

# Trends in the Militaries of Western Advanced Countries (Part 5)

## —Gender Mainstreaming in the UK Armed Forces as a Case Study

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### Introduction

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This fifth part of the series on gender mainstreaming in militaries will introduce gender mainstreaming in the Armed Forces of the United Kingdom, which is part of the Western democracies.

Like the U.S. Armed Forces, the UK Armed Forces began gender mainstreaming in order to maintain readiness and strength in the face of the UK's declining birthrate as well as changes in the security environment and national strategy.

On the other hand, the UK Armed Forces are also promoting gender mainstreaming, involving incorporating gender perspectives and analysis into all their activities, in the process of implementation of United Nations (UN) Security Council resolution 1325 (UNSCR 1325), also known as the resolution on women, peace, and security (WPS), which was adopted by the UN Security Council in 2000.

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### The beginning of gender mainstreaming in the UK Armed Forces

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Gender mainstreaming in the UK Armed Forces initially consisted of increasing the number of female military personnel and the types of positions to which they could be assigned. This was a personnel management policy based on diversity management (DM), which aims to maximize results through the effective use of personnel and material resources, and required strong leadership.

However, the measure to open all positions to female military personnel, achieved by the abolition of the prohibition on women assuming ground close combat (GCC) roles, was only finally realized in 2016. Until then, DM personnel management measures could not be described as diversity in the true sense of the word, as diversity means placing people in the appropriate positions on the basis of their capabilities.

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## Background of DM gender mainstreaming in the UK Armed Forces

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The initial gender mainstreaming in the UK Armed Forces was promoted through personnel management measures via DM and strong leadership. The backdrop for this was (1) changes in the recruitment environment, (2) changes in norms and laws concerning equal opportunity and women's participation, and (3) changes in the strategic and operational environment.

Firstly, the recruitment environment changes were caused by demographic changes. The UK birth rate began to decline in the 1960s, resulting in a sharp drop in the population of young people (under 15 years old) from the late 1970s to the 1980s. Amidst this, recruitment of young men became more difficult, and there was no choice but to expand recruitment to include groups that had not been targeted before, such as women and minorities.

Secondly, changes in norms and laws were closely linked to the movement toward equality for women throughout all of UK society. This was largely due to external pressure from the European Union (EU) (then European Community (EC)) since the 1970s, and until the end of the 1990s the changes were a passive response to the EU's social and labor policies. In particular, the idea of the military as an "exception" to pursuing equality was forced to be reconsidered with the European Court of Justice's judgment<sup>1</sup> on October 26, 1999 in the case of Angela Maria Sirdar v. The Army Board. The Sirdar case involved a challenge in the European Court of Justice to the exclusion of women from the UK Army (Royal Marines) on the grounds of maintaining "interoperability." As a result, although the UK Army's argument was accepted, this case became an opportunity to review subsequent policies regarding the deployment of female military personnel.<sup>2</sup>

Thirdly, reviewing the strategic and operational environment was related to security and defense strategy. Under the "Strategic Defence Review" (SDR)<sup>3</sup> issued by the administration of Tony Blair on October 18, 1998, the UK Armed Forces aimed to become more compact. The SDR was characterized by its internationalist national defense strategy,<sup>4</sup> as the Blair administration altered the strategy of the previous Conservative Party administration, which leaned toward unilateralism and collaboration with the United States.<sup>5</sup> This shift was in line with the post-Cold War reality, as the strategy took the principle of centering not only national interests and security but also human rights and humanitarian issues.<sup>6</sup>

On the other hand, the SDR aimed at a strategy that emphasized distant deployment rather than the previous emphasis on territorial defense, and established flexible, integrated forces called the Joint Rapid Reaction Forces.<sup>7</sup> On the other hand, the Ministry of Defence was given a "Defence Diplomacy" mission, which increased opportunities for it to be involved in political and diplomatic activities to build confidence and improve the security environment on the European continent.<sup>8</sup> The SDR strategy was based on the fact that the United Kingdom had already recognized international terrorism as a central threat in the late

1990s and was aware of the need for response capabilities.<sup>9</sup>

In this way, the UK Armed Forces believed that by effectively utilizing personnel through DM within more compact forces, they could fulfill the roles hitherto required in diplomacy and security.

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## **Implementation of UNSCR 1325 to complement gender mainstreaming through DM in the UK Armed Forces**

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Before the implementation of UNSCR 1325, gender mainstreaming in the UK Armed Forces was influenced by (1) changes in the recruitment environment, (2) changes in norms and laws concerning equal opportunity and women's participation, and (3) changes in the strategic and operational environment. This led the UK Armed Forces, which had reduced personnel and material resources to a minimum, to adopt personnel management policies through DM to achieve maximum results without changing their roles in diplomacy and security.

However, these personnel management measures did not lead to DM to the point of abolishing the prohibition on women assuming GCC roles. Therefore, with regard to addressing (1) and (2), the debate over opening combat positions to women that erupted after the Sirdar case judgment furthered a review of the military's core norm of maintaining "interoperability," which had excluded women. The norm that the armed forces adhered to excluded women from engaging in GCC without any basis in scientific data that their participation would disrupt team "cohesion."

The armed forces themselves have characteristically adopted the value norm of "diversity" in conjunction with strength. For example, the "Equality and Diversity Directive for the Army"<sup>10</sup> issued in 2008 by Chief of the General Staff Francis Richard Dannatt states as follows points on how "diversity" is linked to strength and incorporated into the armed forces' core norms.<sup>11</sup>

The Directive states that its mission is for the Army to maintain order and fairness to ensure a sufficient number of competent, motivated personnel, and that these personnel are truly valued as individuals and treated according to their performance of duties in a work environment where there is no harassment of any kind. It further states that armed forces that can incorporate diverse cultures are stronger in modern overseas operations, where it is necessary to respond to societies with different cultures. This is because the ability to recruit from the diverse people of one's own society can be leveraged when coming into contact with people of other cultures in overseas operations.

This idea to "integrate with society" as the basis for recruitment, meaning armed forces that reflect the diversity of society, was also stated in 2011 in Future Reserves 2020, a report by an independent commission that examined the state of the reserve forces.<sup>12</sup>

Subsequently, on December 1, 2014, the "Women in Ground Close Combat (GCC) Review Paper, 2014" ("2014 Review" hereafter) was published, leading to the recommendation for the Army to review women's participation in GCC.<sup>13</sup> This led to a redefinition of the meaning of strength for the UK Armed Forces, asserting that armed forces that reflect the diversity of society can achieve operational effectiveness in overseas peace operations (as in the case of the Army). This redefinition of strength was based on factors such as (1) the potential for fully leveraging the capabilities of female personnel, even though they may be physically less capable than men, in GCC which is expected to use more high-tech equipment in the future, and (2) the fact that women demonstrate high capabilities during recruitment.<sup>14</sup>

Furthermore, opening up GCC to female personnel in 2016 brought about DM in the true sense of the term, meaning placing people in the appropriate positions on the basis of their capabilities.<sup>15</sup>

On the other hand, there were some deficiencies due to discrepancies in terms of (3) changes in the strategic and operational environment.

Following the formation of the administration of the Conservative Party's David William Donald Cameron, "Securing Britain in an Age of Uncertainty: The Strategic Defence and Security Review" (SDSR) was released on October 19, 2010.<sup>16</sup> The implementation of the previous Blair administration's SDR had caused a sharp increase in defense spending, leading to the issue of pressure on public finances.<sup>17</sup> This was because the engagement of the UK Armed Forces had become too extensive, and as a result, the force was exhausted and risked reduction in its capabilities to deal with more serious and large-scale threats.<sup>18</sup> Thus, the Cameron administration used its SDSR to correct some of the problems. In other words, the SDSR was a breakthrough solution in the form of a security strategy in the midst of a fiscal crisis.<sup>19</sup>

One of the main goals of the SDSR was to successfully complete the mission in Afghanistan.<sup>20</sup> While overall defense spending was being cut, the budget in this area was not reduced because it was an international commitment, and the administration took a resolute stance on its responsibility for international agreements.<sup>21</sup> On the other hand, "The Strategic Defence and Security Review and the National Security Strategy,"<sup>22</sup> a report by the House of Commons Defence Committee which was extremely critical of the SDSR, also stated it was correct to continue engagement in Afghanistan.<sup>23</sup> In other words, the SDSR was intended to fulfill the UK's role in the world,<sup>24</sup> but to also undertake structural reforms changing fundamentally conventional national defense strategy.<sup>25</sup>

UNSCR 1325, established in 2000, made it possible to respond to (1) changes in the recruitment environment, (2) changes in norms and laws concerning equal opportunity and women's participation, and (3) changes in the strategic and operational environment. This resolution promoted women's participation in policy-making in the security sector, particularly the introduction of gender perspectives in peacebuilding efforts. Through the implementation of the National Action Plans for UNSCR 1325 ("1325 NAPs" hereafter) formulated in 2006 to implement UNSCR 1325, the UK Armed Forces transformed its inadequate gender mainstreaming. This change manifested as diversity in the true sense of the word, where personnel management policies through DM placed people in the appropriate positions on the basis of their capabilities.

On the other hand, the idea of assigning positions on the basis of people's capabilities in the 2014 Review coincided with the implementation of the UK's 1325 NAPs that began in 2006. Gender mainstreaming in the UK Armed Forces intersected with the core military norm of enhancing operational capability, resulting in DM that involved testing and recruiting the best candidates, regardless of gender.

This is due to the fact that UNSCR 1325 promotes women's participation in the security sector, particularly the introduction of gender perspectives in peacebuilding. In light to this, NATO has advocated the effectiveness of women's participation and the introduction of gender perspectives in peacebuilding and stability operations (reconnaissance and intelligence gathering), and summarized it as supporting the argument for improving operational effectiveness.<sup>26</sup> Such NATO developments have linked diversity in the UK Armed Forces with strength, and the UK Armed Forces adopted this as a core norm not only for the army but for the entire military. Additionally, in 2016, then-Prime Minister Cameron and then-Secretary of State for Defence Michael Cathel Fallon recommended that the UK Armed Forces eliminate measures that prevented the deployment of female military personnel in GCC,<sup>27</sup> and all positions were opened to women in 2018.<sup>28</sup>

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## **Gender mainstreaming measures by the UK Armed Forces in the implementation of UNSCR 1325**

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The following is an examination of the specific measures taken by the UK Armed Forces to implement UNSCR 1325.

The UK has formulated five 1325 NAPs from 2006 to the present, and the UK Armed Forces have implemented UNSCR 1325 in accordance with them.

The first 1325 NAP (covering 2006 to 2009) identified five main points, which were all related to conflict resolution: (1) reflecting gender perspectives in all UN peacekeeping and peacebuilding operations, (2) incorporating gender perspectives into the planning of UN peace support operations, (3) continuing to deploy female units (military and police) for peace support operations, (4) ensuring that UK Armed Forces personnel deployed in peace support operations are adequately trained to comply with UNSCR 1325, and (5) strategically planning women's participation in conflict prevention. The UK Armed Forces were involved in all these points, particularly focusing on (3), (4), and (5).

In 2010, the second 1325 NAP (covering 2010 to 2013) was formulated. Specific actions were itemized to clarify the position of the 1325 NAP as part of the UK's conflict management measures, which was lacking in the first 1325 NAP. To this end, the UK Armed Forces committed to (1) thoroughly educate all military personnel and civilians involved in conflict resolution on gender perspectives, and (2) in order to actively place civilian women at the forefront and core of development plans and successfully collaborate with

Afghan civilian women, not only deploy battle groups to support these activities, but also assign female personnel from the UK Armed Forces to support groups.

The third 1325 NAP (covering 2013 to 2017) was formulated in 2013. This NAP was intended to review the second 1325 NAP in the middle of its period of coverage, as the progress made under it was not satisfactory. In addition, the third 1325 NAP was released on October 31, 2013 in light of the six UN Security Council resolutions on vulnerable populations in conflict zones adopted since the formulation of UNSCR 1325. The third 1325 NAP included the following specific activities: (1) greater participation of women in peace negotiations, particularly in decision-making processes, (2) greater participation of women in conflict prevention to address the persistent sexual and gender-based violence in conflict areas, (3) integration of gender perspectives into all activities in conflict areas, (4) work with men and boys in achieving (1), (2), and (3), and (5) focused support for specific selected countries. Reflecting the objective of the midway review of the second 1325 NAP to strengthen measures for vulnerable populations, the third 1325 NAP placed greater importance on cooperation with non-governmental organizations (NGOs) than the previous two 1325 NAPs. However, the UK Armed Forces' involvement became more ambiguous compared to the previous two 1325 NAPs.

The fifth 1325 NAP (covering 2023 to 2027) was released in February 2023.<sup>29</sup> However, in advance of this, the following four documents were released<sup>30</sup> in February 2021 to materialize the fourth 1325 NAP (covering 2018 to 2022): (1) UK National Action Plan on Women, Peace and Security 2018 to 2022: Guidance Note - Implementing Strategic Outcome 4: Humanitarian Response,<sup>31</sup> (2) UK National Action Plan on Women, Peace and Security 2018 to 2022: Guidance Note - Implementing Strategic Outcome 2: Peacekeeping,<sup>32</sup> (3) UK National Action Plan on Women, Peace and Security 2018 to 2022: Guidance Note - Implementing Strategic Outcome 3: Preventing Gender-based Violence,<sup>33</sup> and (4) UK National Action Plan on Women, Peace and Security 2018 to 2022: Guidance Note - Implementing Strategic Outcome 6: Preventing and Countering Violent Extremism.<sup>34</sup> Underlying these documents was the idea that UNSCR 1325 could not be achieved without cooperative relations with civilian NGOs, entailing taking all measures in collaboration with NGOs to address increasingly complex conflict management.

The UK Armed Forces also supported this idea of working with civilian NGOs by incorporating the following into its military doctrine. As current conflicts have extended to areas where people live, it was recognized that in addition to the traditional provision of collective security, the armed forces need to support activities to protect the security of individuals in vulnerable situations.

Therefore, the UK Armed Forces released "Human Security in Military Operations" (Joint Service Publication (JSP) 1325)<sup>35</sup> in January 2019. JSP 1325 consists of "Part 1: Directive,"<sup>36</sup> "Part 2: Guidance,"<sup>37</sup> and "Part 3: Human Security in Military Operations."<sup>38</sup> JSP 1325 was withdrawn when a new revised version, "Human Security in Defence" (JSP 985), was released in December 2021.<sup>39</sup>

The noteworthy points of the withdrawn JSP 1325, composed of the three parts, and the current JSP 985 are as follows: Both documents (1) recognize that modern conflicts occur in areas where ordinary citizens live, (2) state that it is therefore essential to prioritize the protection of women and girls who are vulnerable

in conflicts, and (3) point out that gender perspectives are one solution to conflict resolution, and the significance of involving them in a cross-cutting manner. Both documents clearly recognize that human security has become as important as traditional collective security.

It is important to note that the current JSP 985 states the following four points: (1) more women participate in conflict prevention to overcome the lack of reduction in sexual and gender-based violence in conflict areas, (2) gender perspectives are integrated into all activities in conflict areas, (3) specific countries are selected for focused support, and (4) it is an obligation to submit formal and unannounced reports on the status of implementation.

In addition, the current JSP 985 explains that specific initiatives within the UK Armed Forces regarding gender perspectives include increasing the number of female military personnel in the Armed Forces, integrating gender perspectives into military doctrines and operational plans, and incorporating gender perspectives into pre-deployment training for military personnel engaged in PKO and international support activities. These initiatives aim to increase women's participation in conflict prevention to address the persistent sexual and gender-based violence in conflict areas as well as integrate gender perspectives into all activities in conflict areas.<sup>40</sup>

Furthermore, the current JSP 985 explains that in order to select specific countries for focused support<sup>41</sup> (the nine countries being Afghanistan, Myanmar, the Republic of the Congo, Iraq, Libya, Nigeria, Somalia, South Sudan, and Syria), the UK Armed Forces will dispatch personnel to the Republic of Congo and Iraq as Gender Advisors (GENADs) and Child Protection Advisors.<sup>42</sup> At the same time, they will provide gender perspective-based educational training to military personnel from foreign militaries deployed as UN PKO personnel in these nine countries.<sup>43</sup> Gender perspective-based educational training refers to the "Military Gender and Protection Adviser Course" developed by the UK Armed Forces. This course is conducted not only in the nine countries but also three times a year in the United Kingdom.<sup>44</sup> It is attended by UK military personnel, military personnel from overseas, staff from foreign government agencies, and international NGO staff.<sup>45</sup>

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## Conclusion

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Prior to the implementation of UNSCR 1325, gender mainstreaming in the UK Armed Forces proceeded due to (1) changes in the recruitment environment, (2) changes in norms and laws concerning equal opportunity and women's participation, and (3) changes in the strategic and operational environment, but it was difficult to transform the core military norm of maintaining "interoperability" that had excluded women. Therefore, DM, which was progressing under the above-mentioned three factors and entailed placing people in the appropriate positions on the basis of their capabilities, was inadequate because it did not cover diverse people.



The implementation of UNSCR 1325 complemented the UK Armed Forces' gender mainstreaming through DM. UNSCR 1325 promoted women's participation in the security sector, particularly the introduction of gender perspectives in peacebuilding efforts. In light of this, NATO advocated the effectiveness of women's participation and the introduction of gender perspectives in peacebuilding and stabilization operations (reconnaissance and intelligence gathering), thereby supporting the argument for improved operational effectiveness,<sup>46</sup> which brought about the transformation of the insufficiently achieved DM.

On the other hand, through the implementation of UNSCR 1325, the UK Armed Forces recognized not only that current conflicts have penetrated the societies where people live, becoming "War Amongst the People,"<sup>47</sup> but also that gender perspectives, especially regarding women who make up half of society, are an essential component to be considered in military activities. As a result, the UK Armed Forces' doctrine has come to be based on human security, in which military activities incorporating gender perspectives based on UNSCR 1325 coexist with and complement existing national security.

This concludes the introduction of gender mainstreaming in the U.K. Armed Forces.

<sup>1</sup> "Judgment of the Court of 26 October 1999. Angela Maria Sirdar v The Army Board and Secretary of State for Defence. Reference for a preliminary ruling: Industrial Tribunal, Bury St Edmunds – United Kingdom. Equal treatment for men and women - Refusal to employ a woman as a chef in the Royal Marines. Case C-273/97," EUR-Lex, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A61997CJ0273>. Accessed on September 15, 2023.

<sup>2</sup> Ibid.

<sup>3</sup> House of Commons Library, "The Strategic Defence Review White Paper" (Research Paper 98/91, 15 October 1998), <https://researchbriefings.files.parliament.uk/documents/RP98-91/RP98-91.pdf>. Accessed on September 15, 2023.

<sup>4</sup> Ibid, 15.

<sup>5</sup> Ibid, 15-18.

<sup>6</sup> Ibid, 22.

<sup>7</sup> Ibid, 27-30.

<sup>8</sup> Ibid, 22-23.

<sup>9</sup> Ibid, 14.

<sup>10</sup> Chief of the General Staff, Equality and Diversity Directive for the Army, Army Code 64340, April 2008. [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/28142/Equality\\_Diversity\\_2008\\_2011.pdf#search='April+2008++British+Army+++Equality+and+Diversity+Directive+for+the+Army'](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/28142/Equality_Diversity_2008_2011.pdf#search='April+2008++British+Army+++Equality+and+Diversity+Directive+for+the+Army'). Accessed on October 30, 2015.

<sup>11</sup> The original text is as follows.

#### Diversity Mission

Diversity Mission Diversity is core business for the Ministry of Defence in order to encourage people throughout society to join us, remain with us, make their distinctive contributions and achieve their full potential. Also, operating in multinational environments, our success will be improved by being able to understand and respond to different types of situations and people. We will be inclusive and not tolerate discrimination, harassment, bullying or abuse. We will ensure each individual is treated fairly, with dignity and respect and that the diversity of our workforce increases operational effectiveness. [Ibid, 23]

[https://assets.publishing.service.gov.uk/media/5a797caded915d07d35b5eb3/Equality\\_Diversity\\_2008\\_2011.pdf](https://assets.publishing.service.gov.uk/media/5a797caded915d07d35b5eb3/Equality_Diversity_2008_2011.pdf)

#### Diversity Vision

Our Vision is a workforce, uniformed and civilian, that: is drawn from the breadth of the society we defend; gains strength from that society's range of knowledge, experience and talent; and, welcomes, respects and values the unique contribution of every individual. [Ibid.]

<sup>12</sup> The Independent Commission to Review the United Kingdom's Reserve Forces, *Future Reserves 2020*, July 2011, 4.

<sup>13</sup> UK Ministry of Defence, *Women in Ground Close Combat (GCC) Review Paper*, December 1, 2014, 2,

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/389575/20141218\\_WGCC\\_Findings\\_Paper\\_Fi](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/389575/20141218_WGCC_Findings_Paper_Fi)



nal.pdf. Accessed on September 15, 2023.

<sup>14</sup> Ibid, 3-6.

<sup>15</sup> UK Ministry of Defence, *Ban on women in ground close combat roles lifted*, 8 July, 2016, <https://www.gov.uk/government/news/ban-on-women-in-ground-close-combat-roles-lifted>. Accessed on September 14, 2023.

<sup>16</sup> HM Government, *Securing Britain in an Age of Uncertainty: The Strategic Defence and Security Review*, October 2010, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/62482/strategic-defence-security-review.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/62482/strategic-defence-security-review.pdf). Accessed on September 15, 2023.

<sup>17</sup> Ibid., 3-5.

<sup>18</sup> Ibid.

<sup>19</sup> David Cameron, "Statement on Strategic Defence and Security Review," <https://www.gov.uk/government/speeches/statement-on-strategic-defence-and-security-review>. Accessed on September 15, 2023.

<sup>20</sup> HM Government, *Securing Britain*, 9.

<sup>21</sup> For example, although the budget and troop levels were reduced under the SDSR, it states with regard to the issue of Afghanistan, "Afghanistan remains the main effort of Defence." [Ibid.]

<sup>22</sup> House of Commons Defence Committee, *The Strategic Defence and Security Review and the National Security Strategy: Sixth Report of Session 2010–12*, July 20, 2011, <https://publications.parliament.uk/pa/cm201012/cmselect/cmdfence/761/761.pdf>. Accessed on September 15, 2023.

<sup>23</sup> Ibid.

<sup>24</sup> Ibid.

<sup>25</sup> Ibid.

<sup>26</sup> Louise Olsson and Johan Tejpar, eds., *Operational Effectiveness and UN Resolution 1325-Practices and Lessons from Afghanistan*, 2009, [https://www.peacewomen.org/sites/default/files/1325\\_PracticeLessonsAfghanistan\\_SDR\\_May2009\\_0.pdf](https://www.peacewomen.org/sites/default/files/1325_PracticeLessonsAfghanistan_SDR_May2009_0.pdf). Accessed on September 15, 2023.

<sup>27</sup> UK Ministry of Defence, "Women in Ground Close Combat Findings Paper," [https://assets.publishing.service.gov.uk/media/5a7f10d440f0b6230268d397/20160615-WGCC-COSIfindings-Public\\_FINAL.pdf](https://assets.publishing.service.gov.uk/media/5a7f10d440f0b6230268d397/20160615-WGCC-COSIfindings-Public_FINAL.pdf). Accessed on September 15, 2023.

<sup>28</sup> National Army Museum, "A timeline of women in the Army," <https://www.nam.ac.uk/explore/timeline-women-army>. Accessed on September 15, 2023; UK Ministry of Defence, *Historic day for the military as all roles are opened to women*, October 25, 2018, <https://www.gov.uk/government/news/historic-day-for-the-military-as-all-roles-are-opened-to-women>. Accessed on September 15, 2023.

<sup>29</sup> UK Government, *UK Women, Peace and Security National Action Plan 2023-2027*, <https://www.gov.uk/government/publications/uk-women-peace-and-security-national-action-plan-2023-to-2027/uk-women-peace-and-security-national-action-plan-2023-to-2027>. Accessed on August 31, 2023.

<sup>30</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1022064/FCO1215-NAP-Women-Peace-Security-ONLINE\\_V2.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1022064/FCO1215-NAP-Women-Peace-Security-ONLINE_V2.pdf). Accessed on January 7, 2022.

<sup>31</sup> HM Government, *UK National Action Plan on Women, Peace and Security 2018-2022: Guidance Note - Implementing Strategic Outcome 4: Humanitarian Response*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/959786/UK\\_NAP\\_Guidance\\_on\\_Strategic\\_Outcome\\_4-Humanitarian\\_Response.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/959786/UK_NAP_Guidance_on_Strategic_Outcome_4-Humanitarian_Response.pdf). Accessed on January 7, 2022.

<sup>32</sup> HM Government, *UK National Action Plan on Women, Peace and Security 2018-2022: Guidance Note - Implementing Strategic Outcome 2: Peacekeeping*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/959772/UK\\_NAP\\_Guidance\\_on\\_Strategic\\_Outcome\\_2-Peacekeeping.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/959772/UK_NAP_Guidance_on_Strategic_Outcome_2-Peacekeeping.pdf). Accessed on January 7, 2022.

<sup>33</sup> HM Government, *UK National Action Plan on Women, Peace and Security 2018-2022: Guidance Note - Implementing Strategic Outcome 3: Gender-based violence*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/959778/UK\\_NAP\\_Guidance\\_on\\_Strategic\\_Outcome\\_3-GBV.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/959778/UK_NAP_Guidance_on_Strategic_Outcome_3-GBV.pdf). Accessed on January 7, 2022.

<sup>34</sup> HM Government, *UK National Action Plan on Women, Peace and Security 2018-2022: Guidance Note - Implementing Strategic Outcome 6: Preventing and Countering Violent Extremism*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/860174/UK\\_national\\_action\\_plan\\_women\\_peace\\_security\\_guidance\\_preventing\\_countering\\_violent\\_extremism\\_v2.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/860174/UK_national_action_plan_women_peace_security_guidance_preventing_countering_violent_extremism_v2.pdf). Accessed on January 7, 2022.

<sup>35</sup> UK Ministry of Defence, *JSP 1325 Human Security in Military Operations, Part 1: Directive*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/770919/JSP\\_1325\\_Part\\_1\\_2019\\_O.PDF](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/770919/JSP_1325_Part_1_2019_O.PDF). Accessed on January 7, 2022; UK Ministry of Defence, *JSP 1325 Human Security in Military Operations, Part 2: Guidance*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/770922/JSP1325\\_Part2.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/770922/JSP1325_Part2.pdf). Accessed on January 7, 2022.

<sup>36</sup> UK Ministry of Defence, *JSP 1325 Part 1*. Accessed on August 31, 2023.

<sup>37</sup> UK Ministry of Defence, *JSP 1325 Part 2*. Accessed on August 31, 2023.

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<sup>38</sup> UK Ministry of Defence, *Human Security in Operations*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/842929/JSP\\_1325\\_Human\\_Security\\_Poster.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/842929/JSP_1325_Human_Security_Poster.pdf). Accessed on January 7, 2022.

<sup>39</sup> UK Ministry of Defence, "Human security in military operations (JSP 1325)", <https://www.gov.uk/government/publications/human-security-in-military-operations-jsp-1325>. Accessed on January 24, 2022; UK Ministry of Defence, *JSP 985: Human Security in Defence, Volume 1: Incorporating Human Security in the way we Operate*, [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1040257/20211209\\_JSP\\_985\\_Vol\\_1.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1040257/20211209_JSP_985_Vol_1.pdf). Accessed on August 31, 2023.

<sup>40</sup> UK Ministry of Defence, *JSP 985*. Accessed on December 9, 2021.

<sup>41</sup> Ibid.

<sup>42</sup> Ibid.

<sup>43</sup> Ibid.

<sup>44</sup> Ibid.

<sup>45</sup> Ibid.

<sup>46</sup> Olsson and Tejpar, *Operational Effectiveness*.

<sup>47</sup> Rupert Smith, *The Utility of Force*, (Vintage, 2008), 404-408.

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