

The 1325 Scorecard – The Netherlands Summary (September 15, 2015)

General Assessment:

The first Dutch National Action Plan (NAP) was published in December 2007, mapping out steps for the implementation of UNSCR 1325 between 2008 and 2011. A second iteration of the Dutch National Action Plan was published in November 2011 to reflect a revised implementation strategy between 2012 and 2015, and a third iteration will be published in 2016. The principles of UNSCR 1325 are woven throughout major foreign policy and national security documents, and the Ministry of Defence (MoD) implements UNSCR 1325 through the MoD Gender Action Plan and Gender Checklist. The Gender Action Plan and the project Gender Force (2005-2007) have ensured that the subject of gender has received considerable attention and become more embedded in the Ministry of Defense. While these initiatives were effective when implemented, Gender Force has since ceased and the extent to which the Gender Action Plan is implemented is not clear.

In addition, the Dutch have developed exemplary gender training courses, but they aren't available to all military personnel. Gender training is completed prior to deployment, but on an ad hoc basis and little transparency is provided regarding the curriculum.

National Importance/Political Will:

At the political level, support for UNSCR 1325 is evidenced by the inclusion of WPS principles within key foreign policy and national security documents. The Dutch government is consistent in its commitment to UNSCR 1325 and related resolutions, but the focus of its NAP is outward looking. Not surprisingly, the majority of its funding goes to actors outside the Netherlands and little funding is set aside for implementation at the national level. For example, in 2012-2015, the Dutch Ministry of Foreign Affairs (MFA) allocated €53 million to civil society organizations and foreign governments for general gender-related projects. However it is unclear whether any funds were allocated for gender mainstreaming within the MFA and MoD aside from €4 million from the MFA and €60,000 from the MoD.

Institutional Policy and Practice:

Strategy, Plans and Policy

The principles of WPS/UNSCR 1325 are referred to in key documents related to military strategy, plans, policy, and operations. The principles of WPS /UNSCR 1325 are also integrated into the military operational planning process, but on an ad hoc basis. Military strategic documents, field manuals and other similar publications include basic principles of international humanitarian law in that the protection of civilians and non-combatants is highlighted, but protection of vulnerable persons from sexual violence is not explicitly stated.

A gender advisor (GENAD) has not been appointed in accordance with NATO Bi-SC Directive 40-1. Two part-time GENADs have been appointed. The responsibilities of the GENADs are not limited to gender and they are not assigned as a member of the commander's staff, thereby limiting the effectiveness of the GENADs.

Training, education and exercises

The principles of WPS/UNSCR 1325 are not consistently integrated into the education and training for military personnel. Key principles are not integrated into the education and training for military personnel at the junior-level, whereas specialized courses are available to 10-15 mid and senior-level personnel each year. The ministries of Defence and Foreign Affairs of the Netherlands and Spain developed a course, "A Comprehensive Approach to Gender in Operations." This course is given once every six months and the Netherlands sends approximately 10-15 people each year to complete this course.

Training at the School for Peace Missions is required for all Dutch personnel before deployment. The training includes 2 hours (of 14 hours of general training total) on UNSCR 1325 and WPS issues. Human rights and international humanitarian law are also covered within the 14 hour training. It is unclear whether UNSCR 1820 (i.e. conflict related sexual violence) is specifically addressed.

Gender in the Ranks

Women make up 9% of the military and of these women, 25% have been deployed. Of the total flag officers within the military, 4% are women. The recruitment target for females is set at 30% for the armed forces in total. Initiatives aimed at increasing the recruitment and retention of women in the armed services are in effect. Such programs include targeting of female officers for recruitment and retention through mentorships. With the exception of the Marine Corps and the Submarine Service, all posts are available to women. These two Services have remained closed to women for reasons of "combat effectiveness and practicality."

Monitoring, Evaluation, and Reporting:

In 2009 and 2011 the NAP signatories jointly carried out a mid-term review of their efforts for the implementation of the first NAP. Apart from providing data about the results achieved, this monitoring exercise also provided insight into which parts of the NAP could be improved. As part of a specific objective to promote effective and efficient cooperation between NAP signatories and stakeholders, the 2012-2015 Action Plan defined five different objectives to which NAP signatories will contribute. One objective was the monitoring and evaluation of the implementation of this NAP (an annual self-evaluation and an external evaluation after four years). Dutch NAP partners have developed a two-tier monitoring and evaluation system to evaluate their own performance. The collaborative initiatives of NAP signatories are monitored annually. The outcomes and impacts of joint activities will be evaluated every two years. Annex 1 of the Dutch National Action Plan (2012-2015) outlines specific objectives that will be monitored by NAP signatories. The MoD Action Plan states that a report on the implementation of UNSCR 1325 will be issued twice a year to the Plaatsvervangend Chef Defensiestaf (PCDS) (Deputy Chief of Defence Staff). Whether such a report is issued twice a year is unclear.

Recommendations:

The Dutch outward looking focus of the NAP means that little attention is paid to gender mainstreaming within national institutions. Additionally, by dividing personnel time between multiple work portfolios, the effectiveness of GENADs are compromised. One or more full-time GENADs should be appointed as a member of the commander's staff.

Importantly, it is essential that a gender perspective be consistently integrated into the education and training of all military personnel. Current training is conducted on an ad hoc basis rather than as part of

a consistent, institutional practice. Lastly, sex-disaggregated data must be collected in monitoring and evaluation efforts and an independent mechanism should exist to oversee this process and ensure reporting is completed and available to the public.