“All peace and security advocates – both individually and as part of organizational work - should read the 2012 civil society monitoring report on Resolution 1325! It guides us to where we should focus our energies and resources to ensure women's equal participation in all peace processes and at all decision-making levels, thereby achieving sustainable peace.”

-Ambassador Anwarul K. Chowdhury, Former Under-Secretary-General and High Representative of the United Nations

“The GNWP initiative on civil society monitoring of UNSCR 1325 provides important data and analysis on the implementation of the resolution at both the national and local levels. It highlights examples of what has been achieved, and provides a great opportunity to reflect on how these achievements can be further applied nationwide. In this regard my Ministry is excited to be working with GNWP and its members in Sierra Leone on the Localization of UNSCR 1325 and 1820 initiatives!”

-Honorable Steve Gaojia, Minister of Social Welfare, Gender & Children’s Affairs, Government of Sierra Leone

“The 2012 Women Count: Security Council Resolution 1325 Civil Society Monitoring Report uses locally acceptable and applicable indicators to assess progress in the implementation of Resolution 1325 at the country and community levels. The findings and recommendations compel us to reflect on what has been achieved thus far and strategize on making the implementation a reality in places that matters. Congratulations to GNWP-ICAN on this outstanding initiative!”

-Leymah Gbowee, 2011 Nobel Peace Prize Laureate

“The civil society monitoring report on UNSCR 1325 presents concrete data and analysis on the implementation of the resolution at national level. It helps us identify priorities for implementation and allocate resources to ensure women's participation in all peace processes and achieve long lasting peace. A must read for all peace and security actors and advocates. Congratulations to GNWP on this outstanding initiative!”

-Sadhu Ram Sapkota, Joint Secretary, Ministry of Peace and Reconstruction, Government of Nepal

“A beautifully presented, thoroughly documented accounting of what is happening to a resolution that came from the grass roots, was vetted by the grass roots and was lobbied for by women for unanimous adoption by the Security Council. Cheers to the women of the Global Network of Women Peacebuilders for their careful, detailed work. GNWP is also making a unique contribution working at localization. It’s about time that some western based organization relied on local women to plan their own peacemaking program. Local women are planning their own strategies in peacebuilding and adapting UNSCR1325 to meet their needs. ”

-Cora Weiss (former President, International Peace Bureau, now its UN representative, President, Hague Appeal for Peace)
Co-authors and researchers:
Hanna Stenberg, Maria Geni, Anna Göransson, Sofia Styrman, Madeleine Roghult, Malin Göransson, Karin Eklund, Joel Borgström, Gunilla Fallqvist, Josefin Arlesten, Emma Johansson, and Emmicki Roos

Organization:
Operation 1325 (www.operation1325.se)

Acknowledgements:
Special thanks to all the researchers and co-authors who participated in examining and scrutinizing Sweden’s work on implementing UNSCR1325:2000.
### List of acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>DDR</td>
<td>Demobilization, Disarmament, and Reintegration</td>
</tr>
<tr>
<td>UNSCR 1325</td>
<td>United Nations Security Council Resolution 1325</td>
</tr>
<tr>
<td>GBV</td>
<td>Gender Based Violence</td>
</tr>
<tr>
<td>FBA</td>
<td>Folke Bernadotte Academy</td>
</tr>
<tr>
<td>NATO</td>
<td>North Atlantic Treaty Organization</td>
</tr>
<tr>
<td>NAP</td>
<td>National Action Plan</td>
</tr>
<tr>
<td>SRHR</td>
<td>Sexual Reproductive Health Rights</td>
</tr>
<tr>
<td>SSR</td>
<td>Security Sector Reform</td>
</tr>
<tr>
<td>CSO</td>
<td>Civil Society Organization</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
</tr>
<tr>
<td>CCA</td>
<td>Swedish Civil Contingencies Agency</td>
</tr>
<tr>
<td>PPS</td>
<td>Swedish Prison and Probation Service</td>
</tr>
<tr>
<td>WPS</td>
<td>Women, Peace, and Security</td>
</tr>
<tr>
<td>OSCE</td>
<td>Organization for Security and Co-operation in Europe</td>
</tr>
</tbody>
</table>
I. Women, peace and security profile

A. The Swedish context

Sweden has no recent history of internal conflict— it is often said that Sweden has not had war for 200 years. The Swedish Government states that its security policy is based on a broad definition of security. The Government emphasises that contemporary threats to our security are changeable, complex and boundless. Before, the view of security was based on states and military threats. In a broadened security concept however, non-state actors and non-military threats are included as well.\(^1\) The 2012 Statement of the Government Policy states: “To a great extent, the current threats to human security are global. This requires cooperation and institutions in which all countries participate. It also requires norms and international agreements that are respected by everyone. A strong United Nations and effective multilateralism are, and will remain, cornerstones of our policy.”\(^2\)

Swedish policy for global development constitutes a foundation for Swedish peacekeeping missions in conflict areas. The National strategy for Swedish participation in international peace- and security promoting operations gives the overall guiding principles of the Swedish participation in international missions—it has a long-term perspective and promotes collective civil and military actions. The principal objective of Swedish engagement in international missions is to contribute to international peace and security, and by that, also to fair and sustainable global development. The strategy states that the objective is to defend universal norms and values, such as: democracy, human rights, equality, human dignity, and development.\(^3\) Swedish forces are currently involved in several civil and military peacekeeping missions outside of Sweden, led by the European Union, the North Atlantic Treaty Organization (NATO), and the United Nations (UN). The largest military operation is in Afghanistan. Other missions are mainly military or civil observations.

B. Impact of conflict on women

The impact of conflict on women in Sweden is small since Sweden is not in conflict and the women affected are primarily those who participate in peacekeeping missions or are relatives/friends/partners to persons who are deployed in the missions. Women’s participation in the security sector is very low, especially within the military. Looking at all agencies that are involved in peacekeeping missions the share of women is 14.7 percent, while the armed forces have 13.1 percent women. One issue that concerns deployed women is the quite low, especially within the military. Looking at all agencies that are involved in peacekeeping missions the share of women is 14.7 percent, while the armed forces have 13.1 percent women. One issue that concerns deployed women is the quite widespread discrimination and sexual harassment. About 30 percent of the female officers in international missions have been subject to sexual harassment during their duty abroad, according to a study conducted in 2005. (The number is about the same as the number of reported cases in national duty). The female officers that participated in the study also experienced that discriminating attitudes and sexual harassment are common in the encounter with other military actors, as well as within the UN generally.\(^4\)

A study from the Swedish National Defense College from 2007 reports that female officers with experience in peacekeeping missions shared a feeling that it was their sex that was the reason for not being accepted the first time they applied to the mission. One of the women reported that her chief of staff questioned her participation in the mission because she had children at home, but when she pointed out that one of her male chiefs had the same number of children at the same ages, also at home, she was finally accepted.\(^5\)

C. Relevant policies

The most important policy is the National Action Plan (NAP) for UNSCR 1325, effective 2009-2012, which is a sequel to the first NAP that was valid between 2006 and 2008. Sweden was one of the first countries to adopt an action plan for the resolution. The aim of the Swedish Government is for Sweden to remain a leading country in the implementation of the resolution. The NAP is to be mainstreamed into all relevant areas of policy, such as gender equality, development and security. The current NAP recognises that in some areas the implementation has not made much progress in relation to the aims of the first action plan and thus special action must be taken in relation to these specific goals. Some examples of this is the goal to increase the representation of women in peacekeeping missions and decision making positions, and identifying existing knowledge concerning UNSCR 1325 at the national level. The NAP also specifies that follow-ups on implementation, and reporting on progress and setbacks in the process are needed in order to implement the resolution fully.\(^6\)

The NAP recognises several challenges associated with the accelerated efforts to implement UNSCR 1325. The NAP emphasizes, among other things, that there must be an agreement on what issues should be prioritised concerning the implementation of the resolution. It is also acknowledged that the growing awareness of the resolution must be followed by deeper knowledge at all levels of its implementation.

Cooperation and interaction between different actors and at different levels need to be further strengthened. It is also stated

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\(^3\) Nationell strategi för svensk deltagande i internationell freds- och säkerhetsfrämjande verksamhet, 2008.


\(^6\) Swedish NAP for resolution 1325, p 3-7
that the requirement of an increased proportion of women in military operations must be seen from both a quantitative and a qualitative perspective. Moreover, it is recognised that the implementation of the resolution is dependent on sufficient resources being allocated for that very purpose.7

The NAP prioritises measures designed to achieve three general aims; 1) Increasing the proportion of women participating in international peace-support and security-building operations, and implementing a gender perspective in all operations in order to increase their effectiveness; 2) The protection of women and girls in conflict situations is to be strengthened and based on analysis in which women participate actively; 3) Women in conflict areas are to participate fully and on equal terms with men at all levels in mechanisms and institutions for conflict prevention, crisis management, peace-building, humanitarian operations and other initiatives during the post-conflict phase. These three aims are implemented nationally, regionally, and globally.8 The Swedish NAP is valid until January 2013. It is not yet known if the NAP will be extended or revised.

The Swedish Government is intensifying its efforts to promote gender equality in national and international policy. Gender equality is one of three thematic priorities within the development cooperation. A new policy was adopted in 2010 concerning women’s rights and gender equality in Swedish international cooperation. The policy focuses on four areas; 1) Women’s political participation; 2) Women’s economic agency and working conditions; 3) Sexual and reproductive health and rights; and 4) Women’s security, including the eradication of all forms of sexual violence and trafficking.9

Another relevant policy is the Policy for security and development in Swedish development cooperation, adopted in 2011. It acknowledges that war and armed conflict are the greatest obstacles for development and poverty eradication, and states that the overall objective is to contribute to an enduring peace that makes development possible. To accomplish this, three areas are specifically focused on; 1) Promotion of peace; e.g. actions aimed at dialogue, conflict management; women, peace and security; and transitional justice; 2) Promotion of security; e.g. actions aimed at DDR and SSR; and 3) Gains of peace, e.g. improved living standards. The policy emphasizes that women are important actors, as well as particularly vulnerable in situations of conflict, and that women must be involved at all stages of the peace process. It also emphasizes that there must be a gender perspective in all peacekeeping missions as well as in humanitarian aid. UNSCR 1325 and 1820, and related resolutions, are mentioned as important aspects of all Swedish development cooperation, and in relation to the Swedish NAP for UNSCR 1325.10

The above mentioned National Strategy for Swedish Participation in International Peace- and Security Operations is also relevant since it gives the guiding principles of Swedish participation in international missions. As discussed, the objective of the strategy is to defend universal norms and values such as human rights and gender equality, resolution 1325 is specifically mentioned as an important aspect of this.11 A final important policy, more relevant in the national Swedish context, is the Discrimination Act (2008:567), which states that all employers have to conduct Nationell strategi för svenskt deltagande i internationell freds- och säkerhetsfrämjande verksamhet, 2008 target-oriented work to actively promote equal rights and opportunities in the workforce regardless of sex, ethnicity, or religion. Employers are required to establish an equality plan every third year.12

II. Data presentation and analysis

This year the Global Network of Women Peacebuilders (GNWP) asked civil society organisations participating in the monitoring project to monitor the implementation of UNSCR 1325 based on 11 indicators (and 2 optional indicators) covering: participation, protection, prevention, and the promotion of a gender perspective. For the Swedish monitoring report Operation 1325 has chosen to cover 6 out of 11 indicators as well as the optional ones. The decision to leave out 5 indicators from the monitoring report is based on the fact that Sweden is not in conflict or a post-conflict phase. Hence, indicators 1,2,3,5,10, and 11 are the indicators most relevant to the Swedish context.

A. Participation

Indicator 1 - Index of women’s participation in governance

An initiative for the 1994 general election to have every second name on the ballot lists be a woman changed the representation of women in parliament. Women’s representation have since then been stable at 45-55 percent.

7 Swedish NAP for resolution 1325, p 8
8 Swedish NAP for resolution 1325, p 9
9 På lika villkor. Policy för jämställdhet och kvinnors rättigheter inom svenska internationellt utvecklingssamarbete.
10 Policy för säkerhet och utveckling i svenskt utvecklingsamarbete, Regeringskansliet 2011.
12 Discrimination Act (SFS 2008:567)
Figure 1.1.Percentage of women in governance, July 2012

<table>
<thead>
<tr>
<th>Governance unit</th>
<th>Number of women/total</th>
<th>Percentage of women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parliament</td>
<td>157/349</td>
<td>45</td>
</tr>
<tr>
<td>Chairs of municipal government</td>
<td>No data</td>
<td>29</td>
</tr>
<tr>
<td>County councils (out of 489 members)</td>
<td>235/489</td>
<td>48</td>
</tr>
<tr>
<td>Ambassadors</td>
<td>No data</td>
<td>35</td>
</tr>
<tr>
<td>Public Authorities</td>
<td>No data</td>
<td>45</td>
</tr>
<tr>
<td>Government</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cabinet ministers</td>
<td>13/24</td>
<td>54</td>
</tr>
<tr>
<td>Members of parliament committees</td>
<td>No data</td>
<td>43</td>
</tr>
<tr>
<td>Secretaries of state</td>
<td>No data</td>
<td>35</td>
</tr>
<tr>
<td>Administrative head officers</td>
<td>No data</td>
<td>36</td>
</tr>
<tr>
<td>Press secretaries</td>
<td>24/43</td>
<td>56</td>
</tr>
<tr>
<td>Political experts</td>
<td>20/55</td>
<td>36</td>
</tr>
<tr>
<td>Chiefs of staff</td>
<td>2/6</td>
<td>33</td>
</tr>
<tr>
<td>Chief information officers</td>
<td>5/7</td>
<td>71</td>
</tr>
<tr>
<td>Undersecretaries</td>
<td>15/39</td>
<td>38</td>
</tr>
<tr>
<td>Assistants</td>
<td>21/21</td>
<td>100</td>
</tr>
<tr>
<td>Total Governance:</td>
<td>No data</td>
<td>51</td>
</tr>
</tbody>
</table>

Source: SCB and www.regeringen.se

Figure 1.1 shows the percentage of women in governance. The representation among women and men is quantitatively equal in parliament, which means that at least 40 percent of each sex is represented. The ratio 40/60 of men/women or women/men is considered equal distribution and tends to be set as a general ambition in equality policies by public authorities, institutions and companies. Governance units that stand out for having a low share of women (below what is considered equal distribution) are ambassadors, chairs of municipal governments, secretaries of state, administrative head officers, political experts, chiefs of staff, and undersecretaries. The categories assistant and chief information officer has a high percentage of women, but in total the share of women is 51 percent in governance. Efforts have been made to have an equal representation at each level. However, at ministry level it can be highlighted that Sweden so far has not had a female prime minister. There is no obvious pattern of female and male ministers having stereotypical portfolios. However, some of the most important ministerial positions, such as finance and foreign affairs are held by men. Nevertheless, since April Sweden has a female minister of defense.

Just as important as quantitative equality is qualitative equality. To address qualitative equality, the Government produced an action plan, in effect between 2009 and 2011, in which actions were taken in relation to gender equality, ethnic diversity and access for disabled persons in governance. There is currently no new action plan for qualitative equality. In relation to evaluations of earlier action plans, the ministries have been asked what kind of actions are needed to address these issues. Several of the ministries have made inquiries for training to increase the knowledge of attitudes, values and hidden prejudices. Most of the ministries have during the last couple of years had a predominant proportion of women, foremost among the administrative officials and the base-personnel. This is not surprising considering that traditional gender roles in the workforce still prevail to a certain degree, and women are still under-represented at chief positions. The equality plan promotes overall awareness of gender equality at all levels, and emphasizes important issues such as parental leave, equal wages, and equal opportunities.

13 Female dominated work places tend to strive to increase the number of male employees according to this equality interval.
14 http://www.regeringen.se/sb/d/385
15 http://www.regeringen.se
16 Action plan of the Government, 2009-2011, p 14
17 Action plan of the Government, 2009-2011, p 16
Indicator 2 - Percentage of women in peace negotiations and detailed breakdown of gender issues addressed in peace agreements

The Swedish NAP for UNSCR 1325 barely mentions the importance of increasing participation of women in peace negotiations. Since there are no peace negotiations or conflict resolutions in Sweden, it is more relevant to investigate what kind of support the Swedish Government provides for its aid beneficiaries and civil missions in conflict/post-conflict areas.

The Swedish International Cooperation Agency (Sida) is responsible for supporting projects that aim to increase the number of women participating in peace negotiations and/or peace commissions. Many of the projects funded by Sida within the sector of Conflict, Peace, and Security, are executed by women’s non-governmental organizations.18

Swedish civil presence in conflict and post-conflict areas is rather limited. Civil representation mainly constitutes of working on projects around judicial systems and conflict resolution.19 Sweden has about 75 employees working outside of Sweden for the Folke Bernadotte Academy (FBA), which is the coordinating authority in civil peacekeeping missions.20 There is a relatively equal gender distribution among the FBA-employees, although a slight majority is men.21 One of the civil missions organized by FBA is the Iraq-dialogue, held in Sweden since 2008. During the first dialogue, the FBA invited about 30 representatives of prominent positions in Iraq to have a dialogue about the future of Iraq, including topics of peace and security. Out of 34 participants, one third of the participants were women (a number which has increased over the last couple of years). In the evaluation of the Iraq-dialogue it is stated that “the participation of women contributed positively to the representation of the group”22 albeit without any further discussion on how women contributed to anything except from the mere representation. It is unclear how women’s perspectives were actually acknowledged and integrated.

The mission in Afghanistan has the largest participation of Swedish personnel. When investigating the Strategy Plan for Swedish Development Cooperation with Afghanistan, there is no mention of the importance of increasing women’s participation in peace talks. With regards to the Swedish NAP, and the statement of the importance of strategies and action plans to be supplemented with concrete interventions in specific situations, it is rather odd that no strategies for increasing women’s participation in peace talks are mentioned in the strategy of Swedish-Afghan development cooperation.

Indicator 3 - Index of women’s participation in the justice, security sector, and peacekeeping missions

Women’s participation in the security and justice sector is generally very low, especially in the military.

18 See http://www.fasngo.org and http://www.kvinnatilkvinna.se
19 http://www.folkebernadotteacademy.se/sv/Utlandsuppdrag/Vara-insatser/
Samordning-av-svenska-insatser/
20 Annual Report 2011, FBA, p 48
21 Monthly Report, June 2012, FBA
22 Annual Report 2010, FBA, p 4
23 The letter of regulation is a yearly instruction by the government to governmental authorities
25 Letter of regulation to the Armed Forces 2012, p 9

Figure 3.1 Percentage of women in the Armed Forces, May 2012.

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Women</th>
<th>Women %</th>
<th>Female chiefs %*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular Officers</td>
<td>9,690</td>
<td>507</td>
<td>5.20</td>
<td>4.2</td>
</tr>
<tr>
<td>Civilians</td>
<td>6,616</td>
<td>2,503</td>
<td>37.80</td>
<td>40</td>
</tr>
<tr>
<td>Soldiers</td>
<td>4,268</td>
<td>450</td>
<td>10.50</td>
<td></td>
</tr>
<tr>
<td>Reserve officers (no. active May 2012)</td>
<td>8,002</td>
<td>177</td>
<td>2.20</td>
<td></td>
</tr>
<tr>
<td>(111)</td>
<td>(3)</td>
<td>(2.70)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>27,796</td>
<td>3,632</td>
<td>13.10</td>
<td></td>
</tr>
</tbody>
</table>

Source: Interviews and e-mail correspondences with persons at key positions in the Armed Forces.
* Chiefs are defined as “having staff-responsibility.” Data from May 2012.

Figure 3.2 Percentage of women in the Police, April 2012

<table>
<thead>
<tr>
<th>Total number</th>
<th>% women</th>
<th>Total number</th>
<th>% women</th>
<th>Total no. of chiefs</th>
<th>% female chiefs</th>
<th>Total number</th>
<th>% women</th>
<th>Total no. of chiefs</th>
<th>% female chiefs</th>
</tr>
</thead>
<tbody>
<tr>
<td>28,382</td>
<td>40</td>
<td>20,398</td>
<td>28.5</td>
<td>2,357</td>
<td>19</td>
<td>7,984</td>
<td>69</td>
<td>361</td>
<td>61</td>
</tr>
</tbody>
</table>

Source: the Swedish Police Force. Chief=“having staff responsibility.”

Figure 3.3 Percentage of women in the judiciary, December 2011

<table>
<thead>
<tr>
<th>Total no. of judges</th>
<th>% women</th>
<th>Total no. of judges</th>
<th>% female judges</th>
</tr>
</thead>
<tbody>
<tr>
<td>6,532</td>
<td>71</td>
<td>1,192</td>
<td>44</td>
</tr>
</tbody>
</table>

Source: Annual report from Swedish Courts, 2011.

The armed forces

Figure 3.1 shows that the percentage of women in the armed forces is very low. In the whole organisation, the share of women is only 13.1 percent. Only the civilian sector has a proportion of women that is close to equal participation (40/60) with 37.8 percent women. Most of the civilian women are working at the headquarters, in the administration. Several efforts have been made to increase the proportion of women. Both the NAP for resolution 1325 and the Swedish Government’s letter of regulation 23 to the Armed Forces state that special action must be taken to increase the share of women at all levels.24 The letter of regulation also states that the armed forces, in collaboration with the Defence Recruitment Agency, should act to increase the number of women that apply to the basic military education.25 Historically, the armed forces have been a workplace only for men. Since the early 20th century women have been allowed to hold civilian positions, such as secretaries, kitchen staff and cleaners within the armed forces. Not until 1980 however, did some of the military positions welcome applications from women. In 1989, all military positions opened up for women, but until 1994
women had to intend to complete the officer’s education to be admitted to the military service.26

In 2000, a meeting for female conscripts from the whole country was arranged for the first time. Later the same year the Network of Female Conspects was established. Some of the objectives of the network are to improve the conditions for female conscripts and increase the number of women who apply to the officer’s education and international missions.27 Still, the military is viewed as something primarily for men, and there are several reports such as: “Understanding Men’s Attitudes Toward Women in the Swedish Armed Forces” which supports this.

The military service ceased to be compulsory for men in July 2010. Today, the military service is voluntary for both men and women. The inequality is greater among the older age-categories than the younger, which indicate that when more new recruits enter into the force, the percentage of women will increase.28

The police

In the police, the percentage of women in the civilian positions is higher than the percentage of women among police officers, i.e. the same pattern as in the military. In the Police Annual Report 2011, it is emphasized that actions should be taken to increase the number of female chiefs. It is further reported that there have been an increased interest among women to become chiefs.29

A study of the psychological test, which is part of the application process to the National Police Academy, demonstrated that female applicants do not perform as well as male applicants. The study was performed between 1997 and 2001. One of the explanations presented was that women are judged according to male norms, which gives them lower scores.30 However, this report is more than ten years old. Understanding Men’s Attitudes Toward Women in the Swedish Armed Forces The application process to the National Police Academy has changed, and efforts have been made to recruit more women. In 2011, 38 percent of accepted students were women.31 In the 2012 spring semester there were 38 percent women.32

The judiciary

The judiciary is the sector that stands out when it comes to the proportion of women. The majority of the employees are women, and 44% of chiefs as well as judges are women. Historically, the judiciary has not been as closed for women as the military and the police. It has however not been possible to collect data that show more details of the different levels of the judiciary. Data from 2009 show that 68.5 percent of the individuals accepted to the judges training, and 24.3 percent of the chief judges, were women.33 There is a discrepancy between the percentage of women being accepted to the judges training and the percentage of female chief judges, where women are underrepresented. The discrepancy indicates that women do not have the same opportunities to career advancement within the judiciary system.

Peacekeeping missions

In Sweden there are several public authorities that deploy men and women to international peacekeeping missions lead by the EU and NATO etc. The indicator looks at the largest contributors, i.e. the Armed Forces, the Police Force, the Swedish Civil Contingencies Agency (CCA), the Folke Bernadotte Academy (FBA), and the Prison and Probation Service (PPS). However, the data is not complete due to secrecy and lack of records, which is why some cells are left empty.

Figure 3.4 Women participating in peacekeeping missions 2012, all concerned agencies34

<table>
<thead>
<tr>
<th>Authority</th>
<th>Size of force</th>
<th>Women in the force</th>
<th>Women in the force (%)</th>
<th>Female chiefs</th>
<th>Female chiefs (%)</th>
<th>Distribution of women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armed forces</td>
<td>710</td>
<td>60</td>
<td>8,5</td>
<td>No available data</td>
<td>No available data</td>
<td>40,8</td>
</tr>
<tr>
<td>Police force</td>
<td>112</td>
<td>30</td>
<td>26,8</td>
<td>No data available</td>
<td>No data available</td>
<td>20,4</td>
</tr>
<tr>
<td>CCA</td>
<td>84</td>
<td>19</td>
<td>23</td>
<td>1</td>
<td>25%</td>
<td>12,9</td>
</tr>
<tr>
<td>FBA</td>
<td>75</td>
<td>35</td>
<td>46,7</td>
<td>No available data</td>
<td>No available data</td>
<td>23,8</td>
</tr>
<tr>
<td>PPS</td>
<td>15</td>
<td>3</td>
<td>20</td>
<td>Not applicable</td>
<td>Not applicable</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>996</td>
<td>147</td>
<td>14,7</td>
<td>No available data</td>
<td>No available data</td>
<td>100</td>
</tr>
</tbody>
</table>

Data from the Armed Forces: May 31st 2012.
Data from the Police Force; FBA, PPS, CCA: June 1st 2012.

32 http://www.polisen.se/Bli-polis/Om-Polisprogrammet/Statistik-tidigare-ar/
The armed forces are the main agent in peacekeeping missions, representing almost four fifths of the total number of individuals participating in the missions. In May 2012, the Swedish Armed Forces had 710 persons deployed in peacekeeping missions, which equals 75.4 percent of the total amount of Swedish personnel in peacekeeping missions at the time. The total number of women participating in peacekeeping missions (including all agencies) is 147, which equals 13.9 percent of the total number of 941 deployed individuals. Figure 3.4 demonstrates that the armed forces are the agency that is farthest away from the quantitative equality, i.e. a 60/40 distribution of men and women.\(^{15}\)

The Swedish NAP emphasizes that special action must be taken to increase the representation of women at all levels in peacekeeping missions. However, the goal is not explicit in terms of quantitative requirements. It is only stated that “a considerably larger proportion of women” should participate in the peacekeeping missions. It is specified that in civilian peacekeeping missions, men and women should participate equally. This applies to all non-uniformed positions, as well as at all levels at the FBA, the CCA and the PPS.\(^ {36}\) In non-military peacekeeping missions, it is stated that men and women are to participate on equal terms. However, it is recognized that the recruitment base is relatively small which means that the proportion of women in international operations should be greater than the proportion of women in equivalent groups in national activities. Moreover, the action plan states that women should participate in carrying out all types of tasks and at all levels, and emphasizes that “this requires strategic efforts from the agencies concerned to increase the proportion of female conscripts, professional soldiers and officers.”\(^ {37}\) This goal hence applies to the Swedish Armed Forces. Examining the statistics however, it is obvious that this goal is not reached. Within the Police force, the percentage of women deployed in peacekeeping missions is 26.8 percent, which is equivalent to the share of women in the Swedish national police force.

In the UN-led peacekeeping missions, only 63 Swedes are deployed as of July 31st, 2012; 47 men and 16 women.\(^ {38}\)

### Why so few women?

The analysis of why there are so few women will focus on the armed forces because of its key- and norm setting role in the missions where Sweden participates. Reasons to why there are so few women in the military are many and touch upon several dimensions at both the individual and structural level. In the Armed Forces’ internal Equality Plan it is specified that the ambition is to double the share of female conscripts, officers and chiefs and that the Armed Forces should “take action” to have women, as well as men, in all positions and at all levels. Concrete measures to reach these goals are however not specified. The responsibility lies with the unit manager to develop specific measures adjusted to each unit, which also apply for each peacekeeping mission.\(^ {39}\) There are no general goals specified for the international operations.

A factor determining the recruitment base for women is the basic military education. The military service ceased to be compulsory for men in July 2010, which has changed the structure of the military. The Swedish Armed Forces claim to work actively to recruit more women to apply to the officer’s education as well as international missions. One example of this is the creation the Network of Female Conscripts, which has as one of its objectives to encourage women to apply to the officer’s education. However, negative or ambivalent attitudes towards women in the military among men in the armed forces may have an impact on the measures, or lack thereof, undertaken to increase the proportion of female officers. Such attitudes also affect the possibility for women to succeed in the male dominated military, as success is often dependent on a positive attitude among male chiefs.

One of the main reasons for the low representation of women is the view that the military and armed forces are “masculinized” and thus not seen an activity appropriate for women. The military is associated with a “masculine culture”, which is something that both discourages women to join the armed forces as well as, once in the forces, discourages them to continue the training or profession. According to a study by Ivarsson, Estrada and Berggren (2005), correlational analysis indicate that individuals in the Swedish military forces who express more positive attitudes towards women tend to be younger, more educated, and have higher ranks. These individuals are also less likely to endorse sexist ideologies and have greater interpersonal contact with women in the military. In general, men’s attitudes toward women are positive, but not very positive. Ivarsson et al. are surprised to find that male officers’ attitudes toward women in the military are not particularly liberal or egalitarian, characteristics which are often associated with Swedish society at large.\(^ {40}\)

The same study also shows that interpersonal contacts with women have a unique effect on men’s acceptance of women in the military. An internal report from the National Defense College has suggested that these positive experiences are related to men’s perceptions about women’s capabilities to adapt to the military culture without losing their femininity. Negative experiences were often characterized by perceptions of women becoming too masculine.\(^ {41}\) This suggests that the possibility for women to act and develop within the military organization is limited, and thus, so is women’s contribution to the management of the armed forces. Another study shows that more than half (54 percent) of the men in different positions within the armed forces, had an aversion against female combatants. The most common answer to this attitude was that men would not be able to perform together with women since they then would protect the women instead of fighting.\(^ {42}\)

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\(^{15}\) Ibid

\(^{36}\) Swedish NAP for resolution 1325, p 8, 10

\(^{37}\) Swedish NAP for resolution 1325, p 11


\(^{39}\) Equality plan of the Swedish Armed Forces; Forsvarsmaktens jämställdhetsplan 2009-2011, p 11-12


\(^{42}\) Ivarsson, (2002). Diskurser kring kvinnor i uniform – attityder till kvinnor...
One of the main prerequisites for increasing the representation of women in peacekeeping missions is that women in the military are positive to international missions in general. A study performed in 2008 shows that 56 percent of the men versus 70 percent of the women in the military service had a positive attitude towards international duty. Even though this result should not be generalized, especially since the military service is not compulsory for men anymore, the result indicates that women tend to be prepared to participate in international peacekeeping missions. However, several aspects may deter women to apply to peacekeeping missions, such as sexual harassment, discrimination because of motherhood, and badly suited equipment for women (see part I).

Indicator 5 - Percentage of CSOs in task forces on UNSCR 1325 and 1820

The Swedish NAP for resolution 1325 was developed by a task force in dialogue with other stake holders, such as governmental agencies, CSOs, research institutes, and international organizations. There is no active task force for resolution 1325, but a consultative group for the Swedish NAP on 1325 exists. This group meets twice a year to discuss the progress of the NAP. Participants are: Sida – (Swedish International Development Cooperation Agency), the ministries for Foreign Affairs, Defense, Justice, Education and Research, the Swedish Armed Forces, the Swedish Civil Contingency Agency, Swedish Police, the Folke Bernadotte Academy, Women's International League for Peace and Freedom (WILPF – the Swedish section), The Kvinna till Kvinn Foundation, and Operation 1325. Operation 1325 is an umbrella organization comprised of six organizations: The Swedish National Committee for UN Women, The Swedish Federation of Immigrant Women’s Associations, Women for Peace, The Swedish Ecumenical Women’s Council, the Swedish Section of Women’s International League for Peace and Freedom (WILPF), and the Left Federation of Swedish Women. It also has a partnership with the Swedish Women’s Lobby. The CSOs participating in the consultative group are all working with women, peace, and security issues.

There is no task force on UNSCR 1820, but it is stated in the NAP for UNSCR 1325 that UNSCR 1820 is treated as a reinforcement and clarification of the protective aspects of resolution 1325. As such, the consultative group should also be discussing the implementation of UNSCR 1820.

C. Promotion of a gender perspective

Indicator 10 - Number and percentage of pre-deployment and post-deployment programmes for military and police incorporating UNSCR 1325, UNSCR 1820, international human rights instruments, and international humanitarian law

The Swedish armed forces

The armed forces have developed a number of different practices to train staff in gender awareness and 1325. Main developments include the creation of a pool of gender experts such as Gender Advisors, Gender Focal Points, and Gender Field Advisors (GFA), which was first introduced through the Gender Force project. One or several of these gender experts are expected to coordinate and perform training activities concerning gender, resolution 1325, 1820 and related resolutions as well as more general human rights instruments. The GFA training includes UNSCR 1325, 1820, gender equality and women’s human rights, as well as liaison- and staff exercises.

All military commanders have not yet been trained in gender awareness and UNSCR 1325. Therefore the GFAs function as support to commanding officers during international missions. However, some military commanders have undergone gender training. Particularly some of the highest ranking commanders, the so called flag officers, have participated in flag officer gender seminars as well as other gender training. Lower ranking officers are also invited to participate in a “gender train the trainer” course as well as the commanding officers gender seminar. At the GFA courses, some high-ranking officers who will not be deployed as gender field advisors often participate to increase their knowledge of gender issues as well as to influence colleagues.

In 2011, 16 GFAs had been deployed to operations, mainly run by the EU and NATO. GFAs coordinate the pre-deployment training of Gender Focal Points in the units. The GFAs also provide training to the developed mixed-gender Military Observation Teams (MOT 1325) in the Provincial Reconstruction Teams (PRTs) in Afghanistan. The MOTs (three women and three men) receive additional gender training and are explicitly designed to incorporate 1325 in operational work and establishing contacts with Afghan women locally.

In 2011 the Swedish Armed Forces requested an evaluation study to be conducted by Uppsala University in collaboration with Stockholm Policy Group. The study will be based on extensive research including interviews with Gender Field Advisors and other stakeholders inside and outside the Armed Forces and will “map the development of the concept and methods of working with gender issues in the Swedish Armed Forces as well as give recommendations for future work.” The study will be published during 2012.

The armed forces also aim to provide gender training to all personnel before deployment. According to the annual report

45 Gender Force was active between 2004 and 200
46 Interview with member of staff at the Nordic Centre of Gender in Military Operations 26/7/2012
48 OSCE Annual Report, 15 April 2012, p.16.
to the Organization for Security and Co-operation in Europe (OSCE) in 2011, this amounts to a mandatory 3-4 hours of training with tactical and operational implementation of a gender perspective and UNSCR 1325/1820. Moreover, all soldiers (as well as civilian staff) on international duty must sign a Code of Conduct including a paragraph on sexual abuse and exploitation.

Sweden, Finland and Norway have under the Nordic defense partnership NORDEFCO initiated the “Nordic Centre for Gender in Military Operations” which was officially opened in January 2012. One of the main functions will be to facilitate/conduct training in gender issues of key personnel. The objectives of the centre are to: “assist in developing concepts and mandates for gender sensitive operations, facilitate/conduct training and education of key personnel, compile lessons learned, and carry out evaluations of gender sensitive operations.” The centre is also meant to function as a watchdog for implementing 1325 in the Armed Forces. 49

A conclusion regarding the armed forces concerns the general awareness level. The training that specifically concern resolution 1325, 1820 and related resolutions is limited to 3-4 hours. It is thus questionable whether the individual soldiers have enough time to gain an understanding of the resolutions as well as how it is translated into concrete operations. In line with this, Cadet Anna Olsson (interviewed in a student paper) describes the awareness of resolution 1325 in the Armed Forces as limited, with many officers unaware of its content. She did not receive specific training regarding the resolution during her training period in the Armed Forces, and describes this as “remarkable” since the Armed Forces has worked actively to incorporate 1325 during the restructuring period of the Swedish Defense Force. 50 A former GFA expressed discontent with the 3-4 hour 1325-training saying that in reality the training was shorter and was placed at the end of the pre-deployment training. This training was in fact when most soldiers were first introduced to the content of the resolution. 51

The Swedish police

The general training period for police officers before deployment to peacekeeping missions takes place during a two-week United Nations Police Officers Course (UNPOC). The UNPOC-training includes information about the UN-system, human rights, intercultural cooperation and practical exercises. In addition, there is also a one-week course specific for the geographical area of the mission. 52 In 2010, an initiative to improve the UNPOC training with regards to gender and 1325-implementation was implemented. There is a 1.5 hour session specifically dedicated to UNSCR 1325, 1820 and related resolutions, and the UNPOC-course has added gender awareness as one of the necessities to pass examination. 53

In May 2012 two members of the foreign section of the

51 Interview with former GFA, July 2011.
Swedish police participated in a Gender Advising in the Field and in Operations (GAFO) training organized by the Swedish Civil Contingencies Agency in cooperation with other members of Gender Force; the Armed Forces, Police, the Folke Bernadotte Academy, and the Kvinna till Kvinna Foundation. The course was initiated to implement UNSCR 1325 and provide tools for addressing gender issues in the field.

There is a pool of pre-deployment trainers who have been on international missions, who are given a two-week training in teaching methods as well as gender issues etc. These officers are later responsible for training new recruits to international missions. 54 In UN and EU missions there is usually a Gender Advisor on the civilian side who supports deployed police officers.

In the Swedish Police, 1325-implementation seems to be increasingly incorporated in training. It is, however, difficult to find sufficient data since no large scale evaluation has been undertaken. The monthly status reports that officers on international duty submit to headquarters in Sweden show that an increasing number of officers include gender analysis in their work. This increase is likely due to greater gender awareness among deployed police officers, which is a result of the incorporation of 1325-implementation in trainings. Including gender analysis is an important step in the implementation of UNSCR 1325 and increases the ability to mainstream gender and the resolution in the missions.

Indicator 11 - Allocated and disbursed funding marked for women, peace and security projects and programmes

Civil society organizations

It is difficult to get an accurate picture of funding to CSOs marked for WPS projects and programmes due to the many different agents involved, and the fact that the budgets may use other categorizations, such as peace and security generally. Concerning the many ministries and authorities tasked with responsibility for the implementation of UNSCR 1325, it is difficult to get an overview of the projects and programmes and their budgets.

Only one government agency has earmarked funding for UNSCR 1325; the Folke Bernadotte Academy (FBA). In 2011 FBA had SEK 7 million (Swedish Krona) earmarked for 1325. For 2012 the Folke Bernadotte Academy has earmarked funding for CSO’s working with UNSCR 1325, but the amount is not specified in the Government’s letter of regulation to FBA. Nevertheless, the ambition level is the same as the previous year and FBA has an obligation to distribute funds to CSO’s for 1325-related projects.

According to the Swedish Ministry of Foreign Affairs, letters of regulation for 2012 to all government agencies are less detailed than previous years. Instead of a specified amount in the letter of regulation to FBA there is an informal dialogue/discussion with the government about the funding of 1325 projects. As this is a change from last year, it will be interesting

54 Interview with 1325-coordinator at National Police Board, July 2011.
The Swedish Government budget does not have a category for funding to CSOs marked for WPS projects, but it does have a category marked for CSOs in general. In 2012, a total of SEK 1,833 million is allocated to CSOs, of which SEK 28 million is marked for women’s organizations (the same as last year). The Swedish National Board for Youth Affairs (SNBYA) is responsible for allocating the funding for women’s organisations. In 2011 SNBYA distributed SEK 18,638,000 in organizational core funding to 53 organizations. In 2010 the figure was SEK 16,506,000 and in 2009, SEK 15,275,000. This shows an increase over the last couple of years. Although, the organizational core funding has increased, it is not due to increased funding to women’s organization in general but rather to redistribution. The increase in core funding has meant a decrease in funding of projects for women’s organizing. Moreover, since most donors in Sweden do not give core funding to organizations working with WPS, the SNBYA increase of core funding allows organizations to work more long term. In 2009 SEK 13,976,600 was distributed as project funding whereas in 2010 the figure was SEK 11,914,700 and in 2011, SEK 10,636,780. In 2012 SNBYA has distributed organizational core funding to 50 different organizations working with women’s organizing.

There are no complete statistics that show all funding that go to CSOs, which is why organizations that also might be doing WPS projects may not be included in the analysis.

**Governments**

The data needed to answer this indicator is hard to gather and understand. The Government budget is not very detailed and does not specify how much funding shall go to WPS. It is important to keep in mind that even though there is no specified budget category regarding WPS, it may lay within other broader categories such as peace and security. However, if that is the case, the funding is obviously not earmarked, and it is thus not certain that WPS projects and programmes will be funded.

The Swedish NAP for UNSCR 1325 specifies that several governmental ministries and authorities are responsible for the implementation of the resolution at the national level. Every year the Government issues “letters of regulation” to all authorities, which regulate the activities of the authorities. The letters of regulation state, inter alia, the objectives the authority have to achieve during the year, how much funds it has at its disposal and how the funds should be allocated between different activities. The NAP states that a 1325 perspective should be reflected in all “relevant” letters of regulation to the authorities, which means the Armed Forces, the Swedish Civil Contingency Agency, the Folke Bernadotte Academy, Sida, the Swedish Prison and Probation Service, the National Police Board, and the National Defence College. The letters of regulation for 2012 to all these authorities have been analysed, and the results show that despite the fact that these authorities have a specific responsibility for the implementation; UNSCR 1325 is not taken into account in the funding. In the letters of regulation to the Armed Forces and the National Defence College, resolution 1325 is not mentioned at all.

In the letter of regulation to Sida there is some funding that concerns WPS. In the total budget for Sida SEK 200,000,000 may be used for conflict-related activities. The funding is supposed to support a lot of activities concerning conflict resolution, and one of these is missions to implement resolution 1325 and the Swedish NAP. However, there is no earmarked funding for this. Out of the total budget some funds are allocated for something called theme and organisational support, which is supposed to be divided between several different themes and organisations. Equality and Women’s Role in Development is one of the themes, and also one of three prioritised areas within Swedish international cooperation. It is stated that funding may be used to support organizations and networks that work for equality within the areas of women’s political participation and influence; and, women’s security, including the combat of GBV and trafficking. Nevertheless, UNSCR 1325 is not specifically mentioned.

In the letter of regulation to the National Police Board the Swedish Prison and Probation Service, and the Civil Contingency Agency there is no earmarked funding for projects and programmes concerning UNSCR 1325. It is however stated that they shall report what activities have been realized for the implementation of UNSCR 1325 in conflict and post-conflict countries, as well as related resolutions 1820 and 1889.

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**Case Study/ Optional Indicator A - Extent to which gender and peace education are integrated in the curriculum of formal and informal education**

In Sweden there are several educational programs, as well as separate courses, that are focused on gender and peace education.

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55 Interview with key person at the Ministry of Foreign Affairs
56 Letter of regulation to the Folke Bernadotte Academy, 2012, p2
57 Letter of Regulation to the Folke Bernadotte Academy 2011
59 Swedish NAP for resolution 1325
**Formal education**

A number of Swedish universities and colleges teach peace and conflict studies or the equivalent. The Department of Peace and Conflict Research at Uppsala University is one of the largest institutions in Sweden providing peace and conflict education. All courses and programs at the department have a focus on peacekeeping and sustainable peace processes, and according to Lisa Karlborg, doctoral candidate at the department, the courses integrate gender relatively well.63

Lund University also offers courses and programs in Peace and Conflict Studies. There is no specific course on gender or UNSCR 1325. However, it is integrated into some of the courses being taught, for example the course on conflict resolution, which partly focuses on women’s role in conflict resolution.64

The National Defense College collaborates with the FBA on gender awareness and leadership in the leadership educational programs for persons going on international missions.65 As part of the education at the National Defense College there is a course in gender in line with resolution 1325. A further step to integrate UNSCR 1325, is the National Defense College Action Plan for UN Resolution 1325 launched in 2011. The action plan generally mirrors the Swedish NAP and contains activities for the implementation of the resolution. The activities include an open lecture on UNSCR 1325 in the fall of 2012, investigating the possibility of offering specific courses on gender and international relations, and suggestions to undertake new research on the resolution etc.66

**Informal education**

The Folke Bernadotte Academy (FBA), the coordinating authority of Swedish civilian peacekeeping missions, has an all-embracing goal to contribute to the implementation of the NAP for USCR 1325. To accomplish this, they have in-service training regarding resolution 1325, as well as other courses and workshops concerning equality and peace. Since 2009 there is a decision about a compilation of a generic education module about gender and UNSCR 1325.67 FBA also has a peace project that supports activities and initiatives concerning peace, disarmament and security policies.68

As mentioned under indicator 10, the Nordic Centre for Gender in Military Operations also provides gender training through its Gender Field Advisors training, which includes UNSCR 1325, 1820, gender equality and women’s human rights, as well as liaison- and staff exercises.

In May 2012 a course was held at the Sida Partnership Forum titled “Gender Perspectives in Peace Building organized by Sida in collaboration with Operation 1325. Participants from Swedish authorities (e.g the police), non-governmental organizations, and civil society organization’s met to share experiences about different methods concerning 1325-related work within the peace sector, and to learn new techniques on how to meet resistance in the field when working from a gender perspective.69

The data collected indicate that the there are few courses specifically dedicated to gender and/or UNSCR 1325 in formal education. Many courses touch upon the resolution but it is not specified in the curriculum. When it comes to informal education there are a number of institutions offering gender training in relation to peace and conflict. These courses tend to be more specific and geared towards professionals who already work in the field of international development. Hence, for individuals seeking training/education in UNSCR 1325 who are not employed by a government agency or organization which offers gender training it is somewhat hard to find courses/programs specifically on the resolution.

**Case study/optional indicator B - Percentage of women’s representation as peacebuilders and decision makers in media content**

Studies like "Who Makes the News" and "Vi Rapporterar om Kvinnor i Krig och Konflikter" show that men still dominate the news overall, and that the frequency of women involved in the production of media is not a guarantee for more female news subjects.70 The majority of news subjects are focused on men’s experiences, which is likely due to the lingering myth that men are more newsworthy than women. This may be due to a number of reasons. One reason is that war is often placed in the center of media coverage on peace and security issues. Military and fighting parties become the news subject and battlefields are understood as the main platform of the conflict – areas where men traditionally dominate. Another explanation to male domination is that mainstream media mainly uses official sources, such as agencies Understanding Men’s Attitudes Toward Women in the Swedish Armed Forces, rather than agents from civil society, in their reporting. Official sources are still dominated by men. Hence, media topics are changing to be more dominated by major news agencies with material that is generally more traditional and imbalanced in reference to gender: few women and strong gender stereotypes.71

**Figure B.1. Stories that clearly challenge or reinforce gender stereotypes in Sweden**

<table>
<thead>
<tr>
<th>Reinforces stereotypes</th>
<th>Challenging stereotypes</th>
<th>Neither challenge or reinforce stereotypes</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>%</td>
<td>%</td>
<td>Total</td>
</tr>
<tr>
<td>113</td>
<td>63</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>%</td>
<td>%</td>
<td>179</td>
</tr>
</tbody>
</table>

Source: Global Media Monitoring Project 2010, annex 3, p 69

The under-representation of women as expert commentators/ contributors contradicts the reality where the gender gap in special fields of expertise is not as large as pictured in the

63 Interview with Lisa Karlborg, Uppsala University, Department of Peace and Conflict Research
64 http://www.freds.lu.se/utbildning
65 Interview with Sophia Ivanson, the Department of Leadership and Management, National Defence College
66 http://www.fhs.se/Documents/Medarbetarwebben/regelverket/Niv%C3%A5%202/enheternas%20handlingsplan/HF/FHS%20Handlingsplan%201325%202012.pdf
67 The Folke Bernadotte Academy, Programme UN Resolution 1325
68 The Folke Bernadotte Academy, Civil Society Peace Projects
70 Global Media Monitoring Project 2010, who makes the news, Annex 3. National Results, Sweden
71 Kvinnor till Kvinnas rapport “vi rapporterar om kvinnor i krig och konflikter”, 2006, p. 2
news media discourse. The myth of women as placed in the "ordinary" people column remains and the marginalization of women from "high politics" reinforce women as non-actors. Women are often seen less as agents than men, in issues of peace and security. The findings are based on a stereotype; men are connected to the official sphere and women are associated to the private sphere/civil society. Although women have been a significant symbol of peace throughout history, they are rarely accepted as peace builders with agency and power. A traditional example of women in media is a crying mother, a grieving widow or a victim of sexual violence and patriarchal oppression - seldom as an empowered actor. When women are "allowed" to be active actors in peace processes, it is primarily connected to actions in the civil society related to issues of family, health or protection or in a group of other women demonstrating on the street far away from the corridors of power. Media has great potential to be a forum for changing the public and political opinions. However, as shown in figure B.1, Swedish media still has a long way to go to be that powerful and important component to challenge stereotypes and support the struggle for gender balance.

III. Conclusions and recommendations

The Swedish National Action Plan emphasizes that evaluations are an important aspect of progress in the implementation of UNSCR 1325, and recognizes that successful implementation is dependent on sufficient resources being allocated for evaluation purpose. The NAP draws attention to a few actors to fulfill the implementation of resolution 1325. The actors are first and foremost the ones representing Sweden abroad in international missions. Sweden has been ambitious in implementing UNSCR 1325 and has managed to include a gender perspective in a wide range of security and peacekeeping issues, but missing is sufficient systems for evaluation concerning what has been done as well as how it has been done.

Demands put on the Foreign Ministry by CSOs include a set of concrete objectives and indicators in order to measure the actions taken. Another major gap is marked funding for the implementation of the resolution. The fact that only one (FBA) of the authorities responsible for 1325 implementation have funding earmarked for 1325; makes it difficult to fully implement the resolution. Moreover, the change in Government regulation of government agencies has resulted in that there is no specified amount for 1325 projects for 2012. Funds are earmarked and the level of ambition is the same as last year when FBA had SEK 7 million earmarked for 1325. Nevertheless, it is a concern that there is no specified amount and that this year the amount distributed to CSO's is "regulated" through informal dialogue between the Government and FBA. The change in regulation has meant less transparency.

The Armed Forces and the Police Force play crucial roles in implementing the Swedish NAP on UNSCR 1325. Resistance to incorporate gender and UNSCR 1325 in everyday work is not surprising in traditionally male dominated organizations. Although, much progress has been achieved both in the police and in the armed forces, a more systematic approach is needed that clearly describes the methods for how existing knowledge about gender and UNSCR 1325 will be mainstreamed throughout the trainings. One way could be to establish minimum standards, or include gender and UNSCR 1325 as a required perspective in exams given to police and military trainees.

One of the greatest obstacles to the progress of the implementation is the low representation of women in peacekeeping missions. UNSCR 1325 specifies that women's equal participation in all efforts for the maintenance and promotion of peace and security is needed. This includes peacekeeping. Since Sweden is not in conflict the primary implementation of the resolution takes place through international missions. Hence, increasing the number of female peacekeepers would greatly contribute to the implementation effort.

A number of reasons, such as informal appointments of chief positions, negative attitudes towards female soldiers, and sexual harassment explain the low number of women in the military and in peacekeeping operations and, as is evident, more action must be taken to change this pattern. The new voluntary military training has great potential to create a "new", less "masculinized" culture, and as suggested by Ivarsson et al (2005), it might even "be worthwhile to select individuals on the basis of their potential to mirror societal values and beliefs, particularly their attitudes toward women in nontraditional environments like the military."

Another important issue addressed in this report is the role of media. Media has great potential to be a forum for changing the public and political opinions when it comes to women, peace and security. However, Swedish media still has a long way to go in order to challenge stereotypes and improve the struggle of gender balance. How women and men are featured in media's reporting on peace and security issues has a significant meaning for the credibility and legitimacy of UNSCR 1325. Issues regarding masculinity and femininity in conflict situations must be addressed in a more critical and informative manner.

To conclude, Sweden has come a long way in the implementation of UNSCR 1325, yet – we are far from reaching full implementation.

75 EPLO 2010, p 63-65
76 Interview with key person at the Ministry of Foreign Affairs
Summary of recommendations to the Swedish government:

- A system for evaluation of government agencies (responsible for implementation of resolution 1325) needs to be put in place.
- Concrete objectives and indicators are needed to measure actions taken by government agencies.
- Earmarked funding is needed for all government agencies responsible for the implementation of UNSCR 1325.
- The Government’s letter of regulation to the Folke Bernadotte Academy should include a specified amount designated to the funding of CSO’s that work on UNSCR 1325.
- A systematic approach is needed that clearly describes the methods for how existing knowledge about gender and resolution 1325 will be mainstreamed throughout police and military trainings.
- Efforts to recruit and train women for peacekeeping missions need to be intensified so that women are equally represented at all levels, including at the senior and management level.

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"All peace and security advocates – both individually and as part of organizational work - should read the 2012 civil society monitoring report on Resolution 1325! It guides us to where we should focus our energies and resources to ensure women’s equal participation in all peace processes and at all decision-making levels, thereby achieving sustainable peace." - Ambassador Anwarul K. Chowdhury, Former Under-Secretary-General and High Representative of the United Nations

“The GNWP initiative on civil society monitoring of UNSCR 1325 provides important data and analysis on the implementation of the resolution at both the national and local levels. It highlights examples of what has been achieved, and provides a great opportunity to reflect on how these achievements can be further applied nationwide. In this regard my Ministry is excited to be working with GNWP and its members in Sierra Leone on the Localization of UNSCR 1325 and 1820 initiatives!” - Honorable Steve Gaojia, Minister of Social Welfare, Gender & Children’s Affairs, Government of Sierra Leone

“The 2012 Women Count: Security Council Resolution 1325 Civil Society Monitoring Report uses locally acceptable and applicable indicators to assess progress in the implementation of Resolution 1325 at the country and community levels. The findings and recommendations compel us to reflect on what has been achieved thus far and strategize on making the implementation a reality in places that matters. Congratulations to GNWP-ICAN on this outstanding initiative!” - Leymah Gbowee, 2011 Nobel Peace Prize Laureate

“The civil society monitoring report on UNSCR 1325 presents concrete data and analysis on the implementation of the resolution at national level. It helps us identify priorities for implementation and allocate resources to ensure women's participation in all peace processes and achieve long lasting peace. A must read for all peace and security actors and advocates. Congratulations to GNWP on this outstanding initiative!” - Sadhu Ram Sapkota, Joint Secretary, Ministry of Peace and Reconstruction, Government of Nepal

“A beautifully presented, thoroughly documented accounting of what is happening to a resolution that came from the grass roots, was vetted by the grass roots and was lobbied for by women for unanimous adoption by the Security Council. Cheers to the women of the Global Network of Women Peacebuilders for their careful, detailed work. GNWP is also making a unique contribution working at localization. It’s about time that some western based organization relied on local women to plan their own peacemaking program. Local women are planning their own strategies in peacebuilding and adapting UNSCR1325 to meet their needs.” - Cora Weiss (former President, International Peace Bureau, now its UN representative, President, Hague Appeal for Peace)