Enhancing Security

Women's Participation in the Security Forces in Latin America and the Caribbean

Part II

Dr. Karin L. Johnston, Dr. Diorella Islas, Larissa Abaunza

WIIS WOMEN IN INTERNATIONAL SECURITY

© 2023, Women In International Security (WIIS)

Dr. Karin L. Johnston, Dr. Diorella Islas, Larissa Abaunza,
Enhancing Security: Women's Participation in the Security Forces in Latin America and the Caribbean, Part II (Washington, DC: Women In International Security, September 2023).

https://www.wiisglobal.org

Cover Art: US Southern Command
Courtesy USSOUTHCOM
Tco EP Marco A. Chacaliaza Córdova

Contents

Acronym Key ii

Acknowledgments iii

Executive Summary v

Introduction 1

- UNSCR 1325 and the WPS Agenda 1
- The WIIS 2020 Report: "Enhancing Security in Latin America and the Caribbean" 3
- The WIIS 2023 Report: "Enhancing Security in Latin America and the Caribbean: Part II" 4

The Latin American and Caribbean WPS Assessment Tool 6

- Methodology 9

Main Findings 10

- I. National Importance/Political Will 10
- II. Institutional Policy and Practice 14
- III. Monitoring and Evaluation 18

Observations 20

Recommendations 22

References 25

About the Authors 33

Project Participants* 35

Appendix 1 37

Appendix 2.A 38

Appendix 2.B 39

Appendix 2.C 40

Appendix 2.D 41

Appendix 3 42

About WIIS Back cover

Acronym Key

AOR	Area Of Responsibility, US Combatant Command
BDP	Convention of Belém do Pará / Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
ECLAC	Economic Commission for Latin America and the Caribbean
GBV	Gender-Based Violence
GENAD	Gender Advisor
GFP	Gender Focal Point
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
OAS	Organization of American States
RSS	Regional Security System
SGBV	Sexual and Gender-Based Violence
SDG	Sustainable Development Goals
USSOUTHCOM	US Southern Command
UN	United Nations
UNSCR	United Nations Security Council Resolution
US	United States
WIIS	Women In International Security
WPS	Women, Peace, and Security

Acknowledgments

We want to express our deepest gratitude to all those who have contributed to the success of this project. Their support, guidance, and assistance played a critical role in shaping this study and enriching its outcomes. We are very grateful for the early support of retired Lt Col Duilia M. Turner, USAF, who first came to WIIS with the idea for this project in 2020, and with the support of her successor, Lt Col Aries C. Hopf, USAF, Chief of Women, Peace and Security (WPS) Office at USSOUTHCOM. Our most profound appreciation and debt go to Ms. Jennifer Typrowicz, Gender Advisor for USSOUTHCOM, for her unwavering support in helping us carry out this project.

We are immensely thankful for the village of academics, security professionals, and fellows who helped produce this report. Special thanks go to Karen Bozicovich, Public Security Information and Knowledge Section Chief at the Organization of American States, Lieutenant Commander Taryn Machado Senez, Gender Advisor for Women, Peace and Security at the Inter-American Defense Board, and Dr. Fabiana Perera, Associate Professor, Perry Center for Hemispheric Defense Studies, and her colleagues Georgina Crovetto and Frieda Garcia at the Inter-American Defense College, who provided crucial support in regional recruiting. We are also grateful for the assistance of Dr. Carolina Sampo, Tahina Montoya, Sergeant Rose Georges, and Alexandra Salazar Parraguez.

This report would not have been possible without the support of our twenty program participants in eight different countries. Their participation in WIIS programming as lawyers, sociologists, defense specialists, government officials, journalists, and gender integration professionals was integral to WIIS' work. Among these participants were Rafael Molina, Nichola Thomas, Marantha Milien, Fanny Velasquez, Shameza David, Jaime Wilfedo Cuellar Imaña, and Guillermo Tapia.

Finally, we would not have managed without the advice of WIIS Fellow Ana Velasco Ugalde and the creative talents of Programs and Partnerships Senior Manager Roksana Verahrami and Membership Engagement Manager Ruth Mikre in producing the report. High praise is due to Margo Cohen and Rebecca Wilson, our Program Assistants, and consultant Angélica Campos for their support of this project. Their diligence in assisting with writing, reviewing, and editing have contributed to this study's success. We are especially indebted to Ariela Blätter, WIIS President and CEO, for her overall support and invaluable strategic guidance, including review and editing of the report, which helped this project come to fruition and strengthened it.

While this report is the product of a collective effort, we, the authors of this report, are responsible for any errors and omissions.

Dr. Karin L. Johnston, Research Director, WIIS Global
Dr. Diorella Islas, WIIS Fellow
Larissa Abaunza, Deputy Research Program Manager

Washington D.C., USA,
September 2023

Executive Summary

On October 31, 2000, the United Nations Security Council passed Resolution 1325 (UNSCR 1325), the first of ten Security Council resolutions that together comprise the Women, Peace, and Security (WPS) Agenda to advance gender equality and women's representation and participation in all decision-making processes in peacebuilding and conflict prevention. Its passage was the culmination of decades of international efforts to ensure women play an active role in addressing the impacts of war and conflict on their lives along the spectrum of conflict resolution, peacemaking, peacekeeping, post-conflict reconstruction, and conflict prevention. Since 2005, creating National Action Plans (NAPs) within countries worldwide has become a major vehicle for institutionalizing the WPS agenda.

The focus on peacekeeping and the participation of women in security sector forces brought renewed attention to the process of integrating a gender perspective in military and national police operations. In 2020, Women In International Security (WIIS) was approached by the U.S. Southern Command (USSOUTHCOM) to establish a baseline of data and best practices to assist partner nations in Latin America and the Caribbean in evaluating the implementation of the WPS agenda in their respective security sector forces.

WIIS reported its first findings on 14 countries (13 countries in the USSOUTHCOM area of responsibility (AOR) plus Mexico) in the 2020 report "Enhancing Security: Women's Participation in Latin America and the Caribbean." The present report continues the work that began in 2020 to study progress in implementing the WPS agenda in Latin America and the Caribbean. This second report examines the remaining 15 countries in the USSOUTHCOM AOR utilizing the research questions and methodology framing the 2020 report.

Supporting the conclusions from the 2020 report, the 2023 study shows that despite many countries lacking national militaries or NAPs, all countries in the study have strong normative frameworks in place to advance gender equality at the national level. There is growing momentum in integrating gender equality in military and defense forces, police forces, and other forces responsible for public security, though the pace and scope among the countries vary. Nevertheless, the study also underscores that the gap between the rhetorical support of gender equality and the implementation of the WPS agenda persists, challenging governments to apply the necessary political will and resources to advance gender equality and the WPS agenda in the region.

The findings of our assessment examining the level of integration of gender equality and the WPS agenda in security forces in Latin America and the Caribbean are outlined below:

- Countries have developed a range of regional and state agencies, institutions, and agreements that reflect a commitment to greater advancement towards gender equality in security forces, even in the absence of a NAP and references to the WPS agenda;
- A broad commitment to gender equality and gender integration both nationally and in security institutions has not seen consistent, transformational changes in policies and practices that can recruit, promote, and retain women in security forces;
- Women's representation in military and national police forces remains low;
- Monitoring and evaluation mechanisms are poorly resourced, often lacking the data collection and civil society interaction that allow decision-makers to identify problem areas in plan implementation and make needed course corrections.

Based on these findings, the report proposes the following recommendations:

National Level:

- **Adopt a WPS NAP**: A WPS NAP can be a valuable tool that supports and complements a national-level gender mainstreaming strategy. It induces government actors to work together at the national and local levels and more closely with civil society. It also creates avenues for greater gender participation throughout the plan's design and implementation.

- **Ensure Civil Society Participation**: Include civil society actors from the earliest stages of plan development and throughout the implementation, monitoring, and evaluation phases.

- **Commit Human and Financial Resources**: Using a gender-responsive budgeting process, governments should ensure gender-equitable allocation and distribution of resources and provide sufficient staff, including GENADs and GFPs, to ensure a NAP's sustainability.

- **Monitor and Evaluate Progress**: An effective monitoring and evaluation mechanism should be in place and appropriately funded.

- **Ensure Transparency:** The defense forces and public security institutions should consider communication strategies to publicly share their progress and challenges in advancing their gender integration efforts.

Institutional Level:

- **Expand Women's Operational or Combat Positions**: Efforts should expand beyond creating gender-sensitive recruitment policies and material to aim for women's unrestricted and equal access to all military, police, and security forces positions. Often, restricted operational positions are pathways for promotion to senior ranks.

- **Evaluate Quality of Life and Force Retention Policies**: Policies that provide support and incentive for women to remain in the force should be institutionalized, e.g., providing and designing maternity and paternity leave policies and available childcare facilities, extending family leave policies, and providing equipment and facilities that serve women's needs.

- **Appoint a Gender Advisory Workforce**: To support the effective implementation of gender mainstreaming and WPS principles at all levels of decision-making—strategic, tactical, and operational—security institutions should appoint GENADs and GFPs who have training in WPS and gender studies.

- **Institutionalize WPS Training**: Implementing foundational training at all military service branches and rank levels to educate and integrate the WPS agenda and gender equality should be a high priority in the military and national police forces.

Regional Level:

- **Create an Annual WPS Summit:** Representatives from the defense forces, national police agencies, and subject matter experts (SMEs) should meet regularly to share best practices and lessons learned to ensure continued advancement in gender integration.

- **Create Regional Training Courses:** Create a joint WPS strategy training for countries considering or developing a WPS strategy or that have yet to appoint a GENAD.

- **Gender and Regional Climate Cooperation**: As regional cooperation increases in response to growing alarm about the impact of climate on security, ensure that a gender dimension is an integral part of any resulting regional framework for preventing, mitigating, responding, and adapting to climate change and environmental disasters.

Introduction

In 2021, Heidi Carolina Portillo Lagos, the first woman appointed Under Secretary of State at the Honduran Office of National Defense, was interviewed about the groundbreaking news of her assumption of office. Asked whether this move finally signaled a paradigm shift for women in the Honduran defense establishment, she replied: "Women break paradigms every day."[1]

Daily, women in military, defense, and national police organizations contribute in countless ways to the success of the institutions and the missions they serve. The importance of a country's commitment to gender equality generally and to security forces specifically is unequivocal. The Women, Peace, and Security (WPS) agenda, a framework of ten United Nations Security Council resolutions adopted since 2000 that constitute a cornerstone for advancing gender equality, calls on states to ensure women's "meaningful participation" in all areas of peace and security. This goal is supported by evidence showing that the reasons for prioritizing gender equality and gender mainstreaming are fact-driven and simply smart governance.[2]

Studies tell us that the treatment of women is a good predictor of a state's political stability—better than its level of democracy, wealth, or ethnoreligious identity—and it is clear that gender-based violence is both a driver and symptom of state insecurity.[3] States with higher levels of gender equality are less likely to resort to military force to resolve international disputes.[4] Women in security missions increase strategic, tactical, and operational effectiveness. Among many other contributions, women in security forces add to situational awareness, have access to groups their male colleagues do not, and help gain local trust in the mission. More diversity and inclusion also benefit decision-making processes and work environments.[5] Finally, countries that have contributed diverse troops to UN peacekeeping operations have seen positive effects and greater operational effectiveness and readiness.[6]

And yet, as this report reflects, where countries have adopted National Action Plans (NAPs), the reality is that implementation has lagged behind political rhetoric regarding integrating women in security sectors and advancing gender equality and the WPS agenda. Nevertheless, this report shows real momentum in integrating gender equality and the WPS agenda in military and national police forces across Latin America and the Caribbean.

UNSCR 1325 and the WPS Agenda

The WPS agenda is the central framework for global efforts to advance gender equality and women's participation in all decision-making processes related to peacebuilding and conflict prevention. Gender equality refers to the equal rights, responsibilities, and opportunities of women, girls, men, and boys.

1 Geraldine Cook, "Women Break Paradigms at the Honduran Defense Ministry," *Dialogo*, August 26, 2021, https://dialogo-americas.com/articles/women-break-paradigms-at-the-honduran-defense-ministry/.

2 See also: "Benefits of Gender Equality Online Discussion Report," European Institute for Gender Equality, 2014, https://eige.europa.eu/sites/default/files/documents/MH0413192ENC_PDF.Web_.pdf; Turkan Mukhtorva et al., *Five facts in gender equity in the public sector,* The World Bank, 2021, https://blogs.worldbank.org/governance/five-facts-gender-equity-public-sector.3.

3 Valerie M. Hudson, "What Sex Means for World Peace: The evidence is clear: The best predictor of a state's stability is how its women are treated," *Foreign Policy*, April 24, 2012, https://foreignpolicy.com/2012/04/24/what-sex-means-for-world-peace/; Valerie M. Hudson, Mary Caprioli, Bonnie Ballif-Spanvill, Rose McDermott, and Chad F. Emmett, "The Heart of the Matter: The Security of Women and the Security of States," *International Security,* 33, no. 3 (2008): 39-41; see also WomenStats, the largest cross-national compilation of data, statistics, and maps on the status of women worldwide, at: *https://www.womanstats.org/*.

4 Mary Caprioli, "Gendered Conflict," *Journal of Peace Research*, Vol. 37, No. 1 (January 2000), p. 63-64.

5 Karin L. Johnston, *Advancing Gender Equality in the European Union,* WIIS Policy brief, (Washington, D.C.: WIIS, November 2021), p. 4, https://wiisglobal.org/wp-content/uploads/Advancing-Gender-Equality-in-the-European-Union.pdf

6 Fabiana Sofia Perera and Lieutenant Colonel Duilia Mora Turner, eds., *Twenty Years, Twenty Stories: Women, Peace, and Security in the Western Hemisphere* (Washington, D.C.: William J. Perry Center for Hemispheric Defense Studies, 2020).

Achieving gender equality requires women's empowerment and participation in decision-making at all levels of society to ensure they have a voice and agency in shaping their lives and access to the same rights, resources, and opportunities as men.

The 1990s saw a disturbing increase in violence against women, especially sexual violence, in the wake of the civil wars that erupted after the end of the Cold War. UN Security Council Resolution (UNSCR) 1325 was adopted in 2000 to address the disproportionate impact of war and armed conflict on women and girls and ensure that women played an active role in peacebuilding efforts, conflict prevention, and conflict management. Since then, the UN Security Council has adopted nine additional resolutions comprising the WPS agenda, which serves as a foundation in the movement for improved gender participation in government decision-making and against all forms of gender-based violence.

The United States has actively advanced the WPS agenda and its principles. Beginning with the first U.S. NAP in 2011, followed by the WPS Act in 2017 and the U.S. WPS Strategy in 2019, the United States has extended its commitment across the four pillars of UNSCR 1325: prevention, protection, participation, and relief and recovery. The 2019 WPS Strategy tasked the U.S. Department of State, the U.S. Agency for International Development (USAID), the U.S. Department of Defense, and the U.S. Department of Homeland Security to operationalize WPS principles within their agencies.

In June 2020, the Department of Defense unveiled its Women, Peace, and Security Strategic Framework and Implementation Plan. It committed the Department to support the meaningful participation of women in decision-making processes in conflict and crisis environments, encourage partner nations to adopt similar policies, protect women and girls' human rights and safety, and ensure better outcomes in U.S. programs for the equality and empowerment of women.[7]

In Latin America and the Caribbean, countries show a strong commitment to international laws and conventions in support of gender equality and the principles enshrined in the WPS agenda, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, known as the Belém do Pará Convention.[8] Additionally, the Beijing Platform of Action and the Sustainable Development Goals (SDGs) are part of the body of international conventions supported by Latin America and the Caribbean, as is the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030, adopted by countries of the region in 2016.[9]

7 Department of Defense, *Women, Peace, and Security Strategic Framework and Implementation Plan*, June 2020, https://media.defense.gov/2020/Jun/11/2002314428/-1/-1/1/WOMEN_PEACE_SECURITY_STRATEGIC_FRAMEWORK_IMPLEMENTATION_PLAN.PDF.

8 CEDAW is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights. See UN Women's overview of the Convention, https://www.un.org/womenwatch/daw/cedaw/; for a discussion of the Belém do Pará Convention, see the Organization of American States (OAS), https://www.oas.org/en/mesecvi/convention.asp.

9 United Nations Economic Commission for Latin America and the Caribbean (ECLAC; in Spanish, CEPAL), *Regional report on the review of the Beijing Declaration and Platform for Action in Latin America and Caribbean countries, 25 years on*, LC/CRM.14.4 (Santiago: United Nations, 2019), https://www.cepal.org/en/publications/44960-regional-report-review-beijing-declaration-and-platform-action-latin-american-and, and *Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030*, (Santiago: United Nations, March 2017), https://www.cepal.org/en/publications/41013-montevideo-strategy-implementation-regional-gender-agenda-within-sustainable.

There has been a slow increase in Latin American countries adopting NAPs. As of 2023, nine countries in the region have officially implemented WPS NAPs. Chile adopted Latin America's first NAP in 2009 (and its second in 2015) and was followed by Argentina (2015) and Paraguay (2015). Brazil, El Salvador, and Guatemala adopted NAPs in 2017, Mexico and Peru in 2021, and Uruguay in 2022.[10] Since then, Costa Rica, Ecuador, and Colombia have announced their intentions to develop NAPs.[11] No Caribbean country has yet adopted an official NAP.[12]

The publication of a NAP is an action in which governments commit themselves to implementing gender equality and WPS principles. The key challenge is assembling a whole-of-government strategy that moves beyond official documents to implement an action plan that alters institutional policies and practices and integrates accountability mechanisms. However, implementation efforts have lagged behind rhetorical commitments in most countries studied.

The WIIS 2020 Report: "Enhancing Security in Latin America and the Caribbean"

Table 1: Countries in the 2020 Report

Argentina
Brazil
Chile
Colombia
Costa Rica
Dominican Republic
Ecuador
Guatemala
Mexico
Panama
Paraguay
Peru
Trinidad & Tobago
Uruguay

In 2020, USSOUTHCOM approached WIIS, an independent international non-governmental organization, requesting the development of an assessment tool to help understand progress on women's integration into the military and national police in Latin America and the Caribbean that could structure and frame discussions with partner nations. The assessment tool would examine the degree of progress and establish a baseline of current country practices regarding the implementation of UNSCR 1325.[13] Fourteen countries were selected for the study: Argentina, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, Guatemala, Panama, Paraguay, Peru, Trinidad and Tobago, Uruguay, and Mexico.[14]

The project aimed to establish the level of importance a government places on women's inclusion in security considerations and operational forces, whether a national government was actively engaged in changing institutional structures, policies, and practices to align with WPS goals, and whether the national government had institutionalized a monitoring and evaluation framework to chart its progress over time.

10 Peace Women, WPS National Action Plans by Region, Women's International League for Peace and Freedom, http://1325naps.peacewomen.org/index.php/nap-overview/; Government of Uruguay, "Secretaría de Derechos Humanos. Lanzamiento del Plan de Acción Nacional Mujer Paz y Seguridad," July 22, 2022, https://www.gub.uy/secretaria-derechos-humanos/comunicacion/noticias/lanzamiento-del-plan-accion-nacional-mujeres-paz-seguridad#:~:text=Secretar%C3%ADa%20de%20Derechos%20Humanos,-SDH&text=Este%20plan%20fue%20aprobado%20por,mujeres%20en%20Operaciones%20de%20Paz.

11 Elin Miller, "Collaboration with Costa Rica towards a National Action Plan on Women, Peace and Security - TAP-EDM," Government of Canada, Technical Assistance Partnership-Expert Deployment Mechanism, May 31, 2023, https://tap-pat.ca/projects/collaboration-with-costa-rica-towards-a-national-action-plan-on-women-peace-and-security/; Permanent Mission of Germany to the UN, "Monitoring Progress and Looking Ahead: Interactive Stock-Taking on High Level Commitments Made on Women, Peace and Security ahead of the 20th Anniversary of 1325," January 29, 2020, https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/What%20We%20Do/Peace-security/WPS-commitments-for-2020-en.pdf; "Advances in the Colombian National Action Plan of UN Resolution 1325: Women, Peace, and Security," *ReliefWeb*, May 25, 2023, https://reliefweb.int/report/colombia/advances-colombian-national-action-plan-un-resolution-1325-women-peace-and-security.

12 de Jonge Oudraat, et. al., *Enhancing Security,* p. 2; Organization of American States (OAS), Inter-American Commission on Women (CIM), *Pathways to peace and security forged by women: An agenda for the Americas,* 2022, p. 20, https://www.oas.org/es/cim/docs/MPS_eng_fn.pdf; "Advances in the Colombian National Action Plan of UN Resolution 1325: Women, Peace, and Security," *Relief Web*, May 25, 2023, https://reliefweb.int/report/colombia/advances-colombian-national-action-plan-un-resolution-1325-women-peace-and-security.

13 Women In International Security (WIIS), Women in Defense & Security Program, https://wiisglobal.org/women-in-the-military/.

14 While Mexico is in the USNORTHCOM and not in the USSOUTHCOM area of responsibility, its political and economic weight and influence in Latin America were strong reasons for including it in the 2020 study.

WIIS adapted and expanded a tool initially developed for a similar project for the North Atlantic Treaty Organization (NATO) in 2015, adding and adapting indicators relevant to the Latin American and Caribbean case.[15] In particular, indicators for evaluating police agencies working at the national level were developed that recognized operational duties, including that the national police may be called upon to respond to cases of civil unrest and protect borders or deal with in-country humanitarian emergencies.[16] In sum, 51 indicators were developed to examine the degree of political will, change in institutional policies and practices, and the existence of a sustainable monitoring and evaluation mechanism in defense and security forces in each country.

In consultation with USSOUTHCOM, three main objectives for the WPS assessment tool were identified:

1. *Learning*: Numerous studies show little awareness and understanding of the WPS framework. While there is an increasing awareness within security establishments that conflict affects men and women differently, defense and security sectors have a hard time determining what this reality means for them in terms of operations and how to convey this to their forces. By collecting data and examining best practices, the assessment is a powerful analytical, educational, and learning tool that helps develop a greater understanding of gender mainstreaming within military and police structures.

2. *Partnerships*: Many security challenges require regional and international cooperation. The development of military partnerships is a key objective of the U.S. Combatant Commands. For states to cooperate and work well together, they must share common standards. By exchanging data, lessons learned, and best practices on gender mainstreaming, states will be able to work together more efficiently and effectively across the region.

3. *Monitoring and Evaluation*: The assessment tool should encompass a simple set of indicators that will allow security sector institutions to evaluate how well they are implementing the principles of gender equality and the WPS agenda in their security structures and operations.

The process began by recruiting volunteer researchers (national and local government representatives, military and police personnel, civil society, and scholars), who were divided into 14 teams from the countries identified above. Three workshops were organized to create and train the teams and assist in the data collection. The research country teams collected the data and worked with the WIIS team to process and verify the data. Initial findings were presented at the third workshop in November 2020 and subsequently published on the WIIS website.

The WIIS 2023 Report: "Enhancing Security in Latin America and the Caribbean: Part II"

In 2022, WIIS was approached by USSOUTHCOM to analyze the remaining 15 partner nations in its area of responsibility (AOR): Antigua and Barbuda, Barbados, Belize, Bolivia, Dominica, El Salvador, Grenada, Guyana, Haiti, Honduras, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, and Suriname. Building on the previous study, WIIS utilized the methodological framework established in 2020, recruited diverse research country teams to collect the data, and organized workshops to train and direct the volunteer researchers from various countries in the data collection process.

Over five months, the WIIS team and affiliates in Latin America and the Caribbean organized workshops with the objective of:

- Identifying stakeholders in the region interested in assisting in the research and data collection to assess progress in the integration of the WPS agenda in security sector forces;

- Creating volunteer research country teams to collect data on the implementation of the WPS agenda in USSOUTHCOM's AOR countries; and

15 Chantal de Jonge Oudraat, Sonja Stojanović-Gajić, Carolyn Washington, and Brooke Stedman, *The 1325 Scorecard. Gender Mainstreaming: Indicators for the Implementation of UNSCR 1325 and Its Related Resolutions*, October 2015, https://wiisglobal.org/wp-content/uploads/2014/02/UNSCR-1325-Scorecard-Final-Report.pdf.

16 The term "police" does not include local or municipal police. The police agencies that are included are those that operate at the national level. See de Jonge Oudraat, et al., p. iii.

Table 2: Countries in 2023 Report

Antigua and Barbuda
Barbados
Belize
Bolivia
Dominica
El Salvador
Grenada
Guyana
Haiti
Honduras
Jamaica
St. Kitts & Nevis
St. Lucia
St. Vincent & Grenadines
Suriname

- Reviewing progress, identifying gaps, and developing national and regional recommendations for best practices in advancing the WPS agenda in security sector forces.

These workshops, composed of twenty participants from across governmental and civil society sectors, provided key insights into the mechanics and legal components of WPS integration in the AOR countries. Participants in these workshops directly aided WIIS' research by filling out an assessment tool using primary documents, relevant publicly available datasets, government reports, and other official documentation. Several nations, including Dominica, Grenada, St. Lucia, and St. Vincent and the Grenadines, have non-standing, non-regular, or non-existent military defense forces, and only one country in the group (El Salvador) has a WPS NAP.

A contextual analysis also showed that in some countries, official documents contained fewer references to the WPS agenda yet evidenced strong support for gender equality. This appears more the case for countries with small or no militaries and countries that have not traditionally contributed troops to UN peacekeeping operations. Finally, given the many island nations in the 2023 country set, security concerns are increasingly focused on the security threats emanating from environmental degradation and the impact of climate change on their countries.[17]

Overall, this report utilized quantitative and qualitative data to better analyze the challenges to integrating the WPS agenda in the region and uncover previously unidentified opportunities and partnerships for further development of the WPS agenda. Indeed, a mixed methodological approach, such as the one undertaken in this report, is essential because it considers the details and nuances of the historical, cultural, and contemporary landscapes in Latin America and the Caribbean. It further mobilizes previously untapped networks and resources to advance gender equality and gender mainstreaming in the region.

The 2023 report and the 2020 report provide a comprehensive assessment of the 28 partner nations in Latin America and the Caribbean on the state of progress in integrating gender equality and the WPS agenda in the security sector. Both maintain the same objective: to provide Latin American and Caribbean partner nations with a practical and expedient tool to analyze and report baseline data in the service of better, more effective, and adaptive policy decision-making.

This report first provides the context for evaluating the advancement of the WPS agenda in Latin America and the Caribbean. The report then introduces the assessment tool and methodology used to observe progress in the countries examined, followed by a discussion of the main findings. Finally, the report provides recommendations for actions at the national and international levels.

While this report does not include a ranking or scoring system for countries, it provides a detailed assessment for analyzing the progress of gender integration in military and defense forces and national police forces. What is clear from the report is that while the pace and degree of implementation of gender perspectives in the countries examined are variable, there is a forward momentum to further integrate gender equality and WPS principles in their respective security institutions.

17 Jim Garamone, "Navy Secretary Reaches Out to Caribbean Nations in Fight Against Climate Change," DOD News, March 15, 2023, https://www.southcom.mil/MEDIA/NEWS-ARTICLES/Article/3330660/navy-secretary-reaches-out-to-caribbean-nations-in-fight-against-climate-change/.

The Latin American and Caribbean WPS Assessment Tool

Assessment tools are essential to capturing growing capabilities, progress, and development in applying knowledge and skills. The purpose of the WPS gender assessment tool is to provide security institutions (military and national police) with the means to progress in advancing gender equality.

"Failure to consider the security situation of women, on the one hand, and their absence from structures where decisions are made and action taken in the area of security, on the other, is tantamount to the security policy in most of the region's countries ignoring more than 50% of the population.

– Francisco Lainez, Advisor to OAS Assistant Secretary Nestor Mendez

The initial development of the Latin American and Caribbean WPS assessment tool was guided by three research questions that helped set the methodological approach. Relevant here is that these foundational questions are inextricably intertwined, with each interacting and shaping the other:

- **National Approach**: What is the level of importance a government places on including women in security institutions and forces?
- **Institutional Approach**: How might individuals interpret women's "meaningful participation" in the military and police in their country?
- **Measuring Progress**: How might a workable, practical monitoring and evaluation process look like over time?

The political will must exist to move beyond the rhetoric of support to draft an implementation plan and then commit the staff, training, and funding to carry it out and regularly monitor its progress. For the gender assessment tool, 51 indicators were developed to measure progress along these three levels:

- National Importance and Will: 11 indicators
- Institutional Policies and Practices: 34 indicators
- Monitoring, Evaluation, and Reporting: 6 indicators

Table 3: WPS Assessment Tool for Security Forces in Latin America and the Caribbean.

Category		Indicators
I:	National Importance and Political Will	11
II:	Institutional Policies and Practice	
	A. Strategy, Plans, and Policy	14
	B. Gender in the Ranks	6
	C. Training, Education, and Exercises	6
	D. Work Environment	8
III:	Monitoring, Reporting, and Evaluation	6

Political Will. As indicated, the necessary first step is ascertaining the level of political will and commitment to integrate the principles of the WPS agenda into the security forces. The political will exists when a political actor or actors commit to carrying out actions to achieve specific objectives, with a commitment to accepting potential costs that may accrue over time. Political will can be measured in several ways. For this study, a primary indicator was whether the principles of gender equality and WPS had been incorporated into a country's constitution, laws, and regulations.

Speeches, government statements, voluntary national reviews, and other documentation can indicate the level of commitment to WPS principles and their realization. Studies have documented the importance of NAPs as an indicator of progress in advancing gender equality and the WPS agenda, though, as this study shows, the presence of a NAP appears not to be the only factor contributing to states' commitments to integrating gender equality and WPS principles into security forces.

The NATO 2015 study methodology provided valuable insights about political will and its link to actionable plans. Countries that mentioned the defense agency as a principal actor and those that outlined clear lines of responsibility through an action decision or plan showed more commitment to following through on the plan's implementation. Thus, an indicator was developed to determine whether documents prioritized the role of the military or police forces in advancing gender equality. Finally, whether the needed resources were allocated—a good measure of political intent—was included.

Institutional/Operational Level: The research at this level focuses on gender mainstreaming and institutionalization in the armed forces and the police forces, i.e., whether there is evidence that gender equality and WPS principles are integrated into institutional and operational processes. Gender mainstreaming is a set of specific processes and approaches to integrate gender equality into institutional structures and programs to transform discriminatory norms, practices, institutions, and laws.[18] The focus turns to gender in the ranks and the extent to which institutional processes reflect the commitment to integrating women in the military and police, determining gender imbalances and whether structural barriers to women's participation, advancement, positions, and work environment remain.

Three types of indicators dealing with institutional policies are essential: whether all positions in every branch of the military and police are open to women; whether policies referencing quality of life exist (e.g., childcare, maternity, or paternity leave); and the existence of policies that address harassment and abuse. Additional indicators show that gender perspectives are integrated into operational policies through reviewing strategic and operational documents, field manuals, and other similar material. Highly relevant is the presence or absence of appointed Gender Advisors (GENADs).[19] Appointing Gender Focal Points (GFPs) and Gender Advisors provides an invaluable resource for the commander and the planning, execution, and evaluation of military or police operations across all organizational lines of effort and decision-making processes.

Finally, the importance of training and education cannot be overstated. Gender mainstreaming is essential to inform soldiers and senior leaders about the national and international legal frameworks of the WPS agenda, shape strategies to protect vulnerable persons from sexual violence and exploitation, and communicate how to conduct a gender analysis built to inform operational exigencies.

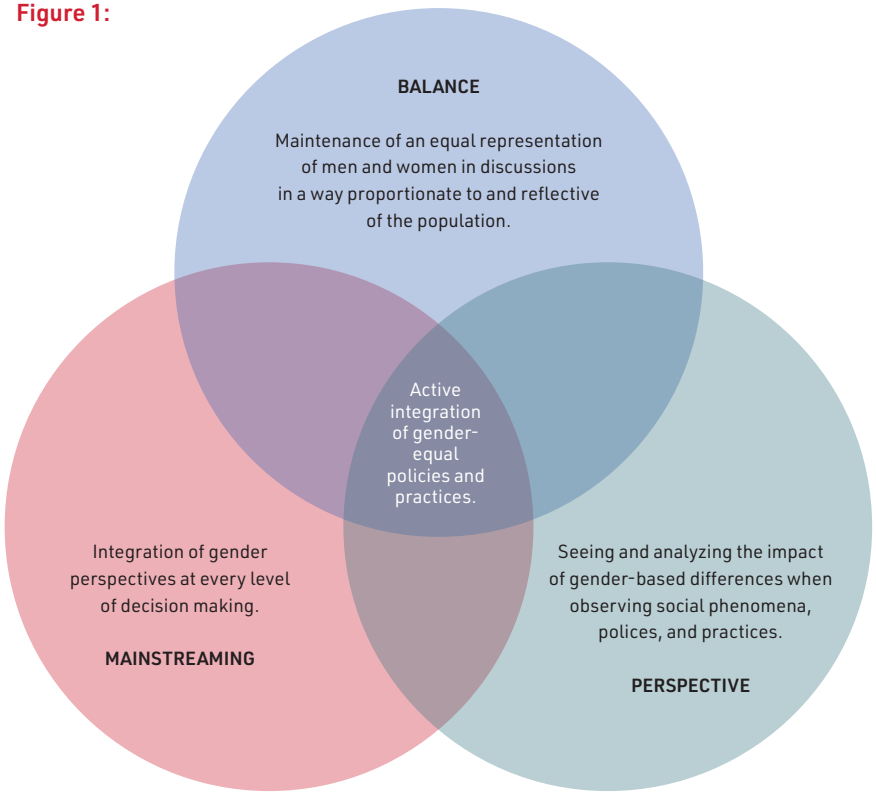
18 UN Women, "Gender Mainstreaming," https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming.

19 Sarah Brown, Eleanor Gordon, Katrina Lee-Koo, and Jennifer Wittwer, *A Global Review of the Development of Military Gender Advisor Capabilities* (Melbourne: Monash University, 2022), pp. 10-12, https://bridges.monash.edu/articles/report/A_Global_Review_of_the_Development_of_Military_Gender_Advisor_Capabilities/19729966.

Monitoring and Evaluation: The final step in ensuring the institutionalization of gender equality and WPS initiatives is monitoring and evaluating progress over time. The aim is to determine whether monitoring and reporting requirements are in place, whether sex-disaggregated data is collected, or whether civil society organizations participate in NAP or WPS reviews. Monitoring and evaluation are key to capturing best practices, establishing realistic benchmarks, identifying gaps in resources and structural challenges, framing strategic planning efforts, and supporting accountability measures.[20]

The Latin American and Caribbean assessment tool thus helps measure security force implementation along these three levels (political will, institutional policies and practices, monitoring, and evaluation) with the following gender variables as a guide:

Figure 1:



- *Gender Balance*: maintaining an equal ratio of male-identifying and female-identifying individuals in each space—in this case, in the security sector.[21] The asymmetry in Latin America and the Caribbean is significant: women constitute 4% of military forces and around 16% of national police forces.[22]
- *Gender Perspectives:* The perspective that women and gender non-conforming individuals bring to the table. In this context, this lens reveals gender differences when planning, executing, or evaluating security force activities and using knowledge about gender roles in situations of men and women in all activities of the mission.[23]
- *Gender Mainstreaming*: The regular integration of gender perspectives at every decision-making level through the revitalization and modernization of policy processes.[24]

20 Miki Jacevic, "What Makes For an Effective WPS National Action Plan?" *Inclusive Security*, March 25, 2019, https://www.inclusivesecurity.org/2019/03/25/what-makes-for-an-effective-wps-national-action-plan/.

21 United Nations Institute for Disarmament Research, "Gender Balance," https://www.unidir.org/gender-balance (accessed June 8, 2023).

22 Paul J. Angelo, "More Than a Few Good Women: Improving Hemispheric Security by Advancing Gender Inclusivity in Military and Police," Council on Foreign Relations, March 22, 2021, https://www.cfr.org/blog/more-few-good-women-improving-hemispheric-security-advancing-gender-inclusivity-military-and; Daniel Ortega, "The challenge of improving police behavior in Latin America," Brookings Institution, March 20, 2018, https://www.brookings.edu/research/the-challenge-of-improving-police-behavior-in-latin-america/#:~:text=The%20gap%20increases%20even%20further,compared%20to%2029%20percent%20of.

23 de Jonge Oudraat et. al., *Gender Mainstreaming*, p. 7.

24 Council of Europe, "What Is Gender Mainstreaming?" accessed June 8, 2023, https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming#:~:text=Gender%20mainstreaming%20is%20an%20approach,Nairobi%20World%20Conference%20on%20Women.

Methodology

The methodology applied in this report mirrored the mixed methodological approach established for the 2020 gender assessment study of 14 partner nations, with some variation. The WPS assessment tool, with its questionnaire and survey protocol, was evaluated to identify any needed revisions—mindful, however, of the need to ensure the methodological framework applied in 2023 was aligned with that of the 2020 study to present opportunities for comparison. As with the 2020 study, a template was developed to guide the quantitative data collection for each country report. Where less quantitative data was available, additional qualitative data sources were collected to support preliminary findings and place the quantitative data in a more detailed context.

A qualitative assessment was also developed for each country. The qualitative assessment was essential to contextualize the collected data and survey the region's political, social, and economic landscape. The qualitative findings in this report provided valuable insights that allowed for more holistic and robust analysis and recommendations. The narrative report is intended to provide additional information and context, offering an overall appraisal of the country's process of integrating a gender perspective into its security institutions and procedures.

Volunteer researchers were recruited to assist in data collection for the 15 countries in the study. Country teams were composed of active and retired members of the security forces (military and police), members of civil society, academics, government officials, attorneys, and journalists. For larger teams, a team coordinator was selected. Teams were provided information sheets with details about the study and its purpose and objectives to pass on to individuals in agencies and offices willing to assist.

In this study, WIIS researchers determined that offering smaller but more frequently scheduled workshops gave volunteer researchers more flexibility and opportunities to ask questions and engage with fellow researchers on a deeper level. In addition, workshops were offered in two languages, Spanish and English, with official documents and assessments translated into Spanish. The gender assessment tool containing 51 indicators was subsequently sent to each country team.

Table 4:

Latin America and the Caribbean WPS Assessment Tool

CATEGORY	EXPECTED OUTCOME	INDICATORS	Y/N	COMMENTS/SOURCES
Country: _____ | Date Completed: _____				
I. National Importance/Political Will				
	There is strong political support at the highest levels of government to achieve gender equality and integrate gender perspectives in the nation's foreign, defense and police policies. National laws support gender equality and women's rights. The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 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. In other words; foreign, defense and national police/law enforcement officials recognize the importance of: • Women's participation at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women's rights; • Mainstreaming of gender perspectives in foreign, defense and national police policies. The Department/Ministry of Defense (D/MoD) and police are principle and integral players in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).	**I.1** - Are the principles of WPS mentioned in major government foreign policy documents?		
		I.2 - Are the principles of WPS mentioned in government national security documents?		
		I.3 - Does the national constitution contain language supporting gender equality?		
		I.4 - Does the country have a WPS National Action Plan (NAP)?		
		I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?		
		I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?		
		I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?		

Main Findings

Since the adoption of UNSCR 1325, implementing the WPS agenda in Latin America and the Caribbean has been a slow but constantly evolving process towards more recognition of and commitment to advancing gender equality and the WPS principles. This was evident in the 2020 report and the current report as well. With the focus of the study on progress in implementing the WPS agenda in military and national police forces, attention was given to the question of how countries lacking military forces and NAPs progressed towards the goal of implementation of gender equality and the WPS agenda through other avenues. What emerges is a mosaic in which countries in the 2023 study have solidified national and regional gains in integrating gender equality through a multitude of documents and policies without a NAP.

I. National Importance and Political Will

Main Findings:

- *The implementation of official NAPs and other national implementation plans have lagged behind the rhetorical support for gender equality and the principles of the WPS agenda.*
- *Official documents and statements reflect the political commitment and national will to implement principles of gender equality, though fewer statements that directly reference UNSCR 1325 and subsequent UNSR resolutions are evident.*
- *Countries have developed a range of regional and state agencies, institutions, and agreements that reflect a commitment to greater advancement toward gender equality in security forces, even in the absence of a NAP.*

Measuring the level of national importance and political will requires examining three issues: (1) whether a commitment to gender equality is embedded in a country's legal framework of laws and regulations; (2) whether a country has adopted a WPS NAP; and (3) whether a country's political leadership has, through speeches, statements, and other documents, stated its commitment to the principles of gender equality and the WPS agenda.

For the purpose of this study, countries with NAPs were considered to have a high degree of political will. Those countries with no NAPs but possessing national implementation plans, gender equality practices, national security action plans, or other documents supporting gender equality and WPS principles were considered to have a moderate but advancing level of political commitment. Finally, countries with no NAPs and few supporting documents on implementing gender equality and WPS were considered to have a low level of political will and commitment.

The 15 countries in the 2023 study have a strong commitment to international laws and conventions in support of gender equality and the principles enshrined in the WPS agenda, such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women, known as the Belém do Pará Convention.[25] Additionally, the Beijing Platform of Action and the Sustainable Development Goals (SDGs) are part of the body of international conventions supported

25 CEDAW is an international legal instrument that requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights. See UN Women's overview of the Convention, https://www.un.org/womenwatch/daw/cedaw/; for a discussion of the Belém do Pará Convention, see the Organization of American States (OAS), https://www.oas.org/en/mesecvi/convention.asp.

by Latin America and the Caribbean, as is the Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030, adopted by countries of the region in 2016.[26]

Political Will

Of the 15 countries examined, 11 include in their constitution language supporting gender equality or women's equality, and 11 of the 15 countries have language in foreign policy or country security documents supporting WPS: Antigua and Barbuda, Barbados, Belize, Bolivia, El Salvador, Grenada, Guyana, Honduras, Jamaica, St. Kitts and Nevis, and St. Vincent and the Grenadines. (Appendix 1)

Regarding NAPs, only El Salvador has adopted an official WPS NAP. In almost all cases, countries possess other documents and policies supporting women and gender equality—i.e., there were notable advances even in the absence of NAPs. Parallel to this, all countries have departments or institutions relating to women, gender, and/or gender equality. Most nations demonstrate strong national will to address gender inequalities and their impact at the societal level, in socio-economic opportunities afforded to women, elimination of gender-based employment discrimination, and in addressing cultural, political, and environmental effects on women and girls. There is less data related to internal ministerial action plans, but three countries–Guyana, Honduras, and Jamaica—lead in providing publicly available documents on budgeting and personnel for their military and police forces.

Bolivia. One striking example of the national importance of gender equality is Bolivia's gender equality strategy and the stated goal of "dismantling patriarchy." In a UN General Assembly speech in September 2022, Bolivian President Luis Arce declared 2022 "The Year of the Cultural Revolution to Eliminate the Patriarchy." Bolivia's documents, including its Foreign Policy Plan and the Plan for Economic and Social Development, propose a "de-patriarchization" and the strengthening of government and regulatory frameworks to reduce all forms of inequality against women that have emerged from traditional patriarchal values.[27]

In this study, Bolivia possesses a broad and inclusive national strategy and a significant degree of political will in its commitment to integrating gender equality and WPS principles into its security institutions. Ministerial documents reflect the government's commitment, such as the Strategic Plan 2016-2020 of the Armed Forces, which established the goal of increasing women's representation from 5.3% in 2015 to 8.65% in 2020.[28] The record shows that by 2020, Bolivia's military had reached a representation of 8%, and by 2021, the percentage had increased to 10%.[29] Women constitute less than 10% of military personnel in Latin America, with only Argentina (11.63%) and Uruguay (16.09%) surpassing 10%.[30]

Belize. The national will to implement the principles of the WPS agenda in Belize has risen steadily in recent years. The Belize National Security and Defense Strategy 2018-2021 identified gender equality as one of its principal goals. The Ministry of National Security set goals to "increase women's participation and efforts to promote security, maintain peace, and prevent conflict." In September 2020, the Ministry of National Security launched its first Women, Peace, and Security Agenda for security forces in Belize, designed to support the Belizean government's efforts to increase women's participation through top-down and bottom-up approaches in three pillars:

- Creating equal opportunities for women's participation in security forces, including in leadership positions;

26 UN ECLAC, *Regional report*; *Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030,* Santiago, March 2017, https://www.cepal.org/en/publications/41013-montevideo-strategy-implementation-regional-gender-agenda-within-sustainable.

27 Madeline Hislop, "Bolivia's President declares 2022 'The Year of the Cultural Revolution to Eliminate the Patriarchy,'" *Women's Agenda,* https://womensagenda.com.au/latest/bolivias-president-declares-2022-the-year-of-the-cultural-revolution-to-eliminate-the-patriarchy/.

28 Bolivia Ministry of Defense, Institutional Strategic Plan of the Ministry of Defense, 2016-2020, p. 45, https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf .

29 Ibeth Carvajal, 2022. Mujeres en las FFAA: Desde 2006 sube de 42 a 1.433 la cantidad de féminas militares. *La Razón*. https://www.la-razon.com/sociedad/2022/08/07/mujeres-en-las-ffaa-desde-2006-sube-de-42-a-1-433-la-cantidad-de-feminas-militares/#.

30 Fabiana Sofia Perera, Kimberly Nuñez-Argueta, and Emily F. Smith, "Assessing progress on women's inclusion in peacekeeping in Latin America," *Estudios en Seguridad y Defensa, July-December 2020, vol. 15, no. 30,* p. 262.

- Addressing the impacts of GBV and gender bias in society;
- Implementing and enforcing WPS-related policies.[31]

NAPs and Other Courses of Action

The creation of NAPs can be considered the most concrete step in implementing UNSCR 1325 because it obligates governments to set specific goals, objectives, and actions for its fulfillment. The number of Latin American countries with NAPs is low; only 9 of the 105 countries with NAPs (8.6%) are in Latin America.[32] Among the countries observed in the present study, only El Salvador has adopted a WPS NAP (2017). Consequently, data collection efforts focused on whether national governments have produced other documents and policies related to women, gender equality, or principles of the WPS agenda.

A key observation in this study is the extent to which countries have pursued gender equality goals without a NAP and the degree to which countries showed advancement in integrating gender perspectives into their security forces without specific references to UNSCR 1325. While creating a NAP will take time, policy planning, and resource commitments, institutional adaptations can be undertaken—with representatives from civil society involved in the discussions—by various ministries and military and national police forces in anticipation of its adoption.

Grenada. Grenada has stepped up its national and political commitments from the top down to implement principles of the WPS agenda without an official WPS NAP. The Caribbean island nation has developed several strategies and action plans to address gaps in implementing gender equality strategies. These strategies incorporate government commitment to voluntary reviews via regional and international bodies, adoption of action plans, financial support, and intergovernmental partnerships at the local, regional, and international levels.

- **Documents and Action Plans**: Grenada has developed several concrete mechanisms to streamline gender equality initiatives, including the Gender Equality Policy and Action Plan 2014-2024, the Inter-Ministerial Council of Gender Focal Points, the Strategic Action Plan to Reduce GBV, the Grenada Spotlight Initiative to End Violence Against Women, and the Gender Equality Action Policy and Action Plan (DEPAP), among others.[33]
- **National Government**: The National Machinery for Gender Equality and Women's Empowerment in the Division of Gender and Family Affairs received significant political and financial support to promote gender mainstreaming at all levels of society. This includes (to a lesser degree) the Royal Grenada Police Force, monitoring and evaluation, and recommendations to strengthen gender equality action plans and policies.[34]
- **Intergovernmental Partnerships**: Grenada has effectively developed and leveraged partnerships with local, regional, and international actors to build gender-responsive action plans, promote gender mainstreaming, and reduce GBV.[35]

A NAP is a positive driver for gender equality and implementation. NAPs induce a more whole-of-government approach and, thus, more intersectional and integrative policy decision-making. They require

31 Government of Belize Press Office, "Ministry of National Security Launches Women, Peace and Security Agenda," September 11, 2020, https://www.pressoffice.gov.bz/ministry-of-national-security-launches-women-peace-and-security-agenda/; Erica Jaros, "Partner Nations Discuss Women, Peace, and Security at Tradewinds22," *Dialogo Americas*, May 25, 2022, https://dialogo-americas.com/articles/partner-nations-discuss-women-peace-and-security-at-tradewinds22/.

32 "1325 National Action Plans (NAPs)," Women's International League for Peace and Freedom, http://1325naps.peacewomen.org/; for a comparison of NAPs in Latin America, see Paula Drumond et al., *Mapping, Annex 1*.

33 Government of Grenada, *Grenada's first Voluntary National Review of the Sustainable Development Goals presented to the United Nations High-Level Political Forum on Sustainable Development,* (St. George's, Grenada, July 2022), https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf.

34 Ministry of Social Development, Housing and Community Empowerment, *Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action,* (St. George's, Grenada, May 2019): https://www.cepal.org/sites/default/files/events/files/grenada_comprehensive_national_review_to_beijing_25_may_2019.pdf

35 These partners include UNICEF, UNDP, UN Women, WHO, UNFPA, Pan-American Health Organization, the European Union, CARICOM and CARIFORUM, and USAID, among others. Dee Didier Trebucq, "Country Programme Document Granada," *Spotlight Initiative*, October 2019, https://mptf.undp.org/sites/default/files/documents/40000/grenada_spotlight_country_programme_document_final.pdf .

governments to develop a detailed plan to guide implementation, establish monitoring and evaluation mechanisms, and incorporate variables essential to the success of gender integration in security institutions. NAPs also prioritize civil society participation, engagement with local communities and women's networks and organizations, and the hiring of GENADs and GFPs.[36] In short, there is a strong, positive relationship between setting actionable tasks that align with a NAP and progress in reducing the gender gap.[37]

Nevertheless, the absence of a NAP does not necessarily imply there is an absence of commitment to gender equality and the principles reflected in WPS. As debates on a NAP adoption have reflected, countries may have principled positions on the matter—preferring to develop a single stand-alone plan, link a WPS NAP with existing gender action plans, or remain with pre-existing national gender development plans.[38]

Furthermore, the 2020 WIIS assessment report examining 14 Latin American and Caribbean countries noted that many countries in the region perceived the WPS agenda as an external foreign policy agenda. Consequently, the institutional responsibility for WPS in many countries resides in the Foreign Ministry.[39] It may be that this perception of NAPs as something peripheral to a country's own advances in gender equality—linked in this perception to UNSCR resolutions and external UN peacekeeping engagements—along with the institutionalization in foreign affairs ministries has some bearing on the debate for a NAP. To note: of the Latin American and Caribbean countries in this study, only El Salvador, Bolivia, and Honduras currently contribute forces to UN peacekeeping operations (see Table *5* below).[40]

Table 5: Participation in UN Peacekeeping by Countries in Latin America and the Caribbean - Military and Police Combined as of May 31, 2023

Country	Personnel Type	Male	Female	Total
El Salvador				
	Experts on Mission	6	0	6
	Individual Police	5	4	9
	Staff Officer	1	1	2
	Troops	147	16	163
Total El Salvador				180
Bolivia				
	Expert on Mission	13	6	19
	Staff Officer	6	1	7
Total Bolivia				26
Honduras				
	Expert on Mission	11	7	18
Total Honduras				18
Total Region				**224**

"Source: UN, "Contribution of Uniformed Personnel to UN by Country and Personnel Type, May 31, 2023

36 Miki Jacevic, "Effective WPS National Action Plan."

37 Caitlin Hamilton, Nyibeny Naam, and Laura J. Shepherd, *Twenty Years of Women, Peace and Security National Action Plans: Analysis and Lessons Learned* (University of Sydney, 2020), pp. 25-26, https://www.wpsnaps.org/app/uploads/2020/03/Twenty-Years-of-Women-Peace-and-Security-National-Action-Plans_Report_Final_Web.pdf; Mirsad Miki Jacevic, "WPS, States, and the National Action Plans," Sarah E. Davies and Jacqui True, eds., *The Oxford Handbook of Women, Peace, and Security* (Oxford: Oxford University Press, 2019), pp. 274-277.

38 It is interesting to note that the topic of the development or lack of a WPS NAP appears to have a broader resonance; Asian countries in a Pacific Forum WPS meeting noted that "the absence of a NAP does not indicate a lack of support for WPS." See the Pacific Forum, Notes from "Key Findings Inaugural Council for Security Cooperation in the Asia Pacific (CSCAP) Women, Peace and Security (WPS) Study Group Meeting," June 9-11, 2021, p. 1, https://pacforum.org/wp-content/uploads/2021/08/CSCAP-WPS-Study-Group-Key-Findings.pdf.

39 Caitlin Hamilton et al., *Twenty Years*, pp. 6-7; Chantal de Jonge Oudraat et al., *Enhancing Security*, p. *v*.

40 United Nations, "Contribution of Uniformed Personnel to UN by Country and Personnel Type," as of May 31, 2023, https://peacekeeping.un.org/sites/default/files/05_missions_detailed_by_country_62_may_2023.pdf; United Nations, "Troop and Police Contributors," as of May 31, 2023, https://peacekeeping.un.org/en/troop-and-police-contributors. As of March 31, 2023, 13 Latin American and Caribbean countries contributed forces to UN peacekeeping missions: Argentina, Bolivia, Chile, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Paraguay, Peru, and Uruguay.

II. Institutional Policies and Practices

The study examines how political commitments to gender equality and WPS principles are translated into existing institutions, policies, practices, and operations. Four main areas were examined: (1) policy, planning, and staffing, particularly the appointment of GENADs and GFPs; (2) women's participation in the security forces (gender in the ranks); (3) policies and programs that support women's participation in the security forces; and (4) training and education on WPS principles.

Main Findings

- *Even in countries with demonstrated political will and initiatives to advance WPS principles, there are still significant institutional hurdles that prevent full implementation of the WPS agenda.*
- *Women's representation in ranks and staff is very low—better in national police forces than the military—though some positive movement in women advancing in the ranks is evident.*
- *A strong majority of countries have integrated gender equality and WPS principles in training and education programs at the junior, mid, and senior levels, while comparable training on sexual harassment and assault issues is lacking.*

Gender in the Ranks

Women's participation rates in the military and national police forces across the countries surveyed are low. Out of the countries examined in this study, Jamaica leads in the rate of women's participation in security forces and in addressing structural barriers to their participation. Women in Jamaica comprise 20% of the defense forces and have reached the highest levels of military leadership. Admiral Antonette Wemyss Gorman, appointed head of the Jamaica Defence Force (JDF) in January 2022, is the world's only serving female chief of defense.[41]

Other security forces examined in this study have comparably smaller numbers. Women are an estimated 10% of Bolivia's armed forces.[42] The share of women in the Barbados defense forces is also 10%, while in Suriname women make up slightly over 7% of its defense forces and 6% in Belize.[43] To place these numbers in perspective, a 2021 report stated that on average, women constitute 4% of armed forces personnel in Latin America.[44]

However, the variations in actual numbers of women in these forces do not necessarily signify a lack of commitment from a given country to enhance gender diversity in its ranks. On the contrary, many governments and militaries have shown a strong dedication to addressing gender imbalances and have undertaken various initiatives to increase the representation, retention, and rank of women in their militaries. Eleven of the 15 countries examined have opened all police positions to women, while seven have opened all positions in their military and defense forces.[45]

The rate of participation and advancement in national police forces tends to be higher. Recent examples are few but encouraging:

41 (*The Voice)* "The only woman".

42 "Mujeres En Las FFAA: Desde 2006 Sube de 42 a 1.433 La Cantidad de Féminas Militares," *La Razón*, August 7, 2022, https://www.la-razon.com/sociedad/2022/08/07/mujeres-en-las-ffaa-desde-2006-sube-de-42-a-1-433-la-cantidad-de-feminas-militares/#:~:text=El%20n%C3%BAmero%20de%20mujeres%20es,la%20carrera%20militar%20en%20provincias.&text=En%2015%20a%C3%B1os%2C%20la%20cantidad,los%20militares%20en%20territorio%20nacional.

43 Cook, Geraldine, "Suriname's Defense Force Strengthens the Role of Women," Diálogo Américas, April 7, 2022, https://dialogo-americas.com/articles/surinames-defense-force-strengthens-the-role-of-women/#:~:text=Minister%20Mathoera%20said%20one%20of,percent%20of%20the%20entire%20force.

44 Angelo, "A Few Good Women."

45 Appendix 2.A, columns II.A.3 and II.A.4.

- **Honduras**: In April 2022, the Honduras Police approved an Institutional Gender Policy, building on the Gender Division's recruitment goals. Currently, 18% of Honduran police officers are female. Following a change of administration, the Honduran police appointed 15 female officers in February 2023 to command-level positions in various departments.[46]

- **St. Lucia**: In October 2022, St. Lucia appointed its first female police commissioner.[47]

- **Barbados**: For the first time, the Barbados police have appointed women to the top two command positions—both commander and second-in-command—of a major division of the Barbados police.[48]

- **Bolivia**: Regarding the national police, women represent 17.6% of the total police force.[49] GENADs and Gender Units have been appointed to increase the representation of women within the force, address workplace harassment against women, and carry out evaluations about gender mainstreaming.[50]

Recruitment, Promotion, and Retention

An observation relevant to recruitment, promotion, and retention is related to the asymmetric inclusion of women in the armed forces, where the reluctance to accept women and open all branches and specializations to them has meant women have only recently become eligible for higher-ranking positions. Most service academies in Latin American countries opened doors to women in the 1990s.[51] Bolivia was one of the first countries to admit and recruit women in its Officers School in 1978, which produced a "First Generation" of women officers by 1985.[52] The participation of women in the armed forces was banned after a 1983 change in government and was only retracted in 2003 when women began their military careers as second lieutenants. The minimum requirement for promotion to Second Lieutenant established in the Law of Qualifications and Promotions is four years of service and five years to become Captain. Projecting forward, based on existing promotional policies and time in service, the 2003 generation of servicewomen would be considered for promotion to Lieutenant Colonel only in 2023.[53]

Similar situations have been observed in El Salvador, where the requirements for promotion (for example, to Colonel) differ depending on whether the candidate is part of a professional service or combat arms.[54] These structural conditions reinforce an institutional environment that creates inequalities and disadvantages for women when avenues for promotion are closed. Of course, promotions are based on much more than just a time requirement. Still, it calls attention to why it is essential for military services to open all positions to women and apply a gender-sensitive lens to promotion policies.

---

46 "Honduras - Newly-created 'Gender Division,'" *Policing with a Gender Perspective: Law Enforcement Initiatives From Around the World*, INTERPOL, 2023, p. 10, https://www.interpol.int/en/News-and-Events.

47 "Saint Lucia Makes History in Appointing First Female Ever to Head Police Force," *The Voice,* October 19, 2022, https://thevoiceslu.com/2022/10/saint-lucia-makes-history-in-appointing-first-female-ever-to-head-police-force/#:~:text=Crusita%20Descartes%2DPelius%20is%20the,interim%2C%20in%20an%20acting%20position.

48 "Women in charge of northern division looking to forge closer links with community," *Barbados Today,* March 4, 2023, https://barbadostoday.bb/2023/03/04/women-in-charge-of-northern-division-looking-to-forge-closer-links-with-community/.

49 At this time of writing, there are 6,528 women officers out of 36,999 total staff (17.6%). See Violeta Castillo, "Informe 2022: Bolivia tiene un policía por cada 324 habitantes," *El Pais,* April 3, 2023, https://elpais.bo/seguridad/20230403_informe-2022-bolivia-tiene-un-policia-por-cada-324-habitantes.html#:~:text=En%20el%202021%20el%20total,personal%20masculino%20y%206.458%20femenino.

50 Carvajal, 2022.

51 Perera, et al., "Accessing progress," p. 262-263.

52 Bolivian Army, "Reseña histórica del nombre del Colegio Militar "Cnl. Gualberto Villareal," https://ejercito.mil.bo/then3w-pag/files/colmil.php.

53 It would take that first generation a minimum of nine years to go up for promotion to Captain, another five years to Major, and another five years after that to Lieutenant Colonel. *Decreto Supremo, Ley de Calificación y Ascensos*. https://www.google.com/url?sa=i&rct=j&q=&esrc=s&source=web&cd=&ved=0CAIQw7AJahcKEwjAvLnmgtr_AhUAAAAAHQAAAAAQAg&url=http%3A%2F%2Fwww.gacetaoficialdebolivia.gob.bo%2Fnormas%2FdescargarPdf%2F46634&psig=AOvVaw0LjVPZedzr-JgyjKIlUXsOE&ust=1687629647298415&opi=89978449

54 Government of El Salvador, Asamblea Legislativa, DECRETO No 476, https://www.asamblea.gob.sv/sites/default/files/documents/decretos/171117_072922703_archivo_documento_legislativo.pdf.

Strategy, Plans, and Policies

Documentation of WPS Principles
Data show that eight countries refer to key documents related to WPS principles in their strategy, policy, and planning and have integrated those principles into their operational planning.[55] Almost as many countries (7) have integrated information on protecting vulnerable populations from sexual violence in police documents and manuals.[56] As it has for their police forces, Belize and Bolivia have integrated WPS principles in their military's documents and operational planning processes to protect vulnerable populations from sexual violence. For St. Kitts and Nevis, references to WPS principles are absent in military and police documents, operational planning, and protection of vulnerable populations from sexual violence.

GENADs and GFPs
In terms of institutional practices and policies, a major indicator of progress is a commitment to staffing its institution through the appointment of GENADs and/or GFPs. Despite their proven value and effectiveness, few countries have systematically trained and appointed GENADs and GFPs in the countries examined. El Salvador has appointed and trained both GENADs and GFPs in the military and police forces, including the senior command level in both.[57] The Jamaican government has assigned GFPs in its military and police forces, and Honduras has assigned GENADs in its police forces and GFPs in its military forces. Bolivia and Haiti have appointed GENADs in both security sector forces and provide the relevant training for them.[58]

Jamaica has seen real progress in supporting women in military and police sectors:

- **Documents**: The adoption of a National Policy for Gender Equality (NPGE);[59]
- **Government**: In line with the NPGE, the Bureau of Gender Affairs (BGA) has offered GFP training and support to ministries, departments, and agencies to ensure gender mainstreaming in all national policies;[60]
- **Military Forces**: The Jamaica Defence Force (JDF) has appointed GFPs, with warrant officers trained as GFPs. Females serve in every JDF unit, including combatant roles. JDF has a Gender Optimization Policy to mainstream gender in the force. It also has quotas by gender: 25% of new recruits must be from the minority gender;[61]
- **Police Recruitment**: the Jamaica Constabulary Force (JCF) has stated its intention to hire more women police, but the JCF has a height requirement that has proven to be a barrier to women. Protests from women opposing the JCF's height limitation of 5'4" has led the JCF to consider changing its height policy.[62]

55 Appendix 2.B, columns II.B.2 and II.B.4.

56 Appendix 2.B, column II.B.6.

57 Appendix 2.B.

58 Appendix 2.B., columns II.B.8, II.B.10., and II.B.11.

59 Government of Jamaica, *Jamaica: National Policy for Gender Equality* (NPGE), 2011, https://oig.cepal.org/sites/default/files/jamaica_npge-2011.pdf.

60 Planning Institute of Jamaica, "Goal 5: Achieve gender equality and empower all women and girls," *Voluntary National Review*, 2022, p. 122, https://www.pioj.gov.jm/wp-content/uploads/2022/10/VNR_Goal_5.pdf; E. Hartman Record, "Gov't Bodies Encouraged To Establish Gender Focal Points," *Jamaica Information Service,* October 25, 2019, https://jis.gov.jm/features/govt-bodies-encouraged-to-establish-gender-focal-points/.

61 "The only woman in the world to lead an army," *The Voice,* March 8, 2022, https://www.voice-online.co.uk/lifestyle/interview/2022/03/08/the-only-woman-in-the-world-to-lead-an-army.

62 "More Police Welcome, But.," *Jamaica Gleaner*, September 9, 2019, https://jamaica-gleaner.com/article/commentary/20190909/editorial-more-police-welcome.

Table 6: Gender Advisors and Gender Focal Points

nd = no data

Column 1 Countries	Column 2 Gender Advisor (GENAD) for the military	Column 3 Gender Advisor (GENAD) for the police	Column 4 Gender Focal Point (GFP) for the military	Column 5 Gender Focal Point (GFP) for the police	Column 6 The country has gender equality offices/units
Antigua and Barbuda	nd	nd	nd	nd	nd
Barbados	No	No	No	No	nd
Belize	No	No	No	No	nd
Bolivia	nd	Yes	nd	nd	nd
Dominica	nd	nd	nd	nd	nd
El Salvador	Yes	Yes	Yes	nd	nd
Grenada	nd	nd	nd	nd	nd
Guyana	nd	nd	nd	nd	nd
Haiti	nd	Yes	nd	Yes	Yes
Honduras	nd	Yes	Yes	nd	nd
Jamaica	nd	No	Yes	Yes	No
St. Kitts & Nevis	nd	nd	nd	nd	nd
St. Lucia	nd	nd	nd	nd	nd
St. Vincent & the Grenadines	nd	nd	nd	nd	nd
Suriname	nd	nd	nd	nd	nd

Gaps in Institutions and Practices

- *Institutional hurdles exist across the board, making it difficult for security forces to recruit and retain women in their ranks.*
- *Of the countries for which police force data were available, education and training for police forces at the junior, middle, and senior levels are well established.*
- *Excluding women from positions impacts participation rates and delays the promotional cycle for women, making it more difficult to advance women's leadership in security sector forces.*

Institutional hurdles and barriers, including workplace harassment and sexism, lack of gender-responsive policies and training, and failures to account for gender differences in the workplace, among others, continue to delay gender integration in the 15 countries surveyed. Significant work remains to be done in overcoming the deep-rooted societal norms, barriers to advancement, and resource constraints to ensure a more equitable and inclusive representation of women in security forces.

Training and Education

Commitment to training and education on gender equality and WPS principles have made strong inroads in the countries studied. Antigua and Barbuda and Belize are especially strong, having training and education at the junior, middle, and senior levels for their police forces as well as their military forces. Six countries (Jamaica, El Salvador, Grenada, Haiti, Honduras, and Suriname) train at all levels of the police. Fewer (6) countries for which data is available provide training in the military and police on the protection of vulnerable persons from sexual violence and exploitation, though Antigua and Barbuda, Belize, and Bolivia provide such training to police and military personnel.

Workplace Environment.
Sexual harassment and abuse of women in security forces remain rampant in many institutions across the world, including in Latin America and the Caribbean.[63] Only four countries in the study—Bolivia, Haiti, Jamaica, and St. Kitts & Nevis—have militaries or police forces that have implemented explicit anti-harassment policies. The absence of clear policies preventing sexual harassment and abuse and failure to enforce existing policies has significant implications for the recruitment and retention of women in security forces.[64] A lack of sexual harassment policies or failures to investigate or remediate allegations of workplace abuse creates hostile working environments and safety concerns for women. It also fails to address persistent discrimination and biases toward women in the workplace and can deter women from joining and/or staying in the workforce. Still, allegations are present even in countries that have implemented sexual harassment policies, signaling an urgent need to address the cultures in security sectors that allow for abuse to occur.

As noted, the military and national police forces of the countries surveyed have stated their intention to integrate women into their ranks, and yet without gender-responsive policies—such as maternity and paternity leave and family leave policies, promotional opportunities, or addressing workplace sexual harassment—security organizations will continue to see higher attrition rates for women leaving the workforce than men.[65] Seven of the 11 countries for whom data was available have maternity and paternity policies for military forces, though childcare and family leave were not as widely available.

In terms of providing proper equipment and facilities for women police and military personnel, the data were insufficient to draw any conclusions.

III. Monitoring and Evaluation

Main Findings

- *Despite clear national and political will from a majority of the countries evaluated in this study, few countries have established effective monitoring and evaluation mechanisms.*

- *Few countries collect and/or publish sex-disaggregated data on the numbers and ranks of women in security forces.*

63 Quratulain Fatima, "Across the world, militaries have a sexual violence problem," *Al Jazeera*, May 4, 2018, https://www.aljazeera.com/opinions/2018/5/4/across-the-world-militaries-have-a-sexual-violence-problem; Mariel R. Lucero, "La larga marcha de las mujeres en las Fuerzas Armadas latinoamericanas," *Nueva Sociedad,* December 2018, https://d1wqtxts1xzle7.cloudfront.net/58035155/La_larga_marcha_de_las_mujeres_en_las_Fuerzas_Armadas_latinoamericanas___Nueva_Sociedad-libre.pdf?1545307784=&response-content-disposition=inline%3B+filename%3DLa_larga_marcha_de_las_mujeres_en_las_Fu.pdf&Expires=1689559911&Signature=Gzul3gx9X8al4kFiM3aFw89D5qgRSBw78gXrcKN8T6BJ6917TKLUOTu19cTBEhYR-lu4RjNSv8KFJ5xEcVInGWLkz1kziBXY3aG938ivIyOTcXK-oT0YDqmM41ltHFOCZ0RFjkgiN-vFK2Vvk8Rzmhjqy-5IsRzv-QOsFZ4niphNZBGJukAqDcWBK6AkcQB0q7LVT9gQLMNLLqyeI-q3p3dTmSDjO5SJVVYQPvsDQWXvcch-JfJrHz-2RHz2-dOU1gj4o~8RtLoKhgEXGwPT70F9QHbrfwXhozRjY-4nc9kGC0u1gDypIJs~VeoGILE8kCgD7Wd6OkD9mJY4c-dVKy-SwA__&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA.

64 A 2021 RAND report concluded that exposure to sexual assault in the U.S. military doubled the odds that a service member would leave the military within 28 months of that exposure and that sexual assault and sexual harassment are associated with higher rates of attrition for women. See Andrew R. Morral, Miriam Matthews, Matthew Cefalu, Terry L. Schell, and Linda Cottrell, *Effects of Sexual Assault and Sexual Harassment on Separation from the U.S. Military: Findings from the 2014 RAND Military Workplace Study*, RAND, document no. RR-870/10-OSD, February 8, 2021, pp. xi-xii, 19-20, https://www.rand.org/pubs/research_reports/RR870z10.html.

65 It is a similar story in the U.S. military regarding its gender integration efforts. Women make up 17% of the U.S. armed forces. Recruitment and retention rates are lower among women than men, which means women are underrepresented in senior leadership positions. Family and personal life issues often lead women to leave the military (attrition rates are 28% higher for women than men), and women experience sexual abuse, harassment, and gender discrimination at rates three to six times higher than men. See U.S. Government Accountability Office, *Female Active-Duty Personnel: Guidance and Plans Needed for Recruitment and Retention Efforts*, GAO-20-61, May 19, 2020, https://www.gao.gov/products/gao-20-61#:~:text=GAO's%20statistical%20model%20found%20that,higher%20than%20that%20of%20males.; Leon E. Panetta and Shelly Stoneman, "It's been 10 years since women were allowed to serve in combat. There's a lot left to accomplish," *The Hill,* January 28, 2023, https://thehill.com/opinion/national-security/3834021-its-been-10-years-since-women-were-allowed-to-serve-in-combat-theres-a-lot-left-to-accomplish/.

Monitoring and evaluation mechanisms are critical in determining progress in advancing gender equality, tracking progress, identifying gaps and problem areas, and making changes accordingly. Monitoring and evaluation is more than just an accountability system—it charts progress, shows what works and does not work, reflects where resources can be put to better use, and leads to more effective planning and better decision-making. The best monitoring and evaluation programs are independent, transparent, and include civil society in the process.[66]

Too often, however, governments and institutions neglect the need for a results-based monitoring and evaluation plan, and this neglect was evident in the study's findings. Similar to the WIIS 2020 report, the current study identified a wide gap in countries' efforts at institutionalizing a results-based monitoring and evaluation mechanism. Six countries have established monitoring, evaluation, and reporting mechanisms (Belize, Bolivia, El Salvador, Grenada, Honduras, and Jamaica); four countries with monitoring and evaluation mechanisms include civil society organizations in WPS reviews (El Salvador, Grenada, Guyana, Jamaica); and three countries have sex-disaggregated data publicly available.[67] Little data were available to evaluate monitoring and evaluation in military and defense forces.

Data Collection.

Data for military forces was largely unavailable, but the record for countries collecting sex-disaggregated data for the national police was more encouraging; eight of the 11 countries for whom data was collected reported they collect for and during police operations. Only Belize, Honduras, and Jamaica publicly release sex-disaggregated data. Other problems are highlighted in the case of Haiti. Attempts by the Haiti national police to collect data are severely constrained by a lack of funds and equipment and a computerized system that is ineffective and hampered by problems with connectivity. Reportedly, the police must rely on a long-standing handwritten system to collect data instead.

This is one of the most persistent limitations in gender research. Collecting such data serves a critical but often less understood purpose of assembling measures of social and economic differences between men and women, providing important information about the impact and effectiveness of a program as well as whether the program has achieved its intended objectives. Much more needs to be done.

66 Miki Jacevic, "WPS, States," p. 280-282.

67 Appendix 3, columns III.1, III.2, III.5.

Observations

The WIIS assessment tool represents an effort to provide a framework for future partnerships between USSOUTHCOM and security forces in Latin America and the Caribbean, one designed to assist in establishing a baseline of data and best practices for the implementation of gender equality and the WPS agenda in security forces in the region. As with the 2020 WIIS report, this study revealed that while there is a broad regional commitment to the principles and ideas of the WPS agenda, commitment to actual implementation and reporting, monitoring, and evaluation is much less robust. Countries in this study display weaknesses in terms of accountability and in meeting results-based goals.

As this study highlights, the process requires, first and foremost, strong, and sustained commitment at the highest political level to allocate the resources required to see real progress. Implementation and action plans must begin with an inclusive and transparent design process and a detailed system for carrying out the plan. Finally, a results-based monitoring and evaluation system to ascertain adaptations in policies, institutional practices, and guidelines is critical.

Table 7: Gender Advisors and Gender Focal Points

2023 Countries	Military Forces	No Military
Antigua and Barbuda	Antigua and Barbuda Defence Force	
Barbados	Barbados Defence Force	
Belize	Belize Defence Force	
Bolivia	Armed Forces of Bolivia	
Dominica		No standing army*
El Salvador	Armed Forces of El Salvador	
Grenada		No standing army*
Guyana	Guyana Defence Force	
Haiti	Defence Force of Haiti	
Honduras	Armed Forces of Honduras	
Jamaica	Jamaica Defence Force	
St. Kitts & Nevis	St. Kitts and Nevis Defence Force	
St. Lucia		No standing army*
St. Vincent and the Grenadines		No standing army*
Suriname	Suriname National Army	

** Member of Regional Security System (RSS)*

Table 8: Gender Advisors and Gender Focal Points

2020 Report: Troop and Police UNPK Contributors as of 5/31/2023*	2023 Report: Troop and Police UNPK Contributors as of 5/31/2023**
Argentina	Bolivia
Brazil	Salvador
Chile	Honduras
Colombia	
Dominican Republic	
Ecuador	
Guatemala	
Mexico	
Paraguay	
Peru	
Uruguay	

Source: UN, "Contribution of Uniformed Personnel to UN by Country and Personnel Type, May 31, 2023

Limitations

One of the major challenges faced was the data collection among various countries in the study. Some country teams were able to access and collect more data, while data from other countries were missing, incomplete, or not publicly available. The data collection for the smaller countries, especially the Caribbean nations, was particularly challenging. Searches in larger indices for country data showed similar gaps as those faced in this study.[68] OAS Gender Senior Specialist Hilary Anderson cited "report fatigue" as one factor, suggesting that for some countries, weak state capacity and few resources to keep up with reporting demands to so many national and international organizations may be a contributing factor in observed data gaps.[69]

It is perhaps easy to presume that a non-reporting country is probably a non-compliant country where WPS norms and implementation are concerned. However, this proved not to be the case. Publicly available documents in the 15 countries under study showed strong political support to achieve gender equality and goals within the WPS agenda even without an official WPS NAP, though with greater variation among them in the pace and scale of implementation of existing national plans. In 2020, five of the 14 countries have adopted NAPs, while only one country among the 15 countries examined in the 2023 group has adopted a WPS NAP.

The variation between the countries grouped in each study required consideration in drawing quantitative conclusions, such as the presence and size of military forces, a key indicator in the WPS assessment tool. Bolivia has the largest standing army, with 40,000 personnel, and Antigua and Barbuda the smallest, with only 250. Four countries—Dominica, Grenada, St. Lucia, and St. Vincent and the Grenadines–have no regular armed forces but are members of the Regional Security System (RSS), a collective security arrangement among eight Caribbean states.[70]

Finally, another difference relevant to the indicators defined in the assessment tool was the number of countries contributing troops to UN peacekeeping operations; 11 of the 14 countries in the 2020 report contributed police and military personnel to UN peacekeeping missions, while only three from the 15 countries examined in 2023 have contributed personnel.

68 Sources surveyed included, among others: Organization of American States (OAS), including the OAS country reports for the Third Rounds of the Follow-up Mechanism (MESECVI) (2019) for the Convention of Belém do Pará Convention, INTERPOL, CIA World Factbook, Spotlight Initiative, US Department of State reports, and more.

69 A data search for the percentage of women in police forces in INTERPOL and OAS databases, for example, showed gaps in data, particularly from the smaller Caribbean countries. See Mary K. Meyer McAleese, "WPS and the Organization of American States," in Sara E. Davies and Jacqui True, eds. *The Oxford Handbook of Women, Peace, and Security (*New York: Oxford University Press), 2018, p. 422.

70 Regional Security System website, https://www.rss.org.bb/about/. RSS members are Antigua and Barbuda, Barbados, Dominica, Grenada, Guyana, St. Kitts and Nevis, St. Lucia, and St. Vincent and the Grenadines.

Recommendations

This study was guided by three goals:

- **Learn**: to build knowledge and understanding of the centrality of gender integration in generating more effective institution and mission outcomes.
- **Share**: to strengthen partnerships through shared knowledge of lessons learned and best practices.
- **Apply**: to sustain knowledge through implementing monitoring mechanisms that ensure the implementation of gender equality and WPS principles in security institutions and forces.

To advance gender equality and the principles of the WPS agenda in security forces in Latin America and the Caribbean, the following actions are recommended:

NATIONAL LEVEL

- **Create NAP and Implementation Plans**: Given the documented advantages that a NAP delivers to national governments, states should adopt a WPS NAP. Absent a WPS NAP, the national government should have a comprehensive national implementation plan in place that obliges government agencies in a whole-of-government approach to develop clear goals and targets for measuring progress in advancing gender equality and WPS principles.
- **Integrate Civil Society Participation**: Recognizing the critical contribution civil society and women's networks bring to the implementation process, governments should meaningfully incorporate civil society actors from the earliest stages of plan development and into implementation.
- **Commit Human and Economic Resources**: Governments should identify and allocate sufficient resources and staff through a gender-responsive budgeting process to ensure plan sustainability.
- **Monitor and Evaluate Progress**: An effective monitoring and evaluation mechanism should be developed to measure the results of the specific objectives and actions at different stages of implementation. Measurements using sex-disaggregated data will provide the necessary information to identify better ways of implementing gender equality and the WPS agenda in security forces.
- **Ensure Transparency**: The armed forces and the national police institutions should share their advancements and strategies regarding the WPS agenda publicly for other countries to learn better practices and observe ideas that can be implemented on their own. Sharing the progress and the strategies that are helping to achieve it is vital for global progress.

INSTITUTIONAL CHANGE

- **Adopt an Organizational Plan**: Military and police organizations should implement an institutional action plan that lays out specific steps to increase the number of women in police and military institutional structures and operations.
- **Implement Sexual Harassment and Assault Prevention Policies**: Institutional policies and practices intended to increase women's representation in the ranks should focus on prevention measures and response to sexual harassment.

- **Improve Work-Life Balance and Retention**: Security institutions that set policies for recruiting more women into security forces should also commit to setting policies that retain them. This would require providing and designing maternity and paternity leave policies and available childcare facilities, and family leave policies, and providing equipment that fits and facilities that serve women.

- **Appoint GENADs and GFPs**: Security institutions should appoint GENADs and GFPs who have received the requisite training in WPS and gender studies to maximize outcomes in integrating gender equality and WPS principles.

- **Provide WPS Training**: Training to integrate the WPS agenda and gender equality should be a high priority in the military and national police forces at all levels. Understanding the intersectional nature of gender in all facets of security relations and how women are force multipliers and contributors to operational effectiveness leads to more effective outcomes for security forces across the board.

- **Collect Data**: Military and police organizations should consistently collect and publish sex-disaggregated data.

REGIONAL LEVEL

- **Hold an Annual WPS Summit.** Best practices and lessons learned should be shared. The defense ministries in the region should organize an annual meeting(s) with a diverse set of participants (government ministries, civil society, subject matter experts) to share best practices and discuss ways of ensuring continued advancement in gender integration. This will allow countries to share workable approaches with partners across the region, creating a community better equipped to address shared security challenges.

- **Create WPS Training Courses.** Defense forces in the region regularly participate in defense training. Creating a joint WPS strategy training could be beneficial for those countries still in the process of developing a WPS strategy or that have yet to appoint a GENAD.

- **Expanding Regional Cooperation on Climate Change:** Climate change is not a national issue—it is a regional security issue. Efforts already underway in regional organizations should be supported and expanded to broaden regional interaction and collaboration on the security impact of climate change and environmental degradation and disasters. Integrating a gender perspective into every aspect of regional collaboration—in training, exercises, disaster response and recovery, in work with local communities—is essential to achieving desired outcomes that are workable and sustainable. All coastal communities, island nations, and states will benefit from shared knowledge, strategies, and approaches to prepare for the security challenges of climate change.

References

Adams-Matthew, Rashauna. n.d. "Advancing Gender Equality and Women's Empowerment in Climate Finance in Antigua and Barbuda." Global Environmental Facility. Accessed August 15, 2023. https://www.thegef.org/sites/default/files/events/cop25_pavilion_20191203_1315_gender_presentation_4.pdf.

Andrade, Laura, Carmen E Guevara, and Catherine Márquez. 2020. "Evaluating the Professionalization of the Civilian Police Corps." (*Evaluando la Profesionalización del Cuerpo Policial Civil*). WOLA. August 2020. https://www.wola.org/wp-content/uploads/2020/10/Police-SV-ESP-9.30.pdf.

Angus, Garfield L. 2023. "JFC an Employer of Choice – Minister Chan." *Jamaica Information Service.* June 12, 2023. https://jis.gov.jm/jcf-an-employer-of-choice-minister-chang/.

Antigua and Barbuda Department of Environment Ministry of Health. 2022."Wellness and the Environment National Gender Submissions: Communicated to the UNCCC on Wednesday 30 March 2022." March 30, 2022. https://genderclimatetracker.org/sites/default/files/Resources/202204010853---Antigua%20and%20Barbuda%20National%20Gender%20Submissions.pdf.

Antigua and Barbuda Government. 2014. "Review of the Beijing Declaration and Platform for Action, 2014-2019." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL) https://www.cepal.org/sites/default/files/events/files/informe_beijing25_antigua_y_barbuda.pdf.

Antigua Observer. "Two hundred female police officers to participate in Women's Police Retreat." March 2, 2023. https://antiguaobserver.com/two-hundred-female-police-officers-to-participate-in-womens-police-retreat/.

AP News. 2023. "Jamaica Grants Paternal, Adoptive Leave to Public Workers." AP NEWS, January 4, 2023. https://apnews.com/article/jamaica-andrew-holness-san-juan-9a27ad5a0e9a22b8c25c1679fb09e54b.

Barbados Government. 2014. "Beijing +25 Report: Progress Made on the Implementation of the Beijing Declaration and Platform For Action 2014-2019, 2019." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL) https://www.cepal.org/sites/default/files/events/files/barbados_beijing_plus_25_report_2014-2019.pdf.

Barbados Bureau of Gender Affairs. n.d. Accessed June 14, 2023. https://www.gov.bb/Departments/gender-affairs.

Barbados Ministry of Finance and Economic Affairs. 2005. "The National Strategic Plan of Barbados 2005-2025." http://www.sice.oas.org/ctyindex/BRB/Plan2005-2025.pdf.

Barbados Today. 2023. "Women in charge of northern division looking to forge closer links with community." March 4, 2023. https://barbadostoday.bb/2023/03/04/women-in-charge-of-northern-division-looking-to-forge-closer-links-with-community/.

Bart, Delano F. 2002. "Saint Christopher and Nevis, The Police Act 2002." http://stkittsnevis.net/pdf/policeact.pdf.

Belize Crime Observatory. 2019. "National Security and Defence Strategy (2018-2021)." https://bco.gov.bz/download/national-security-and-defence-strategy-2018-2021/.

_____. 2023. "Gender-Based Violence." Belize Crime Observatory - Inform, Interpret, Influence." January 30, 2023. https://bco.gov.bz/gender-based-violence/#:~:text=On%20this%20page%2C%20we%20present,the%20same%20period%20in%202021.

Belize Ministry of Human Development, Families and Indigenous Peoples' Affairs. n.d. "Women and Family Support Department." April 12, 2023. http://www.humandevelopment.gov.bz/index.php/service-units-2/womens-department/.

Belize National Women's Commission. n.d. "Belize Women's Rights Advocacy Organization." Accessed June 18, 2023. https://www.nwcbelize.org/.

Belize Press Office. 2020. "Ministry of National Security Launches Women, Peace and Security Agenda." September 11, 2020. https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Sept-11-MNS-Launches-WPS-Agenda.pdf.

_____. 2022. "Stakeholder Consultations on the Development of the National Security and Defence Strategy 2022-2027." Press Release. January 11, 2022. https://www.pressoffice.gov.bz/wp-content/uploads/2019/12/Jan-11-PR008-22-Stakeholder-Consultations-on-the-Development-of-the-National-Security-and-Defence-Strategy-2022-2027.pdf.

Belize Social Security Board. 2022. Registration of Eligible Persons, Employee Registration (Insured Person). September 2, 2022. https://www.socialsecurity.org.bz/registration-eligible-persons/.

Belize Women's Department, Ministry of Human Development, Social Transformation and Poverty Alleviation. 2012. "Handbook on Sexual Violence." Accessed June 23, 2023. http://www.humandevelopment.gov.bz/wp-content/uploads/2013/03/Sexual-Violence-handbook.pdf.

Best, Gary A.R. 2009. "Organizational Analysis of the Guyana Defense Force." Strategic Review Working Group Guyana Defence Force. https://www.gdf.mil.gy/wp-content/uploads/2021/09/GDF-Organisational-Analysis-Book.pdf.

Bolivia Government. 2009. "Bolivia (Plurinational State of) 2009 Constitution." *Constitute Project*. 2009. https://www.constituteproject.org/constitution/Bolivia_2009?lang=en.

_____. 2022. "Official Gazette of Bolivia, Supreme Decree Number 4650." (*Gaceta Oficial De Bolivia, Decreto Supremo Numero 4650*). http://www.gacetaoficialdebolivia.gob.bo/app/webroot/archivos/DS4650.pdf.

_____. 2023. "Plurinational State of Bolivia, Public Accountability Initial Management 2023." (*Estado Plurinacional de Bolivia, Rendicion Publica de Cuentas Inicial Gestion 2023*). https://www.mindef.gob.bo/sites/default/files/informe23.pdf.

Bolivia Ministry of Defense. Institutional Strategic Plan of the Ministry of Defense 2016-2020. General Directorate of Planning. (*Plan Estrategico Institucional de Ministerio de Defensa 2016-2020*). https://www.ribb.gob.bo/web/stock/poa/PEI2016-2020MINDEF.pdf.

Bolivian Ministry of Justice. 2015. "Integrated Bolivian Model of Action Against Violence based on Gender." (*Modelo Boliviano Integrado de Actuación Frente a La Violencia en Razón de Genero*). December 2015. https://www.comunidad.org.bo/assets/archivos/herramienta/612c029c940f56ad33ad30b5f64b1782.pdf.

Bolivia Ministry of Foreign Affairs. 2022. Ministry Strategic Plan 2021-2025. (*Plan Estratégico Ministerial 2021-2015*). https://cancilleria.gob.bo/webmre/sites/default/files/PEM_FINAL.pdf.

Bolivia Vice-Ministry of Communication. 2022. "2022 will be the 'Year of the Cultural Revolution for Depatriarchalization for a Life Free of Violence Against Women.'" (*El 2022 será el "Año de la Revolución Cultural para la Despatriarcalización por una Vida Libre de Violencia Contra las Mujeres*). January 2022. https://www.comunicacion.gob.bo/?q=20220106/33510#:~:text=%E2%80%93%20El%20Gobierno%20Nacional%20declar%C3%B3%20que,se%20recopilaron%20en%20gestiones%20pasadas.

Bolivian National Police. 2019. Institutional Strategic Plan. (*Plan Estrategio Institucional 2016-2020*). https://www.policia.bo/wp-content/uploads/2021/06/PLAN-ESTRATEGICO-INSTITUCIONA.pdf.

Brown, Sarah, Eleanor Gordon, Katrina Lee-Koo, and Jennifer Wittwer. 2022. "A Global Review of the Development of Military Gender Advisor Capabilities." Monash University. April 5, 2022. https://bridges.monash.edu/articles/report/A_Global_Review_of_the_Development_of_Military_Gender_Advisor_Capabilities/19729966.

Bryan, Chad. 2019. "Infrastructure at Police Stations to be Improved." *Jamaica Information Service*. February 6, 2019. https://jis.gov.jm/infrastructure-at-police-stations-to-be-improved/.

Caprioli, Mary. 2000. "Gendered Conflict." *Journal of Peace Research* 37 (1) (January 2000): 63-64.

Caribbean Military Academy. n.d. "Jamaica National Service Corp (JNSC)." Accessed June 19, 2023. https://caribbeanmilitaryacademy.edu.jm/jnscschool.php.

_____. n.d. Jamaica National Service Corp. "Basic Recruit Training." Accessed June 19, 2023. https://caribbeanmilitaryacademy.edu.jm/jnsc_1.php.

_____. n.d. Jamaica National Service Corp. "Intermediate Training." Accessed June 19, 2023. https://caribbeanmilitaryacademy.edu.jm/jnsc_2.php.

Carvajal, Ibeth. 2022. "Women in the Armed Forces: Since 2006, the number of female military personnel has risen from 42 to 1,433: The number of women is 10% of the total number of military personnel in Bolivia." (*Mujeres en las FFAA: Desde 2006 sube de 42 a 1.433 la cantidad de féminas milita*). *La Razon*. August 7, 2022. https://www.la-razon.com/sociedad/2022/08/07/mujeres-en-las-ffaa-desde-2006-sube-de-42-a-1-433-la-cantidad-de-feminas-militares/#:~:text=El%20n%C3%BAmero%20de%20mujeres%20es,la%20carrera%20militar%20en%20provincias.&text=En%2015%20a%C3%B1os%2C%20la%20cantidad,los%20militares%20en%20territorio%20nacional.

Ciriani, Karla Maria Molina. 2020. *El Salvador: Critical care path for violence against women, with emphasis on sexual violence and femicide*. (*Ruta crítica de atención de la violencia contra las mujeres, con énfasis en la violencia sexual y el feminicidio*). ORMUSA. https://ormusa.org/wp-content/uploads/2021/03/INVESTIGACION-RUTA-CRITICA-FINAL.pdf.

Cohn, Carol. 2020. "How the Women, Peace and Security agenda must change in response to the climate crisis." *International Feminist Journal of Politics.* December 3, 2020. https://www.ifjpglobal.org/blog/2020/12/3/how-the-women-peace-and-security-agenda-must-change-in-response-to-the-climate-crisis-nbsp.

Community Human Rights (Bolivia). 2022. "Police Gender Unit dealt with 27 complaints of assaults on uniformed women." (*Unidad de Género de La Policía Atendió 27 Denuncias de Agresiones a Uniformadas*). News. July 18, 2022. https://comunidad.org.bo/index.php/noticia/detalle/cod_noticia/12912.

Cook, Geraldine. 2022. "Suriname's Defense Force Strengthens the Role of Women." *Diálogo Américas*. April 7, 2022. https://dialogo-americas.com/articles/surinames-defense-force-strengthens-the-role-of-women/#:~:text=Minister%20Mathoera%20said%20one%20of,percent%20of%20the%20entire%20force.

Council of Europe. n.d. "What Is Gender Mainstreaming?" Accessed June 8, 2023. https://www.coe.int/en/web/genderequality/what-is-gender-mainstreaming#:~:text=Gender%20mainstreaming%20is%20an%20approach,Nairobi%20World%20Conference%20on%20Women.

Cuellar Mendoza, Ricardo Antonio, Mariano Mendoza Lara, and Elvira Ramirez. 2009. "Training Manual on Promotion of Sexual and Reproductive Health and HIV Prevention, AIDS and Sexually Transmitted Infections." (*Manual de Capacitación En Promoción de La Salud Sexual y Sv Reproductiva y Prevención Del VIH, Sida e Infecciones de Transmisión Sexual*). UNFPA El Salvador. 2009. https://elsalvador.unfpa.org/sites/default/files/pub-pdf/Manual%20Soldados.pdf.

de Jonge Oudraat, Chantal, Ellen Haring, Diorella Islas, and Ana Laura Velasco. 2020. *Enhancing Security: Women's Participation in the Security Forces in Latin America and the Caribbean*. Women In International Security (WIIS). December 2020. https://wiisglobal.org/resource_library/enhancing-security-in-latin-america-and-the-caribbean-2/.

de Jonge Oudraat, Chantal and Michael E. Brown. 2022. "Gender, Climate Change, and Security: Making the Connections." The Wilson Center. January 25, 2022. https://www.wilsoncenter.org/article/gender-climate-change-and-security-making-connections#:~:text=The%20obstacles%20to%20making%20the,problems%E2%80%94are%20multidimensional%20and%20complex.

Dazé, Angie. 2023. "NAPs and the GAP: Five ways National Adaptation Plan processes can support the implementation of the enhanced Gender Action Plan." NAP Global Network. Accessed June 9, 2023. https://napglobalnetwork.org/2020/01/naps-and-the-gap-five-ways-national-adaptation-plan-processes-can-support-implementation-of-the-enhanced-gender-action-plan/.

Dominica Bureau of Gender Affairs. n.d. Accessed June 22, 2023. https://genderaffairs.gov.dm/.

Dominica Government. 2014. "Dominica 1978 (Rev. 2014) Constitution." *Constitute Project*. 2014. https://www.constituteproject.org/constitution/Dominica_2014?lang=en.

Drummond, Paula, Tamya Rebledo, Isa Mendes, and Ana Velasco. 2022. *Mapping the 'Women, Peace and Security Agenda' in Latin America: a comparison of UN National Action Plans*." BRICS Policy Center. (BPC Policy Brief, V. 12, N. 4, May 2022): ISSN: 2318-1818. https://bricspolicycenter.org/wp-content/uploads/2022/10/BPC_PB_v12_n4_MPS_AmLat_GSUM.pdf.

Economic Commission for Latin America and the Caribbean (ECLAC). 2022. "At Least 4,473 Women Were Victims of Femicide in Latin America and the Caribbean in 2022." November 21, 2022. https://www.cepal.org/en/pressreleases/eclac-least-4473-women-were-victims-femicide-latin-america-and-caribbean-2021#:~:text=The%20highest%20femicide%20rates%20in,cases%20for%20every%20100%2C000%20women).

El Salvador Institute for the Development of Women. ISEDEMU. (*Instituto Salvadoreño para el Desarrollo de la Mujer*). Accessed June 18, 2023. https://isdemu.gob.sv/.

El Salvador Ministry of Foreign Affairs. 2022. "El Salvador Presents National Strategy of Resolution 1325, International Commitment on Women, Peace and Security." (*El Salvador Presenta Estrategia Nacional de La Resolución* 1325, Compromiso Internacional Sobre Mujeres, Paz y Seguridad). May 27, 2022. https://rree.gob.sv/el-salvador-presenta-estrategia-nacional-de-la-resolucion-1325-compromiso-internacional-sobre-mujeres-paz-y-seguridad/#.

El Salvador Ministry of Foreign Affairs. 2022. "Foreign Ministry Holds Work Day with Government Entities to Strengthen the White Paper on Foreign Policy." ("*Cancillería Realiza Jornada de Trabajo Con Entidades de Gobierno Para Fortalecer El Libro Blanco de La Política Exterior*"). February 10, 2022. https://rree.gob.sv/cancilleria-realiza-jornada-de-trabajo-con-entidades-de-gobierno-para-fortalecer-el-libro-blanco-de-la-politica-exterior/.

El Salvador Ministry of National Defense. Organization Manual Operation of the Ministry of National Defense. (*Manual de Organización Funcionamiento del Ministerio de la Defensa Nacional*). April 2021. https://www.transparencia.gob.sv/institutions/mdn/documents/448097/download.

El Salvador National Police. "National Civil Police Institutional Framework." (*Policia Nacional Civil Marco Institucional*). Civil National Police. June 1, 2023. https://www.pnc.gob.sv/marco-institucional/.

El Salvador Transparency Portal. 2021."Detail of places, salary, and contract law." *(Detalle de Plazas ley de Salario y Contrato*). April 12, 2021. https://transparencia.pnc.gob.sv/download/detalle-de-plazas-de-ley-de-salario-y-contratos-2021.

_____. 2021. "ANSP Gender Unit." (*Unidad de Género ANSP*). National Academy of Public Safety. October 28, 2021. https://www.ansp.gob.sv/unidad-de-genero/.

_____. 2022. "Training With a Gender Approach 2021." ("*Capacitaciones Con Enfoque de Género 2021*"). February 8, 2022. https://transparencia.pnc.gob.sv/download/capacitaciones-con-enfoque-de-genero-2021.

_____. 2022. "Institutional Annual Operating Plan 2023." (*Plan Operativo Anual Institucional 2023*). December 2022. https://transparencia.pnc.gob.sv/download/plan-operativo-anual-2023-version-publica?wpdmdl=4925&refresh=644f35e5c4b451682912741.

_____. 2022. "Coralia Elizabeth Cuellar Morales (Vigente)." National Academy of Public Safety. December 5, 2022. https://www.transparencia.gob.sv/institutions/13/officials/8107.

EnGenDER. 2021. *Gender Inequality of Climate Change and Disaster Risk in Grenada*. November 2021. https://wrd.unwomen.org/sites/default/files/2022-02/EnGenDER_Gender%20Inequality%20CC%20DRR%20Brief_GrenadaF_20220203.pdf.

Food and Agriculture Organization. 2014. "Grenada: Gender Equality Policy and Action Plan 2014-2024." June 10, 2014. https://www.fao.org/faolex/results/details/en/c/LEX-FAOC181376/.

Goetz, Anne Marie, and Anne-Kristin Treiber. 2012. *Policy Briefing Paper: Gender and Conflict Analysis*. UN Women. October 2012. https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2012/10/WPSsourcebook-04A-GenderConflictAnalysis-en.pdf.

Grenada Bureau of Women's Affairs. 2011. "National Policy for Gender Equality." https://www.nlj.gov.jm/files/u8/NPGE-JA-FINALwCover21311.pdf.

Grenada Government. n.d. Laws of Grenada. "Search Term: 'Police.'" Accessed June 22, 2023. https://laws.gov.gd/index.php?option=com_edocman&view=search&filter_category_id=1&filter_search=police&show_category=1&Itemid=180&limitstart=100.

_____. 2019. "Grenada Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action (2019)." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL) https://www.cepal.org/sites/default/files/events/files/grenada_comprehensive_national_review_to_beijing_25_may_2019.pdf.

_____. 2022. "Grenada's First Voluntary National Review of the Sustainable Development Goals presented to the United Nations High-Level Political Forum on Sustainable Development." July 2022. https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Grenada%20Report.pdf.

Grenada Ministry of Social Development, Housing, and Community Empowerment. 2019. "Comprehensive National Review on Implementation of the Beijing Declaration and Platform for Action." May 2019. https://www.cepal.org/sites/default/files/events/files/grenada_comprehensive_national_review_to_beijing_25_may_2019.pdf.

Grenada National Insurance Scheme. n.d. "Maternity Benefit." https://www.nisgrenada.org/maternity-benefit/#:~:text=Maternity%20Allowance%20is%20paid%20for,works%20while%20on%20maternity%20leave.

Guicherit, H. United Nations Human Rights Office of the High Commissioner, 2011. "Research on Suriname by H. Guicherit for Women's Parliament Forum." http://docstore.ohchr.org/SelfServices/FilesHandler.ashx?enc=6QkG1d%2FPPRiCAqhKb7yhskcAJS%2FU4wb%2BdIVicvG05RxG8XlpwfdVOi3B%2F3G9O7%2ByGEwxqWPPbCuKeFXIrUIsEs9OaacNHtkQLM1vNDxd2oZY6l1irMlpkvZqBoVlJi7sZ48iwVacuUmg%2FFrbYfgeeQ%3D%3D.

Guyana Government. 1995. "Guyana National Report on the Twenty-Fifth of the Fourth World Conference on Women and Adoption of the Beijing Declaration and Platform For Action (1995)." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL) Accessed June 15, 2023. https://www.cepal.org/sites/default/files/comunicacion_26_guyana.pdf.

_____. 2016. "Guyana 1980 (Rev. 2016) Constitution." Guyana's Constitution of 1980 with Amendments through 2016. https://www.constituteproject.org/constitution/Guyana_2016.pdf?lang=en.

Guyana Defense Force. 2021. "Personnel Policy Chapter 1 Recruitment Procedures General." https://www.gdf.mil.gy/wp-content/uploads/2021/09/PERSONNEL-POLICY-OF-THE-GUYANA-DEFENCE-FORCCE.pdf.

Guyana Ministry of Human Services and Social Security. n.d. "Welcome to the Ministry of Human Services and Social Security." Accessed June 15, 2023. https://mhsss.gov.gy/socialservices.html.

Haiti Government. n.d. "Decree Revising the General Status of the Public Service." (*Decret portant révision du statu général de la fonction publique*). Legislation and Regulations. Accessed June 12, 2023.

_____. 2012. "Haiti's Constitution of 1987 with Amendments through 2012." *Constitute Project*. Accessed June 12, 2023. https://www.constituteproject.org/constitution/Haiti_2012?lang=en.

_____. 2014. "Gender Equality Policy 2014-2034." (*Politique d'égalité femmes hommes 2014-2034*). December 2014. https://faolex.fao.org/docs/pdf/hai157333.pdf.

Harvard T.H. Chan School of Public Health. 2019. "More Paid Leave for Fathers Could Improve Mothers' Postpartum Health." June 6, 2019. https://www.hsph.harvard.edu/news/hsph-in-the-news/paternity-leave-postpartum-health/.

Henry-McQueen, Elaine. n.d. "Gender Mainstreaming in National Action Plans in Grenada." Grenada Ministry of Social Development, Housing, and Community Empowerment Grenada. https://www.cepal.org/sites/default/files/presentations/gender_mainstreaming_in_national_plans_in_grenada.pdf.

Hislop, Madeline. 2022. "Bolivia's President declares 2022 'The Year of the Cultural Revolution to Eliminate the Patriarchy.'" *Women's Agenda,* September 26, 2022. https://womensagenda.com.au/latest/bolivias-president-declares-2022-the-year-of-the-cultural-revolution-to-eliminate-the-patriarchy/.

Honduras Finance Secretary. 2022. "Security Secretariat, Production of Products by Program Category, 2022." https://api.iaip.gob.hn/api/public/serve_archivo/?idarchivo=MTYyNzYyNQ==.

Honduras Municipal Women's Office. n.d. (*Oficina Municipal de la Mujer*). Accessed June 18, 2023. https://sgomm.inam.gob.hn/index.php/el-inam/.

"Honduras: National Plan against Violence against Women 2014-2022." (*Plan nacional contra la violencia hacia las mujeres 2014-2022*). Montevideo Consensus on Population and Development. United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL). January 6, 2014. https://consensomontevideo.cepal.org/es/node/1845.

Honduras National Police. 2017. "Organic Law of the Secretary of State in the Office of Security and the National Police of Honduras. (*Ley Orgánicade La Secretaría de Estado En El Despacho de Seguridad y de La Policía Nacional de Honduras*)." Institute for Access to Public Information. https://portalunico.iaip.gob.hn/portal/ver_documento.php?uid=OTQxNzAzODkzNDc2MzQ4NzEyNDYxOTg3MjM0Mg==.

_____. 2018. "National Women's Policy. II 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*). December 12, 2018. https://siteal.iiep.unesco.org/sites/default/files/sit_accion_files/hn_0315.pdf.

Honduras Secretary of Defense. 2022. Information Bulletin January-March 2022, Human Rights of the FFAA. (*Boletín Informativo enero-marzo 2022 Derechos Humanos de las FFAA*). March 2022. https://sedena.gob.hn/wp-content/uploads/2022/05/Boletin-DDHH-de-las-FFAA.pdf.

Hudson, Valerie M. 2012. "What Sex Means For World Peace." *Foreign Policy.* April 24, 2012. https://foreignpolicy.com/2012/04/24/what-sex-means-for-world-peace/.

Hudson, Valerie M., Mary Caprioli, Bonnie Ballif-Spanvill, Rose McDermott, and Chad F. Emmett. 2008. "The Heart of the Matter: The Security of Women and the Security of States." *International Security* 33 (3) (Winter 2008/2009): 7-45. http://www.jstor.org/stable/40207140.

International Labor Organization. n.d. "Barbados Employment of Women (Maternity Leave) Chapter 345A." July 16, 1976. Accessed June 22, 2023. https://www.ilo.org/dyn/travail/docs/1225/Employment%20of%20Women%20Chapter%20345A.pdf.

_____. n.d. "Gender at Work in the Caribbean Country Report: Dominica." Accessed June 22, 2023. https://www.ilo.org/wcmsp5/groups/public/---america//revistas.javeriana.edu.co/files-articulos/PaPo/25%20(2020)/77764800004/.

INTERPOL. n.d. Member countries: Antigua, and Barbuda. https://www.interpol.int/en/Who-we-are/Member-countries/Americas/ANTIGUA-BARBUDA.

Iratxe Perea Ozerin. 2020. "Transnational Feminist Movements in Latin America and the Caribbean. Contributions for the Study of European Activism." Pontificia Universidad Javeriana, *Papel Politico*, vol. 25, 2020. https:https://doi.org/10.11144/Javeriana.papo25.tfml.

Jacevic, Miki. "What Makes For an Effective WPS National Action Plan?" *Inclusive Security*. March 25, 2019. https://www.inclusivesecurity.org/2019/ 03/25/what-makes-for-an-effective-wps-national-action-plan/.

Jacevic, Mirsad Miki. "WPS, States, and National Action Plans." *The Oxford Handbook of Women, Peace, and Security,* edited by Sara E. Davies and Jacqui True, 273-290. Oxford: Oxford University Press, 2019.

Jamaica Government. 2015. Constitution of 1962 with Amendments through 2015. *Constitute Project*, 2015. https://www.constituteproject.org/constitution/Jamaica_2015.pdf?lang=en.

Jamaica Government. 2022. "Voluntary National Review Report on the 2030 Agenda and the Sustainable Development Goals 2022." UN High-Level Political Forum on Sustainable Development. June 2022. https://hlpf.un.org/sites/default/files/vnrs/2022/VNR%202022%20Jamaica%20Report.pdf.

Jamaica Defence Force. 2020. "Domestic Violence Prevention and Intervention Workshop." https://www.jdfweb.com/domestic-violence-prevention-and-intervention-workshop/.

_____. 2021. "The JDF Sexual Harassment Policy: In Summary." https://www.jdfweb.com/news/the-jdf-sexual-harassment-policy-in-summary/#:~:text=The%20JDF%20Policy%20position%20on,and%20will%20be%20punished%20severely.

Jamaica Gleaner. 2021. "Women cling to hem of incoming army chief." September 24, 2021. https://jamaica-gleaner.com/article/lead-stories/20210924/women-cling-hem-incoming-army-chief.

_____. 2022. "JDF officer implicated in sexual misconduct scandal asked to resign." December 15, 2022. https://jamaica-gleaner.com/article/news/20221215/jdf-officer-implicated-sexual-misconduct-scandal-asked-resign.

Jamaica Office of the Prime Minister. 2023. "Jamaica Defence Force." https://opm.gov.jm/opm_agency/jamaica-defence-force/#:~:text=The%20JDF%20is%20mandated%20to,Search%20and%20Rescue%20(SAR)%3Bn.

Johnston, Karin L. *Advancing Gender Equality in the European Union*. Women In International Security (WIIS). November 2021. https://wiisglobal.org/wp-content/uploads/2021/11/Advancing-Gender-Equality-in-the-European-Union.pdf.

King, Inga Rhonda. "Women and Peace and Security: Investing in Women in Peacekeeping and Peacebuilding." Statement of H.E. Inga Rhonda King, Permanent Representative, United Nations Security Council Open Debate. October 21, 2020. http://svg-un.org/wp-content/uploads/2022/04/Statement-2.pdf.

Lee-Koo, Katrina, Eleanor Gordon, Sarah Brown, and Jennifer Wittwer. 2022. "Military Gender Advisor Capabilities." Monash University. Report. May 8, 2022. https://bridges.monash.edu/articles/report/A_Global_Review_of_the_Development_of_Military_Gender_Advisor_Capabilities/19729966.

Menjivar, Pedro. 2019. "17 Trained in the Course for Police Trainers on Gender Equity and Equality." ("*17 Capacitados En El Curso de Formadores Policiales En Equidad e Igualdad de Género*)." National Academy of Public Security. August 28, 2019. https://www.ansp.gob.sv/17-capacitados-en-curso-de-formadores-policiales-en-equidad-e-igualdad-de-genero/.

Morral, Andrew R., Miriam Matthews, Matthew Cefalu, Terry L. Schell, and Linda Cottrell. 2021. *Effects of Sexual Assault and Sexual Harassment on Separation from the U.S. Military: Findings from the 2014 RAND Military Workplace Study*. Roslyn, VA: RAND Corporation, document no. RR-870/10-OSD. February 8, 2021. https://www.rand.org/news/press/2021/02/08.html.

Organization of American States. 2006. Inter-American Commission of Women. *Suriname Report*. August 1, 2006. https://www.oas.org/es/cim/docs/Suriname2006.pdf.

_____. 2015. Address of Francisco Laínez, Chief of Staff of the Assistant Secretary General, on the 15th Anniversary of the UN Security Council Resolution 1325 on Women, Peace, and Security. https://www.oas.org/en/media_center/speech.asp?sCodigo=15-0079.

_____. 2017. "National Security Policy for Jamaica." https://www.oas.org/csh/spanish/documentos/National%20Security%20Policy%20-%20Jamaica%20-%202007.pdf.

_____. 2017. "Saint Lucia Country Report Third Round." Inter-American Commission of Women Follow-Up Mechanism to the Belém do Pará Convention. November 21, 2017. https://belemdopara.org/wp-content/uploads/2022/02/FinalReport2017-SaintLucia.pdf.

OUR CIRCLE. 2023. "Promoting Equality, Putting an End to GBV in the Belizean Military." Accessed June 18, 2023. https://ourcirclebze.weebly.com/promoting-equality-putting-an-end-to-gbv-in-the-belizean-military.html.

Patterson, Chris. 2017. "10-Year Action Plan to Eliminate Gender-Based Violence Launched." *Jamaica Information Service*. December 7, 2017. https://jis.gov.jm/10-year-action-plan-eliminate-gender-based-violence-launched/.

Perera, Fabiana Sofia, Kimberly Nuñez-Argueta, and Emily F. Smith. "Assessing progress on women's inclusion in peacekeeping in Latin America." *Estudios en Seguridad y Defensa* 15 (30) (July-December 2020): 254-272. https://esdegrevistas.edu.co/index.php/resd/article/view/256.

Ramírez Landaverde, Mauricio Ernesto. 2017. "Institutional Policy of Equity and Equality for Women and Men in the Justice and Public Security Branch, El Salvador, 2018-2027." (*Política Institucional de Equidad e Igualdad para las mujeres y hombres en el Ramo de Justicia y Seguridad Pública, El Salvador, 2018-2027*). https://www.ansp.gob.sv/wp-content/uploads/2019/02/Poli%CC%81tica-de-Equidad-e-Igualdad-para-hombres-y-mujeres.pdf.

Riley, Shanique. 2019. "Infrastructure at Police Stations to Be Improved Infrastructure at Police Stations to Be Improved." Jamaica Ministry of National Security. September 9, 2019. https://www.mns.gov.jm/you-are-here-home-%C2%BB-infrastructure-police-stations-be-improved-infrastructure-police-stations-be.

Royal Barbados Police Force. 2013. "Annual Report 2013." https://www.barbadosparliament.com/uploads/sittings/attachments/c5fee634002ca489f1cd9a9257504cbd.pdf.

"RSS Moves to Strengthen Regional Security Response Mechanism." Regional Security System. June 23, 2023. https://www.rss.org.bb/2023/06/22/rss-moves-to-strengthen-regional-security-response-mechanism/.

Saint Kitts and Nevis Consulate, Toronto, Canada. 2022. "Upcoming Review to Examine Gender Equity in the Police Force." August 17, 2022. https://skncgtoronto.gov.kn/2022/08/17/upcoming-review-to-examine-gender-equity-in-the-police-force/.

Saint Kitts and Nevis Ministry of Social Development and Gender Affairs. n.d. "Department of Gender Affairs." Accessed June 13, 2023. https://socialdevelopment.gov.kn/gender-affairs/#1602013335783-2538f772-6b90.

"Saint Lucia Ministry of Education, Sustainable Development, Innovation, Science, Technology and Vocational Training. n.d. "Gender Relations." Accessed June 14, 2023. https://www.govt.lc/ministries/education/gender-relations.

Saint Lucia Government. 2006. "Chapter 1.01 Constitution of Saint Lucia." December 31, 2006. https://www.govt.lc/media.govt.lc/www/resources/legislation/ConstitutionOfSaintLucia.pdf.

Saint Vincent and the Grenadines Government. 1979. "Constitution of Saint Vincent and the Grenadines, 1979." October 26, 1979. https://www.oas.org/juridico/PDFs/mesicic4_svg_const.pdf.

_____. 2010. "St Vincent and the Grenadines." The Eleventh Session of the Regional Conference on Women in Latin America and the Caribbean." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL). July 2010. https://www.cepal.org/sites/default/files/events/files/stvincentandgrenadines.pdf.

Saint Vincent and the Grenadines Ministry of National Mobilization, Social Development, Local Government, Gender Affairs, Family Affairs, Housing and Informal Settlement. n.d. "Gender Affairs." Accessed June 13, 2023. http://mobilization.gov.vc/mobilization/index.php/gender-affairs.

Searchlight. "SVGPF Looking at Ways to Combat Human Trafficking." Comments. November 27, 2012. https://www.searchlight.vc/news/2012/11/27/svgpf-looking-at-ways-to-combat-human-trafficking/.

Smith, Elizabeth. 2020. "Climate Change in Women, Peace and Security National Action Plans." Oslo: Stockholm International Peace Research Institute (SIPRI), June 2020. https://www.sipri.org/publications/2020/sipri-insights-peace-and-security/climate-change-women-peace-and-security-national-action-plans.

_____. 2020. "Scope for Improvement: Linking the Women, Peace and Security Agenda to climate change." Oslo: Stockholm International Peace Research Institute (SIPRI), June 5, 2020. https://www.sipri.org/commentary/essay/2020/scope-improvement-linking-women-peace-and-security-agenda-climate-change.

Straker, Kyle. "Another First! Ladies in Military Leadership." The Barbados Defence Force. October 30, 2020. https://www.bdfbarbados.com/another-first-ladies-in-military-leadership/.

Suriname Government. "Suriname 1987 (Rev. 1992) Constitution." *Constitute Project*, 1992. https://www.constituteproject.org/constitution/Surinam_1992?lang=en.

_____. 2007. "Country Report of the Republic of Suriname at the Tenth Session of the Regional Conference on Women in Latin America and the Caribbean." United Nations Economic Commission for Latin America and the Caribbean (ECLAC). (Spanish acronym: CEPAL). August 9, 2007. https://www.cepal.org/sites/default/files/events/files/informesuriname.pdf.

Telley, Chris. 2019. "Women Peace, and Security: A Competitive Edge in Latin America's Human Domain," *Small Wars Journal*. June 18, 2019. https://smallwarsjournal.com/jrnl/art/women-peace-and-security-competitive-edge-latin-americas-human-domain.

Trebucq, Didier. 2019. "Country Programme Document Grenada October 2019." *Spotlight Initiative*. October 2019. https://mptf.undp.org/sites/default/files/documents/40000/grenada_spotlight_country_programme_document_final.pdf.

UNICEF. 2022. "Joint Launch of Sexual Violence Prevention and Response Programme." February 17, 2022. Accessed June 18, 2023. https://www.unicef.org/belize/press-releases/joint-launch-sexual-violence-prevention-and-response-programme.

UN Women. n.d. "Dominica: Country Fact Sheet: UN Women Data Hub." Accessed June 22, 2023. https://data.unwomen.org/country/dominica.

UN Women. n.d. "Gender Mainstreaming." https://www.unwomen.org/en/how-we-work/un-system-coordination/gender-mainstreaming.

UN Women. n.d. "The Ministry for the Status of Women and Women's Rights (MCFDF)." (*Le Ministère à La Condition Féminine et Aux Droits Des Femmes*). Global Database on Violence Against Women - Haiti. Accessed June 12, 2023. https://evaw-global-database.unwomen.org/en/countries/americas/haiti/1994/mcfdf.

United Nations. 2023. Troop, and Police Contributors, as of March 31, 2023. https://peacekeeping.un.org/en/troop-and-police-contributors. As of March 31, 2023, eleven Latin American countries contribute forces to UN peacekeeping missions: Argentina, Bolivia, Chile, Colombia, Ecuador, El Salvador, Guatemala, Mexico, Paraguay, Peru, and Uruguay.

United Nations Institute for Disarmament Research. n.d. "Gender Balance." Accessed June 8, 2023. https://www.unidir.org/gender-balance.

United Nations Office for Disarmament Affairs, Regional Center for Peace, Disarmament and Development in Latin America and the Caribbean. 2022. "Royal Police Force of Antigua and Barbuda Promotes Gender Mainstreaming into Firearms-Related Criminal Investigations." November 7, 2022. https://unlirec.org/en/royal-police-force-of-antigua-and-barbuda-promotes-gender-mainstreaming-into-firearms-related-criminal-investigations/.

United Nations Office of the High Commissioner for Human Rights. "Experts of the Committee on the Elimination of Discrimination against Women Commend Saint Kitts and Nevis on Adopted Policies, Ask about Women in Agriculture and Human Trafficking." OHCHR, October 13, 2022. https://www.ohchr.org/en/news/2022/10/experts-committee-elimination-discrimination-against-women-commend-saint-kitts-and.

United Nations Office of the High Commissioner for Human Rights. "In Dialogue with Bolivia, Experts of the Human Rights Committee Welcome Training Courses to Prevent Excessive Use of Force, and Ask about Judicial Independence." March 2022. https://www.ohchr.org/en/press-releases/2022/03/dialogue-bolivia-experts-human-rights-committee-welcome-training-courses.

U.S. Central Intelligence Agency. 2023. "Field Listing: Military and Security Service Personnel Strengths." Central Intelligence Agency. The World Factbook. Edition August 10, 2023. https://www.cia.gov/the-world-factbook/field/military-and-security-service-personnel-strengths/.

U.S. Central Intelligence Agency. 2023. "Saint Vincent and the Grenadines: Military and Security Forces." *Central Intelligence Agency World Factbook*. Edition August 10, 2023. https://www.cia.gov/the-world-factbook/countries/saint-vincent-and-the-grenadines/#military-and-security.

U.S. Department of Defense. 2020. "Women, Peace, and Security Strategic Framework and Implementation Plan." June 2020. https://media.defense.gov/2020/Jun/11/2002314428/-1/-1/1/WOMEN_PEACE_SECURITY_STRATEGIC_FRAMEWORK_IMPLEMENTATION_PLAN.PDF.

U.S. Department of Defense. 2023. "Fact Sheet: Department Of Defense Engagement In Support Of Caribbean Partner." June 5, 2023. https://media.defense.gov/2023/Jun/05/2003236124/-1/-1/1/DOD-CARIBBEAN-ENGAGEMENT-FACTSHEET-2023-FINAL.PDF.

U.S. Department of State. 2022. *Dominica 2022 Human Rights Report*. https://www.state.gov/wp-content/uploads/2023/03/415610_DOMINICA-2022-HUMAN-RIGHTS-REPORT.pdf.

U.S. Department of State. 2023. "Fact Sheet: Department Of Defense Engagement In Support Of Caribbean Partners." June 5, 2023. https://media.defense.gov/2023/Jun/05/2003236124/-1/-1/1/DOD-CARIBBEAN-ENGAGEMENT-FACTSHEET-2023-FINAL.PDF.

The Voice. 2022. "Saint Lucia Makes History in Appointing First Female Ever to Head Police Force." October 19, 2022. https://thevoiceslu.com/2022/10/saint-lucia-makes-history-in-appointing-first-female-ever-to-head-police-force/#:~:text=Crusita%20Descartes%2DPelius%20is%20the,interim%2C%20in%20an%20acting%20position.

The Voice. 2023. "The only woman in the world to lead an army." March 8, 2023, https://www.voice-online.co.uk/lifestyle/interview/2022/03/08/the-only-woman-in-the-world-to-lead-an-army/.

Women's International League for Peace and Freedom. n.d. "National Action Plans At a Glance." https://1325naps.peacewomen.org/.

Catalyste+. 2020. "Women Raise Their Voices in Suriname." April 1, 2020. \https://www.catalysteplus.org/our-impact/impact-stories/women-raise-their-voices-in-suriname/.

Wong, Melissa. 2022. "Limit to Hiring of Female Police Recruits, SVG PM Explains Why." *Loop Caribbean News*. January 6, 2022. https://caribbean.loopnews.com/content/limit-hiring-female-police-recruits-svg-pm-explains-why.

World Bank Group. 2021. "Antigua and Barbuda Country Gender Scorecard. December 2021. https://documents1.worldbank.org/curated/en/822421645769028203/pdf/Antigua-and-Barbuda-Country-Gender-Scorecard.pdf.

About the Authors

Dr. Karin L. Johnston

Dr. Karin L. Johnston is the Research Director at Women In International Security (WIIS) and adjunct professor at the School of Public Policy, University of Maryland-College Park, and American University. She is an experienced policy analyst and project manager with government, non-profit, and academic experience in international security, foreign and security policy analysis, U.S.-European relations, and gender, peace, and conflict analysis. A recipient of the U.S. Department of State's Franklin Fellowship, Dr. Johnston served in the Bureau of Conflict and Stabilization Operations, focusing on the Bureau's security sector portfolio and stabilization strategies. She helped expand CSO's security sector expertise in security sector reform (SSR), Disarmament, Demobilization and Reintegration (DDR) of armed groups, and foreign assistance and stabilization strategies. Dr. Johnston has written on German foreign policy decision-making and the politics of military intervention, international public opinion and media and politics, U.S. and transatlantic foreign and defense policy, and gender equality in the European Union. She received a Ph.D. from the University of Maryland-College Park and an M.A. in International Studies from the Josef Korbel School of International Studies, the University of Denver.

Dr. Diorella Islas

Dr. Diorella Islas is a security and intelligence advisor for governmental and private entities, lecturer at the School of Social Sciences and Government, Tec de Monterrey in Mexico, and adjunct faculty member in the Countering Transnational Organized Crime (CTOC) program at the Marshall Center. Dr. Islas has more than 15 years of experience working as an analyst and operative in countering transnational organized crime, national security, and intelligence project management. From 2021-2022, she served as Deputy Director of Research at the Mexican Ministry of Security and Citizen Protection in Mexico, where she worked closely with the Ministry's Gender Unit and as Director of Professionalization of the Graduate School of Intelligence in Nuevo Leon, Mexico. She is an external contributor to Jane's Intelligence Review, and in 2021 she served as a WPS trainer at the Naval Postgraduate School's Institute for Security Governance in Mexico City, Mexico. Her research interests include assessing gender equality policies and the role of women in the security community, analyzing intelligence as a tool to forecast and diminish threats, and the evolution of transnational drug trafficking organizations and cocaine routes to Europe. She holds a Ph.D. in Politics, Languages, and International Studies from the University of Bath and a master's degree in international studies from the Tecnológico de Monterrey, Mexico.

Larissa Abaunza

Larissa Abaunza serves as Deputy Research Project Manager, where she oversees the implementation of WIIS' research agenda and programming. Larissa received her BA in International Relations, with a concentration in Genocide, Human Rights, and Holocaust Studies from Claremont McKenna College, culminating in her award-winning thesis, titled "Rape and Sexual Violence Used as a Weapon of War and Genocide." Ms. Abaunza was a recipient of a U.S. State Department Fulbright award and conducted research into the segregation and racial discrimination of Roma communities in Eastern Hungary. Upon her return to the United States, Ms. Abaunza received an M.A. in Human Rights Studies from Columbia University's Graduate School of Arts and Sciences. Her area of focus in the M.A. program was the intersection of gender and terrorism, specifically on how women and girls are the keys to combating violent extremism. Her research and advocacy interests include gender dimensions of emerging and disruptive technologies, indigenous feminism in Latin America, post-conflict transitional justice, racial disparities in maternal healthcare in the U.S., and reproductive health and justice.

Project Participants*

Augustin, Nysa (St. Lucia)

Banquedano Moncada, Madellyn (Honduras)

Benjamin, Alfred (Antigua and Barbuda)

Benson, George (Jamaica)

Cuellar, Jaime (Honduras)

David, Shameza (Guyana)

Dorleans, Eloise (Haiti)

George, Nicholas (Dominica)

Hassok, Shermaine (Jamaica)

Marseille, Lundad (Haiti)

McDonald, Toshia (Guyana)

Milien, Maranatha (Haiti)

Molina, Rafael (El Salvador)

Rosario Alvarez, Gladys (Honduras)

Saint-Julien, Rachel (Haiti)

Sanabria Cordova, Maria Jose (El Salvador)

Scott, Shandy (Jamaica)

Thomas, Nichola (Jamaica)

Velasquez, Fanny (Honduras)

Wilson-Morgan, Lorna (Jamaica)

* "Project participants" includes those who participated in at least one of our workshops and/or our country research teams.

Appendix 1:

Data from 2023 include indicators of national importance and political will to implement the WPS agenda and serve as a measurement of key indicators influencing decision-making processes and policy priorities within the nation.

National Importance/Political Will														
Country	I.1 - Are the principles of WPS mentioned in major government foreign policy documents?	I.2 - Are the principles of WPS mentioned in government national security documents?	I.3 - Does the national constitution contain language supporting gender equality?	I.4 - Does the country have a WPS National Action Plan (NAP)?	I.5 - Does the country have other forms of documents relating to women, gender, and/or equality?	I.6 - Does the country have departments or institutions relating to women, gender, and/or equality?	I.7 - Does the NAP or other gender equality documents mention the Department/Ministry of Defense (D/MoD) as a principal actor?	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?	I.9 - Does the NAP or other WPS or gender equality documents mention the national police as a principal actor?	I.10 - Do national police agencies have their own action/implementation plan in order to meet NAP or other WPS or gender equality objectives?	I.11 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at D/MOD?	I.12 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at D/MOD?	I.13 - According to publicly available documents, have resources (budget) been allocated for NAP/WPS implementation at national police agencies?	I.14 - According to publicly available documents, have positions (personnel) been allocated for NAP/WPS implementation at national police agencies?
Antigua and Barbuda	N	ND	Y	N	Y	Y	ND	N	Y	ND	ND	Y	ND	Y
Barbados	Y	N	N	N	N	Y	N	N	N	Y	ND	ND	ND	Y
Belize	N	Y	N	N	Y	Y	Y	N	Y	Y	Y	ND	ND	ND
Bolivia	Y	Y	Y	N	Y	Y	Y	ND	Y	Y	Y	Y	Y	Y
Dominica	ND	ND	Y	N	Y	Y	ND	N	ND	N	ND	ND	ND	ND
El Salvador	Y	ND	Y	Y	Y	Y	ND	ND	Y	Y	ND	Y	Y	ND
Grenada	Y	Y	Y	N	Y	Y	ND	ND	N	ND	ND	ND	Y	Y
Guyana	Y	ND	Y	N	Y	Y	ND	Y	Y	Y	Y	Y	Y	Y
Haiti	N	N	Y	N	Y	Y	ND	ND	ND	Y	Y	ND	ND	ND
Honduras	Y	Y	ND	N	Y	Y	Y	Y	ND	Y	Y	Y	Y	Y
Jamaica	ND	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N
St. Kitts & Nevis	Y	ND	Y	Y	Y	Y	ND	ND	ND	N	ND	ND	ND	ND
St. Lucia	ND	ND	Y	N	Y	Y	ND	ND	Y	Y	ND	ND	N	ND
St. Vincent and the Grenadines	Y	N	N	N	Y	Y	ND	ND	ND	N	ND	ND	ND	ND
Suriname	Y	Y	Y	N	Y	Y	ND	ND	ND	Y	ND	ND	ND	ND

Appendix 2.A

Data collected in 2023 on specific institutional practices and policies in institutionalizing the WPS agenda. This table provides a measurement of the number of women occupying military and police ranks.

Institutional Practice and Policies - Gender in the Ranks						
Country	***II.A.1 - Is specific data on the number/percentages of women in national defense or police forces available?***	**II.A.2 - How many women or what percent are currently deployed in military operations abroad?**	**II.A.3 - Are all positions in the military open to women, including ground combat positions?**	**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.**	***II.A.5 - Are data on percentages of women serving at senior ranks (colonels and above) available? ***	***II.A.6 – Are there official or unofficial target goals to increase the number of women in the ranks in any military branch or police force?****
Antigua and Barbuda	Y	No peacekeeping	Y	Y	N	Y (Military)
Barbados	Y	No peacekeeping	Y	ND	N	ND
Belize	N	ND	Y	Y	N	Y (Military)
Bolivia	Y	ND	Y	Y	N	Y (Military and police)
Dominica	N	ND	ND	ND	N	ND
El Salvador	Y	ND	N	ND	Y	ND
Grenada	Y	ND	ND	Y	N	ND
Guyana	Y	ND	ND	ND	N	ND
Haiti	Y	92 of 8408	Y	Y	Y	Y
Honduras	N	ND	ND	Y	Y	ND
Jamaica	Y	ND	ND	Y	Y	N
St. Kitts & Nevis	N	No peacekeeping	Y	Y	N	Y
St. Lucia	N	No peacekeeping	ND	Y	ND	ND
St. Vincent and the Grenadines	Y	ND	ND	Y	ND	ND
Suriname	Y	ND	Y	Y	Y	ND

Appendix 2.B

Data collected in 2023 on specific strategies, plans, and policies adopted by defense and police forces on the institutionalization of the WPS agenda. They include operational planning, budgeting and personnel requirements, gender-sensitive training, and other gender mainstreaming initiatives.

Institutional Practice and Policies - Strategy, Plans and Policy														
Country	II.B.1 - Are the principles of WPS referred to in key documents related to military strategy, policy and planning?	II.B.2 - Are the principles of WPS referred to in key documents related to national police strategy, policy and planning?	II.B.3 - Are the principles of WPS integrated into military operational planning processes?	II.B.4 – Are the principles of WPS integrated into police operational planning processes?	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?	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?	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.	II.B.8- Has a full-time or part-time gender advisor (GENAD) been appointed for the national police? Please explain in detail.	II.B.9 - Is the GENAD assigned as a member of the senior military commander's staff?	II.B.10 - Is the GENAD assigned as a member of the senior police commander's staff?	II.B.11 – Have the GENADs received training?	II.B.12 - Are there gender focal points (GFP) assigned throughout military organizations?	II.B.13 - Are there gender focal points (GFP) assigned throughout police organizations?	II.B.14 - Have the GFPs received training?
Antigua and Barbuda	ND	Y	ND	Y	ND	Y	ND	ND	ND	ND	ND	ND	ND	ND
Barbados	N	Y	ND	N	ND	Y	N	N	ND	ND	ND	N	N	ND
Belize	Y	Y	Y	Y	Y	Y	N	N	ND	ND	ND	N	N	ND
Bolivia	Y	Y	Y	Y	ND	Y	ND	Y	ND	Y	Y	ND	ND	ND
Dominica	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
El Salvador	ND	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	ND	ND
Grenada	ND	Y	ND	Y	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Guyana	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Haiti	ND	Y	Y	Y	ND	Y	ND	Y	ND	Y	Y	ND	Y	Y
Honduras	N	Y	ND	Y	ND	ND	ND	Y	ND	ND	ND	Y	ND	ND
Jamaica	Y	N	ND	Y	ND	Y	ND	N	ND	N	ND	Y	Y	N
St. Kitts & Nevis	N	N	N	N	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
St. Lucia	ND	Y	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
St. Vincent and the Grenadines	ND	ND	ND	N	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
Suriname	ND	ND	ND	ND	ND	Y	ND	ND	ND	ND	ND	ND	ND	ND

Appendix 2.C

Data collected in 2023 on training, education, and exercises pertaining to the institutionalization of the WPS agenda within security apparatuses.

Institutional Practice and Policies - Training, Education and Exercises								
Country	***II.C.1.A - Are the principles of WPS integrated into the education and training of personnel at the junior-level of the military?***	***II.C.1.B - Are the principles of WPS integrated into the education and training of personnel at the junior-level of the police?***	***II.C.2.A - Are the principles of WPS integrated into the education and training of personnel at the mid-level of the military?***	***II.C.2.B - Are the principles of WPS integrated into the education and training of personnel at the mid-level of the police?***	***II.C.3.A - Are the principles of WPS integrated into the education and training of personnel at the senior-level of the military?***	***II.C.3.B - Are the principles of WPS integrated into the education and training of personnel at the senior-level of the police?***	**II.C.4 - Are the principles of WPS integrated into any other training of staff including civilian personnel?**	***II.C.5 - Do personnel in either the military or police receive special training on the protection of vulnerable persons from sexual violence and exploitation?***
Antigua and Barbuda	Y	Y	Y	Y	Y	Y	ND	Y (Military and police)
Barbados	ND	ND	ND	ND	ND	ND	ND	ND
Belize	Y	Y	Y	Y	Y	Y	Y	Y (Military and police)
Bolivia	ND	ND	ND	ND	ND	ND	Y	Y (Likely military and police)
Dominica	ND	ND	ND	ND	ND	ND	ND	ND
El Salvador	ND	Y	ND	Y	ND	Y	Y	Y
Grenada	ND	Y	ND	Y	ND	Y	ND	Y
Guyana	ND	ND	ND	ND	ND	ND	ND	ND
Haiti	ND	Y	ND	Y	ND	Y	ND	Y
Honduras	ND	Y	ND	Y	ND	Y	Y	ND
Jamaica	ND	Y	ND	Y	ND	Y	Y	Y
St. Kitts & Nevis	ND	ND	ND	ND	ND	ND	ND	ND
St. Lucia	ND	ND	ND	ND	ND	ND	ND	ND
St. Vincent and the Grenadines	ND	ND	ND	N	ND	ND	ND	ND
Suriname	Y	Y	ND	Y	ND	Y	ND	ND

Appendix 2.D

Data collected in 2023 illustrating institutional practices and policies within the work environment for women in defense forces. This chart provides insights into human resource policies, such as maternity leave, sexual harassment policies, and gender-responsive uniforms and infrastructure, identifying the inclusivity and support offered to women within these security institutions.

Institutional Practice and Policies - Work Environment										
Country	**II.D.1 - Are there human resource policies such as maternity/paternity leave for the military?**	**II.D.2 - Are there childcare or family leave policies for the military?**	**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?**	**II.D.5 - Is there a sexual harassment and sexual exploitation and abuse program for protection of police personnel within the ranks?**	**II.D.6 - Is there a sexual harassment and sexual exploitation and abuse prevention program to address issues of military and police personnel with civilians in the area of operations?**	***II.D.7 – Are women in the military provided equipment designed to fit women's bodies? (i.e. uniforms and personal protective equipment like body armor)***	***II.D.7 – Are women in police forces provided equipment designed to fit women's bodies? (i.e. uniforms and personal protective equipment like body armor)***	***II.D.8 - Are there facilities or infrastructure designed to accommodate women's participation in the military? (ie. billets and bathrooms)**	***II.D.8 - Are there facilities or infrastructure designed to accommodate women's participation in police forces? (ie. billets and bathrooms)**
Antigua and Barbuda	N	Y	N	ND	ND	ND	ND	ND	ND	ND
Barbados	Y	ND	ND	ND	ND	ND	ND	ND	ND	N
Belize	Y	ND	Y	N	N	ND	ND	ND	ND	ND
Bolivia	Y	Y	Y	Y	Y	Y	ND	ND	ND	ND
Dominica	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
El Salvador	Y	Y	Y	Y	ND	ND	ND	ND	ND	ND
Grenada	ND	ND	N	ND	N	ND	ND	Y	ND	ND
Guyana	Y	ND	ND	ND	ND	ND	Y	Y	ND	ND
Haiti	Y	N	Y	ND	Y	ND	N	N	Y	Y
Honduras	Y	Y	Y	ND	ND	ND	ND	ND	ND	ND
Jamaica	ND	ND	Y	ND	N	Y	ND	Y	ND	Y
St. Kitts & Nevis	ND	ND	ND	Y	ND	ND	ND	ND	ND	ND
St. Lucia	ND	ND	ND	ND	ND	ND	ND	ND	ND	ND
St. Vincent and the Grenadines	ND	ND	N	ND	ND	ND	ND	ND	ND	N
Suriname	ND	ND	ND	ND	ND	ND	Y	Y	ND	ND

Appendix 3

Chart showcasing the willingness and practice of defense institutions to monitor, evaluate, and report on WPS agenda institutionalization and gender equality principles. Key indicators include M&E requirements, civil society organization participation, collection of sex-disaggregated data, and public availability of data.

Monitoring/Reporting and Evaluation					
Country	**III.1 - Are there national monitoring and reporting requirements?**	**III.2 – Do civil society organizations participate in NAP and/or WPS reviews?**	**III.3 – Does the military collect sex-disaggregated data for, and during military operations?**	**III.4 – Do the national police collect sex-disaggregated data for, and during police operations?**	**III.5 – Is sex disaggregated data made publicly available?**
Antigua and Barbuda	N	N	ND	ND	N
Barbados	ND	ND	ND	ND	ND
Belize	Y	N	ND	Y	Y
Bolivia	Y	ND	ND	Y	N
Dominica	ND	ND	ND	ND	N
El Salvador	Y	Y	ND	Y	Y
Grenada	Y	Y	ND	ND	N
Guyana	N	Y	ND	ND	N
Haiti	N	N	ND	Y	N
Honduras	Y	N	Y	Y	N
Jamaica	Y	Y	ND	Y	Y
St. Kitts & Nevis	ND	ND	N	N	N
St. Lucia	ND	ND	ND	Y	N
St. Vincent and the Grenadines	ND	ND	ND	N	N
Suriname	ND	ND	ND	Y	N

About Women In International Security

Women In International Security (WIIS— pronounced "WISE") is a non-governmental organization that champions gender equality by helping women advance as leaders in the international peace and security sector. We've been promoting an inclusive and intersectional approach to the Women, Peace & Security agenda for 35 years by providing professional growth opportunities for women, leading gender equality research projects and policy engagement initiatives, and nurturing a community of mentors, advocates, experts, and leaders. The WIIS network spans nearly 50 countries across six continents and includes 15,000 members who are committed to closing the gender equality gap worldwide.

www.wiisglobal.org

info@wiisglobal.org

WIIS WOMEN IN INTERNATIONAL SECURITY