make changes. The process is transparent, made publicly available and actively involves civil society.</p>			<p><b>government to develop a monitoring and evaluation mechanism to collect and disseminate information to all stakeholders, including ministries and civil society.</b></p> <p>Monitoring and reporting requirements also exist for the Voluntary National Review Report on the 2030 agenda:  <a href="https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Jamaica%20Report.pdf">https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Jamaica%20Report.pdf</a></p>
		<p><b>III.2 – Do civil society organizations participate in NAP and/or WPS reviews?</b></p>	<p><b>Y</b></p>	<p><b>As part of the Voluntary National Review for the UN 2030 Agenda</b></p>
		<p><b>III.3 – Does the military collect sex-disaggregated data for, and during military operations?</b></p>	<p><b>ND</b></p>	
		<p><b>III.4 – Do the national police collect sex-disaggregated data for, and during police operations?</b></p>	<p><b>Y</b></p>	<p><b>Both the general crime data and data collected by the Centre for the Investigation of Sexual</b></p>

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				<b>Offences and Child Abuse are sex disaggregated</b>
		III.5 – Is sex disaggregated data made publicly available?	Y	<b>Generally, for crime statistics publication data is not sex disaggregated. However, for special external request information is sex disaggregated.</b>

**Additional comments / observations:**

Most gender mainstreaming efforts on the part of the government are mainly to decrease rates of Gender Violence, but other principles of WPS are mostly missing from official documents and policies. However, Jamaica does show real progress toward to achieving gender equality principles in its security forces and the country as a whole.



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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>ND</b>	<p><b>Foreign policy documents are not made publicly available</b></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>Y</b>	<p><b>National security documents are not made publicly available, however, St. Lucia is participating in the CARICOM Regional Gender Equality Strategy,</b></p> <p><a href="https://www.cepal.org/sites/default/files/events/files/stepping_it_up_draft_cgcs_synt_hesised.pdf">https://www.cepal.org/sites/default/files/events/files/stepping_it_up_draft_cgcs_synt_hesised.pdf</a></p> <p><a href="https://www.govt.lc/news/minister-calls-on-regional-governments-to-commit-to-gender-equality">https://www.govt.lc/news/minister-calls-on-regional-governments-to-commit-to-gender-equality</a></p>

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		I.3 - Does the national constitution contain language supporting gender equality?	Y	<p>Constitution references equality for every person regardless of color, “sex” political opinions, etc:  <a href="https://www.govt.lc/media.govt.lc/www/resources/legislation/ConstitutionOfSaintLucia.pdf">https://www.govt.lc/media.govt.lc/www/resources/legislation/ConstitutionOfSaintLucia.pdf</a></p>
		I.4 - Does the country have a WPS National Action Plan (NAP)?	N	<p>But the country has made significant progress in implementing recommendations from the Belem Do Para Convention, or Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women:  <a href="https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf">https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf</a></p>

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		<p><b>I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?</b></p>	<p><b>Y</b></p>	<p><b>Is signatory to several conventions on the rights of women.</b></p> <p><b>Gender mainstreaming is also included as a priority issue area for the National Adaptation Plan 2018-2028: with the aim of “decreasing gender-based vulnerabilities, promoting gender equality in decision making and ensuring that the implementation of adaptation measures does not impose an additional burden to women in particular.”</b></p> <p><a href="https://www4.unfccc.int/sites/NAPC/Documents/Parties/SLU-NAP-May-2018.pdf">https://www4.unfccc.int/sites/NAPC/Documents/Parties/SLU-NAP-May-2018.pdf</a></p>
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		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	<b>Bureau of Gender Relations, the government ministry dedicated to gender mainstreaming and the promotion of gender perspectives.</b>  <a href="https://www.govt.lc/ministries/education/gender-relations">https://www.govt.lc/ministries/education/gender-relations</a>
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	N/A	<b>Does not have a standing military</b>
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	N/A	<b>Does not have a standing military</b>
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	Y	<b>The government has cited existing protocols that guide the RSLPF, such as those mentioned above (CEDAW, Beijing Platform, and the Belém do Pará Conventions) identifying police</b>

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				<p>engagement in preventing violence against women.</p> <p><a href="https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf">https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf</a></p>
		<p><b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?</p>	<p><b>Y</b></p>	<p><b>The Royal Police Force is active in gender mainstreaming in the following ways:</b></p> <ul style="list-style-type: none"> <li>-Police Training School Curriculum for new recruits on gender-based violence.</li> <li>-"Protocol for Referring Women to the Women Support Centre." A presentation on the 'Silence Scourge Embedded in St. Lucian Society,' which gives an overview of</li> </ul>

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				<p style="text-align: center;">domestic violence and other gender mainstreaming programs: (pages 4-7)  <a href="https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf">https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf</a></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><b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>N/A</b></p>	
		<p><b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?</p>	<p><b>N/A</b></p>	
		<p><b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?</p>	<p><b>ND</b></p>	<p><b>Budgets are not made publicly available</b></p>

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	<b>Not made publicly available</b>
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<b>II. Institutional Policy and Practice</b>				
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<b>II.A.</b>  <i><b>Gender in the Ranks</b></i>	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.  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.	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	

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		Coast Guard	ND	<b>Under the command of the royal police force</b>
		National Police	ND	<b>Approximately 1,000 total RSLPF officers</b>
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	N/A	
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	N/A	
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	Y	<b>All positions are open to women and men</b>
		II.A.5 - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	



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		Air Force	N/A	
		Coast Guard	ND	
		National Police	ND	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	N/A	

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	<p>police operations and missions, and are adapted to specific operational contexts.</p>	<p><b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?</p>	<p><b>Y</b></p>	<p><a href="https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf">https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf</a></p>
		<p><b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?</p>	<p><b>N/A</b></p>	
		<p><b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?</p>	<p><b>Y</b></p>	<p><a href="https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf">https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf</a></p>
	<p>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.</p>	<p><b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?</p>	<p><b>N/A</b></p>	
	<p><b>II.B.6</b> – 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?</p>	<p><b>ND</b></p>	<p><b>There is no data publicly available to confirm whether RSLPF manuals or similar documents include the protection of vulnerable persons from sexual abuse, however, many police</b></p>	

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				<p>do complete a curriculum in training school on responding to crimes of sexual violence. More information is needed to identify whether these types of trainings and curricula are made available to all officers.</p> <p><a href="https://thevoiceslu.com/2020/08/the-gender-agenda/">https://thevoiceslu.com/2020/08/the-gender-agenda/</a></p>
	<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>	<p><b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.</p>	<b>N/A</b>	
		<p><b>II.B.8</b>- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.</p>	<b>ND</b>	<p><b>Reportedly, a GENAD has been appointed to the RSLPF though no additional information about the position is made publicly available. WIIS researchers cannot definitely</b></p>

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				<p style="text-align: center;"><b>confirm whether a GENAD position exists</b></p> <p style="text-align: center;"><a href="https://thevoiceslu.com/2020/08/the-gender-agenda/">https://thevoiceslu.com/2020/08/the-gender-agenda/</a></p>
		<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>N/A</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>N/A</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C. Training, education and exercises</b>	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.	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		
		A) Military	<b>N/A</b>	
		B) National Police	<b>ND</b>	

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	<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>	<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	<b>N/A</b>	
		B) National Police	<b>ND</b>	
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	<b>N/A</b>	
		B) National Police	<b>ND</b>	
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>N/A</b>	
		B) Police	<b>ND</b>	
<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?				

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		A) the importance of protection, rights and needs of women, men, girls and boys;	N/A	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	N/A	
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	N/A	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	N/A	
		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;	N/A	
		F) specific gender norms training focused on the operational area.	N/A	
<b>II.D. Work Environment</b>	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.	<b>II.D.1</b> - Are there human resource policies such as maternity/paternity leave for the military?	N/A	
		<b>II.D.2</b> - Are there childcare or family leave policies for the military?	N/A	

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	<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>	<p><b>II.D.3</b> - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?</p>	<p>N/A</p>	
		<p><b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?</p>	<p>N/A</p>	
		<p><b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?</p>	<p>ND</p>	<p><b><u>(Post-data collection):</u></b>                      Given recent allegations and charges of sexual misconduct in the RSLPF, Prime Minister Pierre has called on the RSLPF to establish its own sexual harassment policy. Civil society organizations have pressured the RSLPF and government officials to act swiftly to address this issue.</p> <p><a href="https://stluciatimes.com/156543/2023/08/caribbean-police-welfare-group-urges-probe-into-rslpf-sexual-harassment-allegations/">https://stluciatimes.com/156543/2023/08/caribbean-police-welfare-group-urges-probe-into-rslpf-sexual-harassment-allegations/</a></p>

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				<a href="http://stlucia.loopnews.com/content/pm-philip-j-pierre-welcomes-sexual-harassment-policy-rslpf">http://stlucia.loopnews.com/content/pm-philip-j-pierre-welcomes-sexual-harassment-policy-rslpf</a>
		<b>II.D.6</b> - 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?	<b>N/A</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>N/A</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>N/A</b>	



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		B) Police	ND	
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<b>III. Monitoring/Reporting and Evaluation</b>				
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	<p>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.</p>	III.1 - Are there national monitoring and reporting requirements?	ND	
		III.2 – Do civil society organizations participate in NAP and/or WPS reviews?	Y	<p><b>While there is no official NAP, civil society does take an active role in advocating for the principles of the WPS agenda.</b></p>
		III.3 – Does the military collect sex-disaggregated data for, and during military operations?	N/A	
		III.4 – Do the national police collect sex-disaggregated data for, and during police operations?	Y	<p><b>Not publicly available, but the country reports having this data to various regional bodies and conferences</b></p>
		III.5 – Is sex disaggregated data made publicly available?	N	

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### Additional comments /observations:

Some progress has been made in women’s rights on the [social and economic level](#), and while there is no official WPS NAP in the country, St Lucia has been very involved in measuring indicators of gender equality and mainstreaming, including on the implementation recommendations by the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women ([Belem Do Para Convention](#)). Since participating in Belem do Para and other national reviews, beginning in 2008, there have been upward trends suggesting that gender mainstreaming has become more of a priority for the government of St. Lucia.

St Lucia, as a whole, has done quite a bit of work to prevent and address violence against women and in training police to identify and reduce rates of VAW and GBV. The government of St. Lucia participated in 2020 in generating data on victimization and safety, which measures crimes that are not reported to police. According to the UNODC, “With this survey, Saint Lucia is the first country in the Caribbean to measure victimization in line with international United Nations standards, such as the International Classification of Crime for Statistical Purposes (ICCS), the Manual on Victimization Surveys, the Latin American and the Caribbean Crime Victimization Survey Initiative (LACSI) and the gender approach (E/CN.3/2019/19).”

<https://www.unodc.org/unodc/en/frontpage/2020/July/unodc-supports-saint-lucia-in-generating-data-on-victimization-and-safety.html> .

The country has also participated in the St Lucia is in a terrific position to continue the work that it had done to reduce crime against women, despite not having a formal NAP or commitment to the WPS agenda.

### Additional links:

[https://belemdopara.org/wp-content/uploads/2022/02/Questionnaire3-St.Lucia\\_.pdf](https://belemdopara.org/wp-content/uploads/2022/02/Questionnaire3-St.Lucia_.pdf)

<https://www.cepal.org/sites/default/files/events/files/saintlucia.pdf>

<https://serviciosesencialesviolencia.org/wp-content/uploads/2020/03/Saint-Lucia-Report-FINAL.pdf>

[https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Saint\\_Lucia.pdf](https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/CSW/64/National-reviews/Saint_Lucia.pdf)

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1 - Are the principles of WPS mentioned in major government foreign policy documents?</b></p>	<p><b>Y</b></p>	<p><b>Mentioned in their National Gender Equality and Action Plan. They also have a Ministry of Social Development and Gender Affairs</b></p> <p><a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/65/MS%20Inputs%20Review%20Theme/St%20Kitts%20and%20Nevis.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/65/MS%20Inputs%20Review%20Theme/St%20Kitts%20and%20Nevis.pdf</a></p> <p><a href="https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-commend-saint-kitts-and">https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-commend-saint-kitts-and</a></p>

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		I.2 - Are the principles of WPS mentioned in government national security documents?	ND	National security documents are not made publicly available
		I.3 - Does the national constitution contain language supporting gender equality?	Y	<p>“Whereas every person in Saint Christopher and Nevis is entitled to the fundamental rights and freedoms, that is to say, the right, whatever his or her race, place of origin, birth, political opinions, colour, creed or sex”</p> <p>Chapter 2, Article 3:  <a href="https://www.gov.kn/the-constitution/">https://www.gov.kn/the-constitution/</a></p>
		I.4 - Does the country have a WPS National Action Plan (NAP)?	N	No official WPS NAP, however, the country launched its gender equality NAP in June of 2022, titled: National Gender Equality Policy and Action Plan 2022-2027, that includes principles of WPS:

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				<a href="https://www.skni.gov.kn/2022/06/03/st-kitts-and-nevis-launches-national-gender-equality-policy-and-action-plan-2022-2027/">https://www.skni.gov.kn/2022/06/03/st-kitts-and-nevis-launches-national-gender-equality-policy-and-action-plan-2022-2027/</a>  Ministry of Social Development and Gender Affairs: <a href="https://socialdevelopment.gov.kn/gender-affairs/#1602013118814-0bc289c7-6667">https://socialdevelopment.gov.kn/gender-affairs/#1602013118814-0bc289c7-6667</a>
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	Y	Yes - the National Gender Equality Policy and Action Plan 2022-2027 (GEPAP) is the document that most closely reflects WPS principles.
		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	Y	Gender Affairs Department: <a href="https://www.gov.kn/gender-affairs-department-women/">https://www.gov.kn/gender-affairs-department-women/</a>  Ministry Of Education, Youth, Social Development, Gender Affairs, Aging

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				<p><b>And Disabilities:</b>  <a href="https://www.gov.kn/ministry-of-education-youth-social-development-gender-affairs-aging-and-disabilities/">https://www.gov.kn/ministry-of-education-youth-social-development-gender-affairs-aging-and-disabilities/</a></p>
		<b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	<b>ND</b>	<b>It is not explicitly clear, based on publicly available data, whether the D/MoD are tasked as principal actors</b>
		<b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	<b>ND</b>	<b>Information about D/MoD plans are not made publicly available</b>
		<b>I.9</b> - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	<b>N/A</b>	<b>It is not explicitly clear, based on publicly available data, whether the D/MoD are tasked as principal actors in the GEPAP</b>
		<b>I.10</b> - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	<b>ND</b>	<b>Information about police plans and policies are not made publicly available. However, there is a recent effort to</b>

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				<b>improve gender mainstreaming at the governmental and societal levels</b>
	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.	<b>I.11</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	<b>ND</b>	<b>No data about budgets are publicly available</b>
		<b>I.12</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	<b>ND</b>	<b>No data about personnel are publicly available</b>
		<b>I.13</b> - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	<b>No data about budgets are publicly available</b>
		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	<b>No data about personnel are publicly available</b>

### II. Institutional Policy and Practice

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<b>II.A.</b>  <b>Gender in the Ranks</b>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	ND	
		Navy	N/A	Does not have a navy
		Marines	N/A	Does not have marine force
		Air Force	N/A	Does not have an air force
		Coast Guard	ND	
		National Police	ND	No data on the size or gender makeup of the police force is made publicly available



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		<b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?	N/A	<b>No current deployments</b>
		<b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the “source” section.	Y	<b>No official documents declare women as ineligible for military positions</b>
		<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the “source” section.	Y	<b>While women are still underrepresented in the police forces, there is a concerted effort on the govt level to promote gender equality in policing:</b> <a href="https://sknnews.com/saint-kitts-nevis/government-to-review-opportunities-in-st-kitts-and-nevis-police-force-to-ensure-gender-equality-27569153/">https://sknnews.com/saint-kitts-nevis/government-to-review-opportunities-in-st-kitts-and-nevis-police-force-to-ensure-gender-equality-27569153/</a>

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		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?		
		Army	<b>ND</b>	
		Navy	<b>N/A</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>N/A</b>	
		Coast Guard	<b>ND</b>	
		National Police	<b>ND</b>	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.	<b>Y</b>	<b>As of August 2022, the Prime Minister and Minister of National Security, Dr. Terrance Drew, commissioned a study to assess gender equality of women serving in the police force. The government and police force will provide official targets to increase the number of women in</b>

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				the force once all data has been collected:  <a href="https://skncgtoronto.gov.kn/2022/08/17/upcoming-review-to-examine-gender-equity-in-the-police-force/">https://skncgtoronto.gov.kn/2022/08/17/upcoming-review-to-examine-gender-equity-in-the-police-force/</a>
		Army	ND	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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?	ND	<b>Documents and policies relating to military strategy are not made publicly available.</b>

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		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	<b>ND</b>	<b>No information about gender/WPS in police constitution:</b> <a href="http://www.stkittsnevis.net/pdf/policeact.pdf">http://www.stkittsnevis.net/pdf/policeact.pdf</a>  No documents referring to WPS on the police HQ website.
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	<b>ND</b>	<b>Information relating to integration is not made available</b>
		<b>II.B.4</b> – Are the principles of WPS integrated into police operational planning processes?	<b>ND</b>	<b>Information relating to integration is not made available</b>
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	<b>ND</b>	<b>Manuals are not made publicly available</b>

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		<b>II.B.6</b> – 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?	<b>ND</b>	
	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>ND</b>	
	GENADs are deployed as part of the Command staff at both strategic and operational levels.	<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	<b>ND</b>	
	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.	<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>ND</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	

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<b>II.C. Training, education and exercises</b>	<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>	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?			
		A) Military	<b>ND</b>		
		B) National Police	<b>ND</b>		
		<b>II.C.2</b> - Are the principles of WPS integrated into the education and training of personnel at the mid-level?			
		A) Military	<b>ND</b>		
		B) National Police	<b>ND</b>		
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	<b>ND</b>		
		B) National Police	<b>ND</b>		
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.			
<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?					

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		A) Military	<b>ND</b>		
		B) Police	<b>ND</b>		
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?			
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>		
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>		
		C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>ND</b>		
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	<b>ND</b>		
		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;	<b>ND</b>		

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		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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?	ND	
		II.D.2 - Are there childcare or family leave policies for the military?	ND	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	ND	
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	Y	<a href="https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-command-saint-kitts-and">https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-command-saint-kitts-and</a>
		II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	ND	
		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?	ND	



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		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
		B) Police	<b>ND</b>	
<b>III. Monitoring/Reporting and Evaluation</b>				
	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.	<b>III.1</b> - Are there national monitoring and reporting requirements?	<b>ND</b>	
		<b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>ND</b>	
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>N</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>N</b>	

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		III.5 – Is sex disaggregated data made publicly available?	N	

**Additional comments / observations:**

There is an overall lack of publicly available documents online by government entities. Information and data on gender mainstreaming comes primarily from non-governmental agencies, including the UN, regional security actors like CARICOM, and from St Kitts-based news and information agencies.

St Kitts and Nevis is actively working to improve gender mainstreaming by launching various gender equality initiatives, most prominently, the GEPAP, with help and support from various UN agencies, CARICOM, and other international agencies. A comprehensive review to examine gender equity in the police force, sponsored by the Prime Minister and Minister of National Security (Terrance Drew), began in 2022 but has not yet been publicly released. There still exist [challenges](#) in achieving gender equality on the societal level, including a lack of laws to prevent workplace sexual harassment and relatively high rates of gender based violence, intimate partner violence. Women are also legally restricted from working in certain industries, including mining, construction, in factories, in energy and water.

Overall, St Kitts has developed a holistic and responsive gender strategy but lacks transparency (mainly through a lack of publicly available information) and monitoring and evaluation mechanisms to ensure proper implementation of the GEPAP.

**Additional links:**

<https://caribbean.unwomen.org/en/caribbean-gender-portal/st-kitts-and-nevis>

[https://crpd.cepal.org/3/sites/crpd3/files/national\\_progress\\_report\\_-st\\_kits\\_and\\_navis.pdf](https://crpd.cepal.org/3/sites/crpd3/files/national_progress_report_-st_kits_and_navis.pdf)

<https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-commend-saint-kitts-and>

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**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><b>Major foreign policy documents are not made publicly available, however, official government representatives have expressed support for the WPS agenda and related principles. For example:</b>  <a href="http://svg-un.org/wp-content/uploads/2022/04/Statement-2.pdf">http://svg-un.org/wp-content/uploads/2022/04/Statement-2.pdf</a></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>ND</b>	
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>N</b>	<p><a href="https://www.oas.org/juridico/PDFs/mesicic4_svg_const.pdf">https://www.oas.org/juridico/PDFs/mesicic4_svg_const.pdf</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	
		<p><b>I.5</b> - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	<b>Y</b>	<p><b>Yes, including: The National Action Plan on Gender-Based Violence</b></p>

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				<p><b>and</b> <b>A draft Action Plan on Domestic Violence</b>  <a href="https://www.cepal.org/sites/default/files/events/files/stvincentandgrenadines.pdf">https://www.cepal.org/sites/default/files/events/files/stvincentandgrenadines.pdf</a>  <b>and</b>  <a href="https://documents1.worldbank.org/curated/en/496961645683705003/pdf/Saint-Vincent-and-the-Grenadines-Country-Gender-Scorecard.pdf">https://documents1.worldbank.org/curated/en/496961645683705003/pdf/Saint-Vincent-and-the-Grenadines-Country-Gender-Scorecard.pdf</a></p>
		<b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?	<b>Y</b>	<b>Yes, the Gender Affairs Department</b> <a href="http://mobilization.gov.vc/mobilization/index.php/gender-affairs">http://mobilization.gov.vc/mobilization/index.php/gender-affairs</a>
		<b>I.7</b> - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	<b>N/A</b>	<b>St. Vincent and the Grenadines do not have a standing military</b>
		<b>I.8</b> - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	<b>N/A</b>	

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		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	ND	<b>Government documents are not made publicly available</b>
		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	N	
	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.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	N/A	
		I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	N/A	
		I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	ND	

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>N/A</b>	
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### II. Institutional Policy and Practice

<b>II.A.</b>  <b>Gender in the Ranks</b>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		
		Army	<b>N/A</b>	
		Navy	<b>N/A</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>N/A</b>	

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		Coast Guard	14	14 women serve in the Coast Guard, however, total number of servicemembers are not made publicly available <a href="http://rsvgpf.gov.vc/rsvgpf/index.php/female-history">http://rsvgpf.gov.vc/rsvgpf/index.php/female-history</a>
		National Police	N/A	
		II.A.2 - How many women or what percent are currently deployed in military operations abroad?	N/A	
		II.A.3 - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	N/A	
		II.A.4 - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	Y	While there is no official restriction for women in the RSVGPF, journalists and members of civil society have reported on unofficial limits that have been put in place

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				<p><b>in the hiring of women recruits.</b></p> <p>one example:  <a href="http://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why">http://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why</a></p>	
		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?			
		Army	<b>N/A</b>		
		Navy	<b>N/A</b>		
		Marines	<b>N/A</b>		
		Air Force	<b>N/A</b>		
		Coast Guard	<b>ND</b>		
		National Police	<b>ND</b>		
	<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.				



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		Army	N/A	
		Navy	N/A	
		Marines	N/A	
		Air Force	N/A	
		Coast Guard	ND	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	N/A	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	ND	
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	N/A	
		<b>II.B.4</b> - Are the principles of WPS integrated into police operational planning processes?	N	<b>Recent reports by journalists in the country have determined that the RSVGPF has failed to fully integrate women into police ranks: (e.g.</b>

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				<a href="https://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why">https://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why</a>
	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.	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	N/A	
		<b>II.B.6</b> – 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?	Y	<p style="text-align: center;"><b>Police receive specialized training on how to identify and address human trafficking, sexual offenses, and related crimes:</b></p> <p><a href="https://security.gov.vc/security/index.php?option=com_content&amp;view=article&amp;id=373:female-officers-of-rsvg-police-force-trained-to-deal-with-sexual-offences&amp;catid=19&amp;Itemid=195">https://security.gov.vc/security/index.php?option=com_content&amp;view=article&amp;id=373:female-officers-of-rsvg-police-force-trained-to-deal-with-sexual-offences&amp;catid=19&amp;Itemid=195</a></p>

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				<a href="https://borgenproject.org/tag/law-enforcement-in-st-vincent-and-the-grenadines/">https://borgenproject.org/tag/law-enforcement-in-st-vincent-and-the-grenadines/</a>  Likewise, there is an established Human Trafficking Unit at the RSVGPF: <a href="https://www.icmec.org/wp-content/uploads/2019/04/St-Vincent-and-the-Grenadines-April-2019.pdf">https://www.icmec.org/wp-content/uploads/2019/04/St-Vincent-and-the-Grenadines-April-2019.pdf</a>
	<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>	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>N/A</b>	
		<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	<b>ND</b>	
		<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>N/A</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	

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		II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	N/A	
		II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	ND	
		II.B.14 - Have the GFPs received training?	ND	
<b>II.C.</b> <i>Training, education and exercises</i>	<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	N/A	
		B) National Police	ND	
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	N/A	
		B) National Police	ND	
		II.C.3 - Are the principles of WPS integrated into the education and training of personnel at the senior-level?		
		A) Military	N/A	

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		B) National Police	<b>ND</b>	
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>N/A</b>	
		B) Police	<b>ND</b>	
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>N/A</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>N/A</b>	
C) cultural awareness training based on an analysis of gender relations in the area of operations;	<b>N/A</b>			

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		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	N/A	
		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;	N/A	
		F) specific gender norms training focused on the operational area.	N/A	
<b>II.D. Work Environment</b>	<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?	N/A	
		II.D.2 - Are there childcare or family leave policies for the military?	N/A	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	N	<p><b>Many women police officers have left their positions due to childcare concerns, according to the Prime Minister:</b></p> <p><a href="https://caribbean.loopnews.com/content/limit-hiring-female-police-r-cruits-svg-pm-explains-why">https://caribbean.loopnews.com/content/limit-hiring-female-police-r-cruits-svg-pm-explains-why</a></p>

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		<b>II.D.4</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	N/A	
		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	ND	While officers are trained to address cases of sexual violence, there is no evidence that a program exists to address workplace sexual harassment or abuse. Women’s rights NGOs and civil society groups have questioned the overall level of priority given to gender mainstreaming in the government as a whole: <a href="https://womensmajorroup.org/wp-content/uploads/2020/07/VNR-of-St.-Vincent-and-the-Grenadines-Spotlight-Report-on-SRHR-CRHRN1.pdf">https://womensmajorroup.org/wp-content/uploads/2020/07/VNR-of-St.-Vincent-and-the-Grenadines-Spotlight-Report-on-SRHR-CRHRN1.pdf</a>
		<b>II.D.6</b> - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and	Y	To some degree, yes. Police officers are trained to identify and address sexually violent crimes. However,

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		police personnel with civilians in the area of operations?		<p>existing laws outlawing consensual same-sex conduct contribute to widespread discrimination and violence against LGBTQ+ peoples; accusations of misconduct have been leveled against the RSVGPF.</p> <p>Human Rights Watch July 2023:  <a href="https://www.hrw.org/news/2023/07/20/saint-vincent-and-grenadines-lgbt-people-face-bias">https://www.hrw.org/news/2023/07/20/saint-vincent-and-grenadines-lgbt-people-face-bias</a></p>
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>N/A</b>	
		B) Police	<b>ND</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		



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		A) Military	N/A	
		B) Police	N	<p>Reports by journalists have identified several factors that limit the number of women who join the police force, including a lack of accommodations for women in police stations:</p> <p><a href="https://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why">https://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why</a></p>

### III. Monitoring/Reporting and Evaluation

	<p>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.</p>	<p><b>III.1 - Are there national monitoring and reporting requirements?</b></p>	N	<p><b>There are no monitoring or reporting requirements mandated by the government. Reports by UN agencies have identified that the government of SVG lags behind in both gender monitoring and in implementing recommendations from</b></p>
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				various regional and international human rights reviews: <a href="https://uprdoc.ohchr.org/uprweb/downloadfile.aspx?filename=8891&amp;file=EnglishTranslation">https://uprdoc.ohchr.org/uprweb/downloadfile.aspx?filename=8891&amp;file=EnglishTranslation</a>
		<b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>N</b>	
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>N/A</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>ND</b>	
		<b>III.5</b> – Is sex disaggregated data made publicly available?	<b>N</b>	

**Additional Comments / observations:**

## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: St. Vincent & the Grenadines | Date Completed: 5/24/23

St. Vincent and the Grenadines requires significant work in the area of gender equality and transparency in government and political institutions. Women hold relatively few positions in government and even less in the RSVGPF. One of the biggest concerns in the country is the lack of publicly available data. Government documents, plans, and policies are not made publicly available. Regional bodies and organizations like the UN have been unable to access data to monitor SDGs from a gender perspective, having identified large data gaps in the following areas: violence against women, unpaid care and domestic work and key labor market indicators, such as the unemployment rate and gender pay gaps. In addition, many areas are likewise underexamined – such as gender and poverty, physical and sexual harassment, women’s access to assets (including land), and gender and the environment. <https://data.unwomen.org/country/saint-vincent-and-the-grenadines>. Other UN agencies that monitor gender equality indicators like the Gender Equality Observatory for Latin America and the Caribbean, also lack qualitative data. <https://oig.cepal.org/en/countries/saint-vincent-and-grenadines>.

A majority of information available relating to the principles of the WPS agenda come from news outlets in the country.

Additional links:

<https://womensmajorgroup.org/wp-content/uploads/2020/07/VNR-of-St.-Vincent-and-the-Grenadines-Spotlight-Report-on-SRHR-CRHRN1.pdf>

Published following the collection of data: <https://www.hrw.org/news/2023/07/20/saint-vincent-and-grenadines-lgbt-people-face-bias>

## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Suriname | Date Completed: 6/01/2023

**Legend: Y = Yes, N = No, N/A = Not Applicable, ND = No Data**

<b>I. National Importance/Political Will</b>				
	<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); 210 6 (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"> <li>● Women’s participation at all levels of decision-making;</li> <li>● Protection of women and girls from sexual and gender-based violence;</li> <li>● Prevention of violence against women through the promotion of women’s rights;</li> <li>● Mainstreaming of gender perspectives in foreign, defense and national police policies.</li> </ul> <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><b>I.1</b> - Are the principles of WPS mentioned in major government foreign policy documents?</p>	<b>Y</b>	<p><a href="https://www.cepal.org/sites/default/files/events/files/informesuriname.pdf">https://www.cepal.org/sites/default/files/events/files/informesuriname.pdf</a></p>
		<p><b>I.2</b> - Are the principles of WPS mentioned in government national security documents?</p>	<b>Y</b>	<p><a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a></p>
		<p><b>I.3</b> - Does the national constitution contain language supporting gender equality?</p>	<b>Y</b>	<p><a href="https://www.constituteproject.org/constitution/Suriname_1992.pdf?lang=en">https://www.constituteproject.org/constitution/Suriname_1992.pdf?lang=en</a></p>
		<p><b>I.4</b> - Does the country have a WPS National Action Plan (NAP)?</p>	<b>N</b>	
		<p><b>I.5</b> - Does the country have other forms of documents relating to women, gender, and/or equality?</p>	<b>Y</b>	<p><a href="https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Suriname-en.pdf">https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/C/SW/64/National-reviews/Suriname-en.pdf</a></p>
		<p><b>I.6</b> - Does the country have departments or institutions relating to women, gender, and/or equality?</p>	<b>Y</b>	<p><a href="https://www.catalystplus.org/our-impact/impact-stories/women-raise-their-voices-in-suriname/">https://www.catalystplus.org/our-impact/impact-stories/women-raise-their-voices-in-suriname/</a></p>

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CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Suriname | Date Completed: 6/01/2023

		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	N/A	
		I.8 - Does the D/MoD have its own action/implementation plan in order to meet its NAP or other WPS or gender equality objectives?	N/A	
		I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	N/A	
		I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	Y	<p><a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a></p> <p>“Major developments were made with the police force in the area of domestic violence, such as the setting-up of a data surveillance system, modified special records for the police, modules for training of the police force and the establishment of 4 victim chambers(p.3)”</p>

## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Suriname | Date Completed: 6/01/2023

				<p><b>"The Ministry of Justice and Police made an analysis regarding domestic violence and a policy is to be implemented this year. Two main projects regarding a special unit for the protection of women and a nation wide hotline will be implemented. - The police trained their personnel regarding counseling of victims and perpetrators of domestic violence. The Foundation Stop Violence against Women has several training programs for the prevention and eradication of violence. - The drafting of a law on domestic violence which is already reviewed by stakeholders and is in the final phase.</b></p>
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## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Suriname | Date Completed: 6/01/2023

				<p>Installation by the Corps Police Suriname of 4 victims rooms, a special protocol, reporting and data surveillance system for domestic violence in collaboration with 2 NGO's(p.5)" <a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">-http://www.oas.org/es/cim/docs/suriname2006.pdf</a></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.	I.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	ND	
		I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	ND	
		I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	ND	

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		<b>I.14</b> - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?	<b>ND</b>	
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### II. Institutional Policy and Practice

<b>II.A.</b>  <i>Gender in the Ranks</i>	<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>	<b>II.A.1</b> - How many women and men serve in the national forces of the military and police? Provide gross numbers or percentages of men/women if information is available.  (In the Y/N column, please add numbers or percentages of men and women. In the source column, please cite the source of this information so that the WIIS team may verify the numbers.)		<p style="text-align: center;">-”Minister Mathoera said one of her goals is to increase the leading role of women within the Suriname’s Armed Forces, which currently only makes up 5 percent of the entire force.”</p> <p style="text-align: center;">(<a href="https://dialogo-americas.com/articles/surinames-defense-force-strengthens-the-role-of-women/#:~:text=Minister%20Mathoera%20said%20one%20of,percent%20of%20the%20entire%20force.">https://dialogo-americas.com/articles/surinames-defense-force-strengthens-the-role-of-women/#:~:text=Minister%20Mathoera%20said%20one%20of,percent%20of%20the%20entire%20force.</a> )</p>
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Country: Suriname | Date Completed: 6/01/2023

		Army	ND	
		Navy	ND	
		Marines	N/A	
		Air Force	ND	
		Coast Guard	N/A	
		National Police	ND	
		<b>II.A.2</b> - How many women or what percent are currently deployed in military operations abroad?	N/A	<b>No deployments abroad</b>
		<b>II.A.3</b> - Are all positions in the military open to women, including ground combat positions? Please indicate yes/no or provide additional comments in the "source" section.	Y	
<b>II.A.4</b> - Are all police jobs open to women including law enforcement special operations jobs and units? Please indicate yes/no or provide additional comments in the "source" section.	Y	<a href="https://www.southcom.mil/WPS/audioid/66872/">https://www.southcom.mil/WPS/audioid/66872/</a>		

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		<b>II.A.5</b> - What number or percentage of women are serving at senior ranks (colonels and above)?	<a href="https://www.southcom.mil/WPS/audioid/66872/">https://www.southcom.mil/WPS/audioid/66872/</a> -Suriname Minister of Defense Krishna Mathoera	
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	
		Coast Guard	<b>N/A</b>	
		National Police	<b>ND</b>	
		<b>II.A.6</b> – Are there official or unofficial target goals to increase the number of women in the ranks? What are they? Please provide sources and as many details as possible in the source section.		
		Army	<b>ND</b>	
		Navy	<b>ND</b>	
		Marines	<b>N/A</b>	
		Air Force	<b>ND</b>	

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		Coast Guard	N/A	
		Police	ND	
<b>II.B. Strategy, Plans and Policy</b>	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.	<b>II.B.1</b> - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	N/A	
		<b>II.B.2</b> - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	N/A	
		<b>II.B.3</b> - Are the principles of WPS integrated into military operational planning processes?	ND	<b>No information regarding military planning processes are made publicly available.</b>
		<b>II.B.4</b> - Are the principles of WPS integrated into police operational planning processes?	NA	<b>No information regarding police planning processes are made publicly available.</b>
	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	<b>II.B.5</b> - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	ND	

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	provide protection and uphold the freedom of movement of women, girls and boys.	<b>II.B.6</b> – 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?	<b>Y</b>	<a href="http://docstore.ohchr.org/SelfServices/FileHandler.ashx?enc=6QkG1d%2FPPrICAqhKb7yhskcAJS%2FU4wb%2BdIVicvG05RxG8XlpwfdVOi3B%2F3G907%2ByGEwxqWPPbCuKeFXIrUisEs9OaacNHtkQLM1vNDxd2oZY6l1irMlpkvZqBoVlJi7sZ48iwVacuUmg%2FFrbYfg eeQ%3D%3D">http://docstore.ohchr.org/SelfServices/FileHandler.ashx?enc=6QkG1d%2FPPrICAqhKb7yhskcAJS%2FU4wb%2BdIVicvG05RxG8XlpwfdVOi3B%2F3G907%2ByGEwxqWPPbCuKeFXIrUisEs9OaacNHtkQLM1vNDxd2oZY6l1irMlpkvZqBoVlJi7sZ48iwVacuUmg%2FFrbYfg eeQ%3D%3D</a>  <a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a>
	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.	<b>II.B.7</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the military (not just for peace operations)? Please explain in detail.	<b>ND</b>	
	GENADs are deployed as part of the Command staff at both strategic and operational levels.	<b>II.B.8</b> - Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	<b>ND</b>	

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	<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>	<b>II.B.9</b> - Is the GENAD assigned as a member of the senior military commander's staff?	<b>ND</b>	
		<b>II.B.10</b> - Is the GENAD assigned as a member of the senior police commander's staff?	<b>ND</b>	
		<b>II.B.11</b> – Have the GENADs received training?	<b>ND</b>	
		<b>II.B.12</b> - Are there gender focal points (GFP) assigned throughout military organizations?	<b>ND</b>	
		<b>II.B.13</b> - Are there gender focal points (GFP) assigned throughout police organizations?	<b>ND</b>	
		<b>II.B.14</b> - Have the GFPs received training?	<b>ND</b>	
<b>II.C. Training, education and exercises</b>	<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>	<b>II.C.1</b> - Are the principles of WPS integrated into the education and training of personnel at the junior-level?		
		A) Military	<b>ND</b>	
		B) National Police	<b>Y</b>	<p><b>“About 30 per cent of the police officers are trained to recognize domestic violence and the necessity for an effective approach. All employees of the Youth Department of the police force and other operational</b></p>

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Country: Suriname | Date Completed: 6/01/2023

				services, at least one employee per precinct, received a training aimed at effective investigation of domestic violence.” ( <a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a> )
		II.C.2 - Are the principles of WPS integrated into the education and training of personnel at the mid-level?		
		A) Military	ND	
		B) National Police		“About 30 per cent of the police officers are trained to recognize domestic violence and the necessity for an effective approach. All employees of the Youth Department of the police force and other operational services, at least one employee per precinct, received a training aimed at effective investigation of domestic violence.”

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				<a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a>	
		<b>II.C.3</b> - Are the principles of WPS integrated into the education and training of personnel at the senior-level?			
		A) Military	NA		
		B) National Police	Y	<b>“About 30 per cent of the police officers are trained to recognize domestic violence and the necessity for an effective approach. All employees of the Youth Department of the police force and other operational services, at least one employee per precinct, received a training aimed at</b>	

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Country: Suriname | Date Completed: 6/01/2023

				effective investigation of domestic violence.” <a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a>
		<b>II.C.4</b> - Are the principles of WPS integrated into any other training of staff including civilian personnel? Please explain in detail.	<b>ND</b>	
		<b>II.C.5</b> - Do personnel receive special training on the protection of vulnerable persons from sexual violence and exploitation?		
		A) Military	<b>ND</b>	
		B) Police	<b>Y</b>	
		<b>II.C.6</b> - As a minimum, does military pre-deployment training include the following areas?		
		A) the importance of protection, rights and needs of women, men, girls and boys;	<b>ND</b>	
		B) information on how to engage with and increase the participation of local women and how to exchange information with women (including formal protocols, manuals, etc.);	<b>ND</b>	



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		C) cultural awareness training based on an analysis of gender relations in the area of operations;	ND	
		D) how integrating a gender perspective can serve as a force enabler and increase operational effectiveness;	ND	
		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;	ND	
		F) specific gender norms training focused on the operational area.	ND	
<b>II.D. Work Environment</b>	<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?	ND	
		II.D.2 - Are there childcare or family leave policies for the military?	ND	
		II.D.3 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies for the national police?	ND	
		II.D.4 - Is there a sexual harassment and sexual exploitation and abuse program for protection of military personnel within the ranks?	ND	

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		<b>II.D.5</b> - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?	<b>ND</b>	
		<b>II.D.6</b> - 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?	<b>ND</b>	
		<b>II.D.7</b> – Are women provided equipment designed to fit women’s bodies? (i.e. uniforms and personal protective equipment like body armor)		
		A) Military	<b>Y</b>	
		B) Police	<b>Y</b>	
		<b>II.D.8</b> - Are there facilities or infrastructure designed to accommodate women’s participation? (ie. billets and bathrooms)		
		A) Military	<b>ND</b>	
B) Police	<b>ND</b>			

### III. Monitoring/Reporting and Evaluation

## Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
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Country: Suriname | Date Completed: 6/01/2023

	<p>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.</p>	<b>III.1</b> - Are there national monitoring and reporting requirements?	<b>ND</b>	
		<b>III.2</b> – Do civil society organizations participate in NAP and/or WPS reviews?	<b>ND</b>	
		<b>III.3</b> – Does the military collect sex-disaggregated data for, and during military operations?	<b>ND</b>	
		<b>III.4</b> – Do the national police collect sex-disaggregated data for, and during police operations?	<b>Y</b>	<p><b>“Major developments were made with the police force in the area of domestic violence, such as the setting-up of a data surveillance system, modified special records for the police, modules for training of the police force and the establishment of 4 victim chambers”(p3).</b>                      -<a href="http://www.oas.org/es/cim/docs/suriname2006.pdf">http://www.oas.org/es/cim/docs/suriname2006.pdf</a></p>
		<b>III.5</b> – Is sex disaggregated data made publicly available?	<b>N</b>	