



DOCTRINE NOTE SERIES

GENDER IN AIR OPERATIONS

AFDN 1-18



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FOREWORD

Our Air Force must provide a model of values and behaviours as we contribute fifth generation air power capability to national security and global missions. This includes embracing and demonstrating the principles of 'Women, Peace and Security'.

Chief of Air Force is committed to incorporating and mainstreaming a gender perspective and the UNSCR1325 and related resolutions (UNSCR1325+) agenda across Air Force. I intend to enhance Air Force's operational capability through integrating a gender perspective into Air Force's doctrine to inform individual and collective training and the planning and conduct of operations.

UNSCR1325+ principles are consistent with the values and conduct expected of the ADF and Air Force both at home and on operations. A holistic approach to population support and a broader appreciation of the role of gender in society will contribute to and enhance the ADF and Air Force's legitimacy and reputation across the globe. Embracing UNSCR1325 principles and a gender perspective also opens significant opportunities to influence and shape to achieve mission success.



Air Commodore Stephen Edgeley, AM
Director General Strategy & Planning



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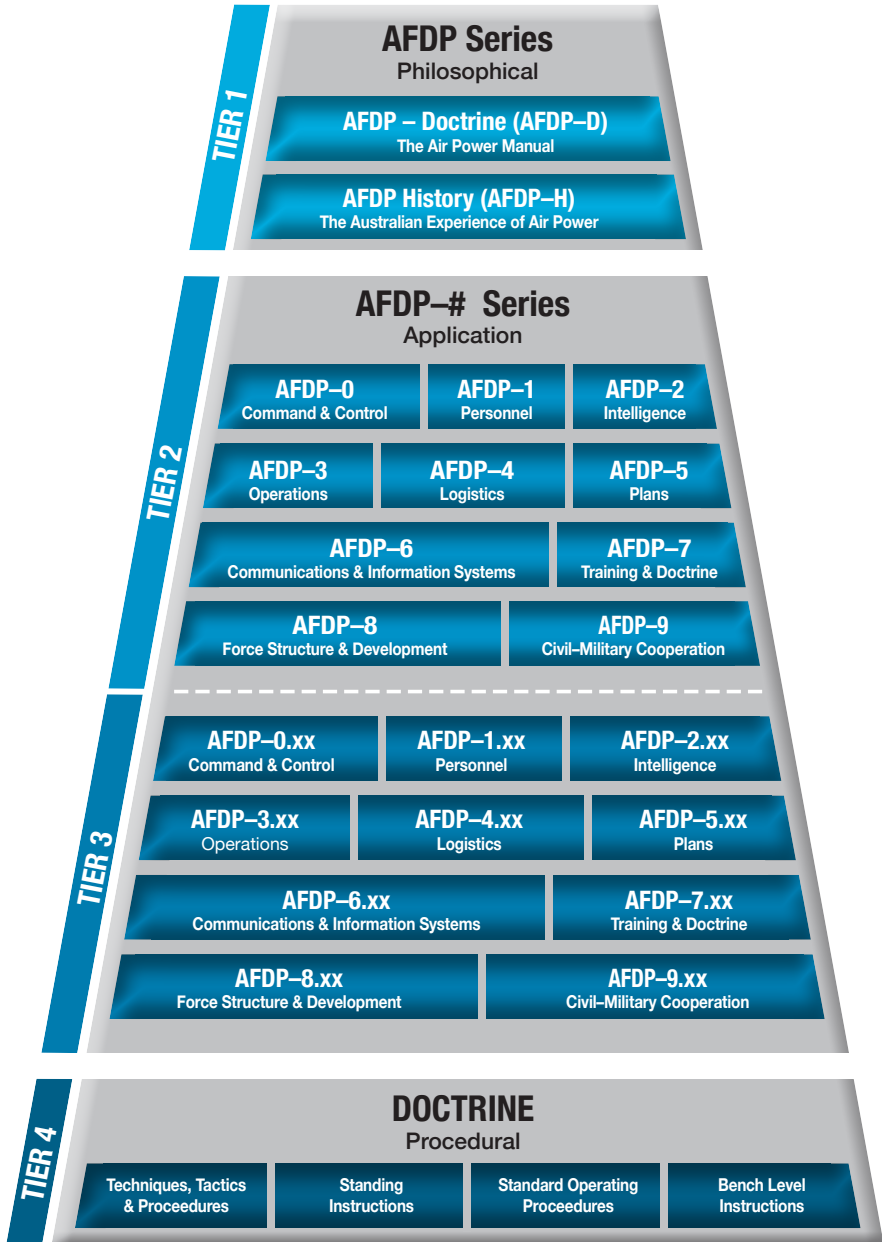
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HIERARCHY OF AIR FORCE DOCTRINE

Air Force doctrine is articulated in the Air Force doctrine hierarchy (see figure next page) that encapsulates Air Force's philosophical, application and procedural doctrine. The Air Force doctrine hierarchy identifies four types of Air Force Doctrine publications (AFDP):

- a. Tier 1: Air Force's capstone doctrine (AFDP-D and AFDP-H) that provides Air Force's philosophical air power doctrine.
- b. Tier 2: Air Force's application level doctrine within each functional grouping — Command and Control (AFDP-0 Series), Personnel (AFDP-1 Series), Intelligence (AFDP-2 Series), Operations (AFDP-3 Series), Logistics (AFDP-4 Series), Planning (AFDP-5 Series), Communication and Information Systems (AFDP-6 Series) and Training (AFDP-7 Series), Force Structure and Development (AFDP-8 Series) and Civil-Military Cooperation (AFDP-9 Series).
- c. Tier 3: Other Air Force doctrine publications that are subsets of the functional groupings in Tier 2 (AFDP 0.X.X, AFDP 1.X.X).
- d. Tier 4: Air Force procedural doctrine that is not identified in any specific series or publication such as TTPs, SIs and SOPs.

Air Force Doctrine Note (AFDN). An AFDN promulgates specific doctrinal matters that need to be formally articulated between major doctrinal reviews in the AFDP Series. AFDNs seek to inform and promote discussion on a specific doctrine subject and may not necessarily represent an agreed position. AFDN remain current for a limited time and are either then incorporated into approved doctrine or archived.



STRATEGIC FRAMEWORK

1.1 Gender in air operations (GiAO) obligations span international strategic and domestic national frameworks and are founded upon a mandate established by the United Nations Security Council (UNSC). The principles evident at all levels are that conflict affects women and men differently and that including a gender perspective is more likely to produce durable peace in conflict-affected societies.

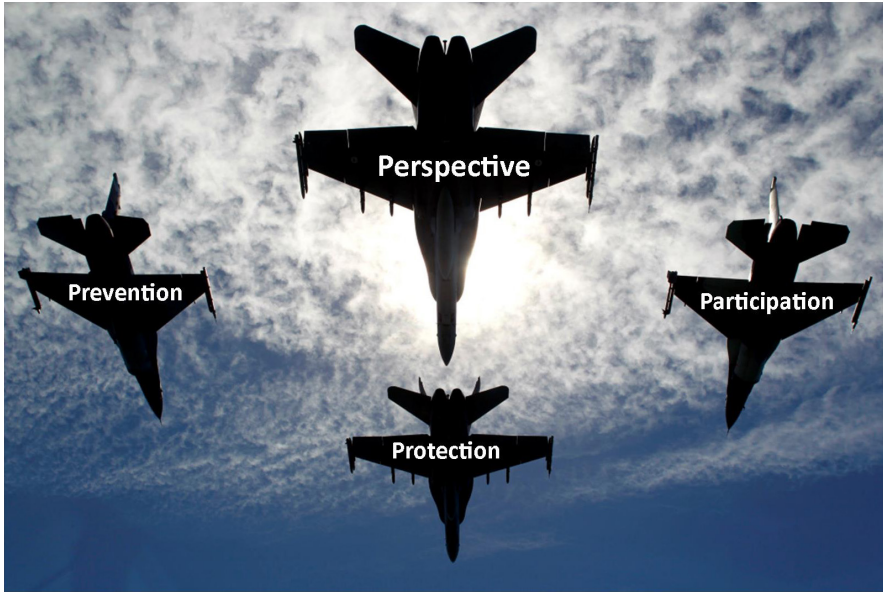
United Nations Security Council Resolution (UNSCR) 1325

1.2 In 2000, UNSC unanimously adopted Resolution 1325: Women, Peace and Security (WPS).¹ This resolution was the first to link women explicitly to the peace and security agenda. It urges all actors to incorporate gender perspectives in peace and security efforts and to increase the participation of women. UNSCR 1325 is considered a landmark resolution as it validated a significant body of policy work and advocacy-based research from after WW1 to the present day including the *Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)* in 1979. UNSCR 1325 draws on the powers of the UNSC to maintain international peace and security under the UN Charter, and builds on an existing body of international regulations comprising international humanitarian law, international criminal law and international human rights law.

1.3 UNSCR 1325 acknowledges that women and girls, men and boys experience armed conflict differently whether they be refugees or other internally displaced persons. 'It also recognises the under-valued and under-used contributions that women make to conflict prevention, peace keeping, conflict resolution and peace building.'² There are four main themes of the WPS agenda, which are known as the four Ps: prevention, participation, protection and perspective.

1 United Nations Security Council Resolution 1325 (2000) - *UNSCR 1325: Women Peace and Security* (WPS) of 2000.

2 Multi-National Force Standard Operating Procedures, Part C, Chapter 8, Annex G.



1.4 **Participation:** recognising the important role that women already play in all aspects of peace and security, and enhancing women's meaningful participation. This applies both domestically and overseas, through working with international partners to empower local women to be involved in formal peace and security activities in fragile, conflict and post-conflict settings in which Australia is operating.

1.5 **Prevention:** incorporating a gender perspective in conflict prevention activities and strategies and acknowledging the role of women in preventing conflict.

1.6 **Protection:** protecting the human rights of women and girls by working with international partners to ensure their safety, physical and mental wellbeing, and economic security and equality. It includes special consideration for protecting women and girls from gender-based violence.

1.7 Encompassing all these themes means taking a **gender perspective:** to provide us with *a better understanding* of the circumstances we are operating in. A gender perspective enables an air operation in a conflict or post-conflict environment to respond effectively to the needs,

vulnerabilities, strengths, capacities and priorities of the population and the circumstances on the ground.³

“Never walk into an environment and assume you understand it better than the people who reside there....”

Kofi A. Annan Secretary General UN 1997 - 2006

1.8 Engaging with local women is crucial to acknowledge and address their unique security issues, so that they can participate in their own protection. Conflict prevention lies at the core of the WPS agenda. UNSCR 1325 reaffirmed the important role of women in preventing and resolving conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstruction. It also stressed the importance of women equally and fully participating in all efforts to maintain and promote peace and security. UNSCR 1325 urged all actors to increase the participation of women and incorporate gender perspectives in realising peace and security.

Between 1992 and 2011, just 2% of chief mediators and 9% of negotiators in formal peace processes were women.

Castillo Diaz and Tordjman (2012). *Women's Participation in Peace Negotiations*.

1.9 Conflict can exacerbate existing inequalities within a community power structure, leading to increased sexual- and gender-based violence. UNSCR 1325 calls on all parties to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, in situations of armed conflict.

1.10 **Additional and Related UNSCRs.** Because of both ongoing conflicts that involve systematic violence against civilians, gender-based sexual violence, and some countries reluctance to adopt UNSCR 1325 has led to the UNSC to pass seven additional WPS resolutions since 2008. These subsequent resolutions comprise the WPS agenda for addressing gaps in UNSCR 1325 and reinforcing the WPS agenda. They expand the

3 Australian Civil-Military Centre, 2015, *Women, Peace and Security: Reflections from Australian Male Leaders*, p.34

<p>UNSCR 1325 (2000) Women, Peace and Security</p> <p>Affirms the importance of women and the inclusion of gender perspectives in peace negotiations, humanitarian planning, peacekeeping operations and post-conflict peacebuilding and governance.</p>	<p>UNSCR 1612 (2005) Children and Armed Conflict</p> <p>Reinforces the applicability of international law relating to the rights and protection of children in armed conflict, including child soldiers and exploitation.</p>	<p>UNSCR 1674 (2006) Protection of Civilians</p> <p>Reaffirms that parties to armed conflict bear the primary responsibility to take all feasible steps to ensure the protection of affected civilians.</p>
<p>UNSCR 1820 (2008) Women, Peace and Security (Conflict Related Sexual and Gender Based Violence)</p> <p>Recognises sexual violence as a tactic of war and a matter of international peace and security that necessitates a security response.</p>	<p>UNSCR 1888 (2009) Women, Peace and Security (Conflict Related Sexual and Gender Based Violence)</p> <p>Reiterates that sexual violence exacerbates armed conflict and impedes international peace and security and addresses CRSGBV through high-level leadership, judicial response and improved reporting.</p>	<p>UNSCR 1889 (2009) Women, Peace and Security</p> <p>Calls for development of set of indicators for use at the global level to track implementation of UNSCR 1325 and highlights women's participation and inclusion in peace processes and post-conflict peacebuilding.</p>
<p>UNSCR 1960 (2010) Conflict Related Sexual and Gender Based Violence (CRSGBV)</p> <p>Calls for an end to sexual violence in armed conflict and establishes monitoring and reporting measures aimed at prosecuting perpetrators and ending impunity.</p>	<p>UNSCR 2106 (2013) Conflict Related Sexual and Gender Based Violence (CRSGBV)</p> <p>Reaffirming commitments to address CRSGBV and establishes monitoring and reporting mechanisms on sexual violence in conflict to support avenues of justice.</p>	<p>UNSCR 2122 (2013) Women, Peace and Security (WPS)</p> <p>Strengthens the implementation of 1325 and links gender equality and women's empowerment to international peace and security.</p>
<p>UNSCR 2242 (2015) Women, Peace and Security (Countering Violent Extremism)</p> <p>Calls for better resourcing for the implementation of 1325 and greater integration of agendas on WPS, counter terrorism and countering violent extremism.</p>	<p>UNSCR 2272 (2016) Sexual Exploitation and Abuse in Peace Operations</p> <p>Addresses sexual exploitation and abuse in peace operations including repatriation of military/formed police units where credible evidence of widespread or systemic sexual exploitation and abuse exists.</p>	<p>UNSCR 2331 (2016) Human trafficking (HT)</p> <p>Recognises the increased use of human trafficking in armed conflict as a means of exploitation, including prostitution or other forms of sexual exploitation, forced labour, slavery or the removal of organs.</p>

Source: Davies, S. & Lee-Koo, K, 2018, ASEAN-Australia Women, Peace and Security Dialogue: The Implementation of the Women, Peace and Security (WPS) Agenda: ASEAN and the Region, p.10, Monash University, Monash Gender, Peace and Security; UN Women, 2017, Poster: Security Council Resolutions: Women, Peace and Security, available at <http://www.unwomen.org/en/digital-library/publications/2017/1/poster-security-council-resolutions>

Table 1 - Related Women, Peace and Security Resolutions

protection of civilians and specifically urge member states to develop and adopt a national action plan (NAP) for WPS. These resolutions together provide many important operational mandates with implications for member states and the entities within the UN system. Currently, six themes describe the WPS agenda:

- Protection of civilians (POC)
- Children and armed conflict (CAAC)
- Conflict related sexual and gender based violence (CRSGBV)
- Sexual exploitation and abuse (SEA)
- Counter violent extremism (CVE)
- Human trafficking (HT).



National Action Plans

1.11 As of April 2018, 74 nations have created a national action plan (NAP). They vary considerably in content, structure and size and, given an individual country's history, capacity and current political situation, this NAP can be internally and / or externally focused. A country with no recent experience of conflict, eg Norway, will externally focus often by prioritising its NAP activities, such as UN peacekeeping missions in other countries, and experiencing conflict and post-conflict. Conversely, the activities of a conflict-affected country's NAP, eg Afghanistan, are often internally focused. They must increase women's participation in security and build the local capabilities of women and men within communities.

Australian National Action Plan 2012–2018 (NAP)

1.12 The Australian Government released its NAP: Women, Peace and Security (NAPWPS) in 2012.⁴ It identifies strategies and actions, and also measures how well that Government and non-Government organisations fulfil their responsibility domestically and overseas. They are obligated to implement the five thematic areas of UNSCR 1325 and related resolutions: prevention, participation, protection, relief and recovery, and normative. Defence is the agency responsible for 17 out of 24 actions.

The Defence White Paper

1.13 Chapter 5 of the *Defence White Paper 2016* highlighted its responsibility for actioning the NAP and contributing to the WPS agenda.⁵ It held that security, stability and peace can be achieved only by taking a gender-inclusive approach to conflict resolution and peacebuilding.

4 Commonwealth of Australia, 2012, *Australian National Action Plan (NAP) on Women, Peace and Security 2012-2018*

5 Australian Defence White Paper of 2016 (Section Two – Capability, para 5.79, p.137) and CDF Directive 07/2016 to Director National Action Plan Women Peace and Security

MANDATORY REPORTING OBLIGATIONS AND LEGAL REQUIREMENTS

1.14 Grave Violations against Children. Girls and boys are more vulnerable to certain kinds of threats and violations based on their distinct gender roles within their societies. The six grave violations against children (ie those under 18 years old), where it is mandatory to monitor and report incidents are:

- Killing and maiming
- Recruitment and use of child soldiers
- Abduction
- Rape and sexual violence
- Attacks on schools and hospitals
- Denial of humanitarian access.

1.15 Conflict Related Sexual and Gender Based Violence (CRSGBV). CRSGBV differs from normal SGBV as it is used deliberately as a tactic and weapon of war. The systemic, wide spread violence of CRSGBV against the population can indicate a broader threat and a deteriorating security situation. CRSGBV can include, but is not limited to, the following:

- Rape
- Forced prostitution
- Trafficking in persons
- Abductions — sexual slavery
- Harmful traditional practices, early/forced marriage, honour killings
- Forced sterilisation, enforced pregnancy, mutilation of sexual organs
- Inappropriate medical examinations
- Indecent assault
- Strip searching.

1.16 Child Labour. Children must not be exploited for labour. During operations, this is pertinent to the arrangement and execution of commercial contracts with local providers. The integrity of our actions can affect the legitimacy of the whole operation. Prohibited employment for children involves:

- Work that is done all day by children under the age of 15
- Work that prevents children from going to school
- Work that is dangerous and may hurt children physically, emotionally or mentally.

Reporting Requirements

- In keeping with the primacy of rules of engagement (ROE), remain sensitive to, and do not interrogate, victims.
- Report to the chain of command and ADF Investigative Service (ADFIS) immediately if any of the above incidents are witnessed and/or reported to you (including ‘informal’ reports).
- ADF Chain of Command (CoC) is to report as per the normal operational incident reporting (IR).
- Consider reporting to multi-national HQ, if relevant.
- Seek further advice if required from a legal officer in theatre.

UNDERSTANDING GENDER

Gender Frameworks

1.17 As demonstrated in Figure 1, WPS and GiAO overlap many other lines of effort, agendas and concepts currently underway across the Australian Defence Organisation and within Air Force. It is important to note that WPS and GiAO substantively differ and are independent of Pathway to Change and other cultural reform programs given their outward focus. However, they are dependent on these same cultural reform programs to provide the necessary enabling foundations through increasing women's participation in Air Force, especially in non-traditional roles that are foremost under the GiAO portfolio as it relates to security and air load capabilities.

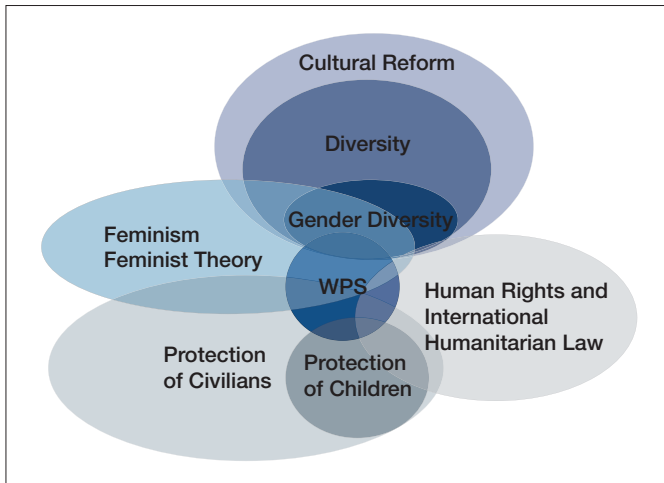


Figure 1 - Gender Frameworks

1.18 What distinguishes GiAO is its importance to the focus on air operations and the essence of WPS in global security initiatives and conflict prevention and protection. For example, implementing dominant tasks directed under the NAP, such as deploying more women on UN

operations or using mixed gender/female engagement teams in conflict areas, is supported by the organisational strategy. Such support increases the overall workforce participation of women, and focuses Air Force on non-traditional roles.

Gender Concepts

1.19 The integration of a gender perspective in air operations brings together applied gender analysis and the practice of operational planning. Having a gender perspective begins with comprehensively understanding gender theory and then applying it to Air Force capabilities.

1.20 **Sex** and **Gender** are distinct but related concepts by which we define elements of the population. Sex refers to the biological characteristics of women and men whereas gender refers to the social attributes prescribed to each sex.

Sex	Gender
Sex refers to the biological characteristics of men and women. These characteristics are genetic and their differences are limited to physiological reproductive functions.	Gender refers to the social attributes associated with being male and female, which are learned through socialisation and determine a person's position and value in a given context . These attributes are socially constructed and are not biological, hence not constant and could be changed over time. Notably, gender does not equate to women .

Source: Nordic Centre for Gender in Military Operations, 2015, *Whose Security? Practical Examples of Gender Perspectives in Military Operations* 2015.

Table 2 - Gender Concepts

1.21 **Gender Relations** describe how women and men associate, how power is distributed, responsibilities are allocated and social expectations and how values are assigned to and vary between groups of people. 'A gender relations approach to policy means attending to the ways in which interactions between diverse women and men, and the circumstances

under which they interact, are relevant to the existing or proposed policy.⁶

1.22 **Gender Norms** refer to the societal standards and expectations (formal and informal) that dictate the types of behaviour considered acceptable, appropriate, and desirable based on actual or perceived sex or sexuality. If learned early in life, gender norms can establish a life cycle characterised by gender socialisation and stereotyping.⁷

1.23 **Gender Mainstreaming** refers to assessing the implications for women and men of any planned action, including legislation, policies or programs throughout an organisation. It aims to make the concerns and experiences of women as well as men fundamental, so that both genders benefit equally and inequality is not perpetuated.⁸ This aim applies to designing, implementing, monitoring and evaluating policies and programs in all political, economic and societal spheres.

1.24 **Empowerment** manifests itself as how power (between nations, classes, races, genders or individuals) is redistributed and patriarchal ideology is challenged. This empowerment occurs by transforming structures and institutions that reinforce and perpetuate gender discrimination and social inequity.⁹ It is important to recognise that **institutions** themselves are not, as often assumed, ideologically neutral but rather produce, reinforce and reproduce social difference and inequity.¹⁰

1.25 A **Gender Perspective** requires looking at a situation from two angles: through one lens, we view the realities, needs, perspectives,

6 SA Office for Women and University of Adelaide, 2005, *Gender Impact Assessment Implementing the Netherlands Model*, South Australia Office for Women, p.10.

7 Developed by Anu Mundkur and Juliet Hunt for the Australian Council for International Development.

8 United Nations Economic and Social Council, 1997, Report of the Economic and Social Council for 1997, p. 28.

9 Batliwala, S. 1994, 'The meaning of women's empowerment: new concepts from action', p. 130 in G. Sen, A. Germain and L.C. Chen (eds.), *Population Policies Reconsidered: Health, Empowerment and Rights*, Harvard, Massachusetts, Harvard University Press, pp. 127-138.

10 Kabeer, 1994, 'Reversed Realities: Gender Hierarchies' in *Development Thought*, London cited in March, C., Smyth, I. & Mukhopadhyay, M. 1999, *A Guide to Gender-Analysis Framework*, Oxfam, Great Britain.



interests, status, and behaviour of men and boys, and through the other we view those of women and girls. Together, they help us understand gender dynamics and provide a comprehensive view of a situation or society. At the global strategic level, the gender perspective is focussed on supporting enduring peace and stability through the prevention of conflict, protection from violence during times of conflict and instability and capacity building measures for the participation of the local population to rebuild. At the operational level, it provides a more comprehensive appreciation of the battlespace and human terrain by considering the needs of and effects on the total population. At the tactical level, it provides an additional dimension to military's course of action (COA) to better understand how we affect the lives of men, women, boys and girls to ensure it is not divergent with the strategic goal of returning the population to a state of peace and stability.

1.26 While analysing gender can apprise us of the situation, we need to do so thoroughly by using a second-tier analysis to 'scratch below the surface' and thus understand gender completely rather than superficially. The table that follows outlines what needs to be asked.

Not just asking...	Also asking...
Who is talking?	Who is listening?
What does the population do?	Who does what?
Who is included	Who participates?
Who is invited?	Who is present?
What has changed?	Who is affected by the change?
Who gains?	Who loses?

Source: Nordic Centre for Gender in Military Operations, 2015, *Whose Security? Practical Examples of Gender Perspectives in Military Operations 2015*.

Table 3 - Applying a gender perspective

1.27 **Gender Analysis** is the ‘systematic gathering and examination of information and data on the population’s demography, gender differences and social relations to understand the human terrain.’¹¹ A gender analysis is crucial as it ‘highlights the differences between and among women, men, girls and boys in terms of their relative distribution of resources, opportunities, constraints and power in a given context. Performing a gender analysis allows the development of responses that are better suited to remedy gender-based inequalities and meet the needs of different population groups’¹².

1.28 **Sex-Disaggregated Data** describe data cross-classified by sex and thus the separate information applying to men and women, and boys and girls. These data reflect roles, real situations, the general conditions of women and men, and girls and boys in every aspect of society.¹³ While sex-disaggregated data vitally inform policies and practices, they only allow the situation to be analysed at a macro-level. The value of the analysis emerges when the data are then interpreted with using ethnicity, religion, and access to and control of resources. These factors

11 Multi-National Force Standard Operating Procedures, Part C, Chapter 8, Annex G.

12 Principles & Elements. 1st ed. Stockholm: Swedish International Development Cooperation Agency, 2015.

13 UN Women, 2017, *Glossary*, accessed 7 Aug 17, <https://trainingcentre.unwomen.org/mod/glossary>.

can disproportionately affect the meaning of the raw data. Disaggregated data draws out the causes and factors associated with them that more accurately represent and thus better explain the situation.

In Air Force we use sex-disaggregated data all the time to determine the participation rate of women and men in our organisations. However, to accurately analyse the data to inform policy and meet strategic intent, it is essential that we overlay that data with other information such as age, employment group, rank, years of service etc. By doing this we can ensure that policies and strategies that are developed to address the female workforce participation rate are targeted and measureable.

1.29 Intersectionality. Whilst a gender analysis focuses holistically on the gender categories of men, women, boys and girls, it is important to recognise that these four distinct groups are not themselves homogenous. All women should not be compared to all men. As with any analysis, data must be interpreted with overlays – in the gender context, this may include ethnicity, religion, access to and control of resources that have a disproportionate effect on the meaning of the raw data. Referred to as intersectionality, within each group, women's or men's needs, interests and priorities will vary depending on their upbringing, culture, class, ethnicity, religion, age and education.¹⁴ This is also affected by regional considerations, where gender considerations will vary based on where people live from urban to rural (ie. roles and responsibilities, infrastructure, communication, education etc). These multi-layered factors create additional complexities and sub-groups of how men, women, boys and girls are affected.

14 OSCE, 2009, *Gender and Early Warning Systems: An introduction*, p.3.

IMPACT OF GENDER PERSPECTIVES IN AIR FORCE OPERATIONS

The Gendered Impact of Conflict, Instability and Disaster

1.30 Due to social and cultural norms, men and women will likely experience conflict, instability and disaster differently. Men are more likely to suffer directly as a result of the conflict, traditionally making up the majority killed in armed combat, while women tend to suffer more indirectly from the conflict through health, economic, social and security factors. Men and women may also be taught different ways of dealing with conflict based on their upbringing and therefore react differently to situations. It is also acknowledged that men and women experience different forms of violence both in terms of the act of violence itself and the social implications from that violence that have lifelong affects. Men and women may also display power and influence differently with male power structures being more overt and authoritative, where women often hold powerful (but hidden) informal influence within communities.

1.31 Women and girls often suffer disproportionate effects of instability and conflict due to socially and culturally constructed gendered norms. Due to their often lower social status in the community, as well as their vulnerability from a physical security perspective, women are more likely to have difficulty in accessing food, water and information. This is exacerbated by the expectation that they are often the primary care giver and are therefore responsible for caring for children, immediate and extended family members. Women and girls are often raped and sexually exploited during times of conflict and instability, with sexual and gender based violence dramatically increasing during times of conflict and instability. Reporting an act of violence is often impeded not only by fear of stigmatisation and being ostracised by their communities, but may be futile in terms of being investigated and prosecuted, exacerbated by deteriorating security structures and systems during instability.

1.32 Men and boys are also affected by conflict but in different ways and to varying degrees due to the different expectations and roles they have in society. Men may find it difficult to support their families if they are

required to join the conflict, or due to their gendered social roles may not know how to care and provide for their family if the wife/mother is injured/killed. Sexual and gender based violence is also used against men to shame and blackmail them into participating in conflicts. Similarly, boys are often vulnerable to recruitment as child soldiers against their will through kidnapping or threats to their family. In a post conflict setting, men who were injured during the conflict may then no longer be able to provide for their families economically or physically.

Second and Third Order Effects

1.33 At a macro level, the application of a gender perspective can highlight the obvious direct (and differing) impact for men, women, boys and girls. However, the analysis of potential second and third order effects arising from our actions may reveal consequences that were unintended, unrelated or not immediately visible. For example, if the military target is a bridge in a community that is being used as a main route by the enemy to transport weapons, this same bridge may also provide the only route for the local population to gather supplies such as water and firewood. Although destroying this target may provide a military advantage against the enemy, the second order effect may mean that, due to the gendered social roles, women need to travel further afield, on unfamiliar and less secure, well-known or well-lit routes to gather water and firewood.

1.34 The third order effect of this is likely to mean women are then more vulnerable and at an increased risk of sexual and gender based violence due to these factors. Another practical example that demonstrates potential flow-on effects is in a 'refugee camp the task of redistributing food is generally performed by men. Thus, relief workers (also largely male) tend to assign this work to men. The effect is two-fold. First, the supplies are often siphoned off and used in exchange for weapons or profit, and second, women's subordination to men increases.'¹⁵ Using this same example, recent Humanitarian Assistance and Disaster Relief

15 Scheimdel, S. (date unknown), 'Gender and Early Warning in *HOMMES ARMÉS, FEMMES AGUERRIES*, p.59
http://graduateinstitute.ch/files/live/sites/iheid/files/sites/genre/shared/Genre_docs/2888_Actes2001/05-schmeidl.pdf

(HADR) operations have shown the different distribution strategies employed by local men and women when distributing aid supplies. Women involved in the distribution of supplies tend to yield a more equitable and collegiate distribution of aid supplies across community and family groups.

Early Warning Indicators

1.35 Early Warning Indicators (EWI) allow the force to anticipate and respond to instability or a change in the environment before it occurs in order to restore stability sooner and more effectively. “It involves the systematic collection and analysis of information from areas of crisis to anticipate the escalation of armed conflict [or deterioration of security or stability]”¹⁶. The effectiveness of EWI relies on a comprehensive understanding of the gender indicators and gender dimensions of the situation. It requires the analysis of historical trends to establish the gender norms and current data to be able to anticipate and identify changes in the environment. “Taking note of longstanding trends that may be present before the outbreak and escalation of acts of violence can improve early warnings and lead to a more robust response.”¹⁷

The Operationalisation of the Women, Peace and Security Agenda

1.36 Building on the principles of UNSCR1325+, applying a gender perspective to air operations aims to acknowledge and understand the different effect conflict, instability and disaster can have on men, women, boys and girls. Through considering the differing needs, priorities and influences of the total population, we seek to minimise the adverse impact of our actions and set more permissive conditions for the local populations in which we operate. As a result, the inclusion of a gender perspective contributes to enduring peace and stability in conflict affected and destabilised societies. However, with the militarisation and operationalisation of the Women, Peace and Security agenda, it must not be seen as an operational tool for the exploitation of military

16 OSCE, 2009, *Gender and Early Warning Systems: An introduction*, p.2

17 OSCE, 2009, *Gender and Early Warning Systems: An introduction*, p.3

advantage. “Such approaches focus on the operational effectiveness of military or police strategies which seek to forestall an imminent threat, however do so in ways that may threaten women and women’s rights. For example, approaches that identify local women as useful sources for intelligence gathering may sacrifice women’s physical safety; women’s trust and standing in the community, and side line or marginalise gender equality goals (eg. Community building and family resilience)”¹⁸

1.37 At its core, UNSCR 1325+ is founded on the principles of prevention and protection and minimising the adverse effects and outcomes for women and girls (and men and boys) towards the achievement of enduring peace and stability. Therefore, the Women, Peace and Security themes of prevention (of conflict) and protection must form the underlying narrative when applying the gender perspective as a means to ensure we ‘do no further harm’ to the population by our military actions and decisions and thereby inhibit or prolong the recovery for the population. We must understand the intent of UNSCR 1325+ and how it relates to the Air Force operational mission. Often, the limits of our mission will affect our ability to influence outcomes for the population but should not preclude us from providing the most permissive favourable conditions possible for the population.

18 Trojanowska, B., Lee-Koo, K and Johnson, L, 2018, *National Action Plans on Women, Peace and Security: Eight Countries in Focus*, Monash Gender Peace and Security Department

OPERATIONAL APPLICATION OF A GENDER PERSPECTIVE

1.38 Applying a gender perspective across all stages of operational planning and execution allows for more accurate mission analysis and greater understanding of the operational picture. While not all military missions or tasks will have a gendered element to them, it is essential that the gender perspective is deliberately considered during the planning and execution phases of all operations. The implementation of a gender perspective provides an opportunity to achieve better operational outcomes through a greater understanding of the operational environment, and therefore is a force enabler. Failure to consider a gender perspective in operations potentially introduces additional threats or risk to personnel and the mission.

1.39 The identification and understanding of the needs, influences, priorities, strengths and capacities of men, women, boys and girls helps to comprehend the gender dynamics of the populations in the area of operations (AO). This can allow our military actions and decisions to be more effective and tailored to the needs and outcomes of the population. “A gender perspective helps to reveal solutions and courses of action that may otherwise be overlooked in highly localised, context-specific, socially and culturally sensitive conflicts”¹⁹. Considering and understanding the needs of the total population enhances force acceptance within the local population, thereby also contributing to the overall mission success.

A flexible Air Force is responsive to the changing nature of what it is required to do. Activities such as irregular warfare, humanitarian assistance, disaster relief and nation-building involve a variety of capabilities.

AAP 1000–D, *The Air Power Manual*, 6th edn, p.205

19 Trojanowska, B., Lee-Koo, K and Johnson, L, 2018, *National Action Plans on Women, Peace and Security: Eight Countries in Focus*, Monash Gender Peace and Security Department

Air Power in an Effects-Based Approach

1.40 ‘Despite technological advances, there remains the potential for military force to create effects that are counterproductive to the desired national outcomes. For example, collateral damage or unintended civilian death occurring because of Air Force employing kinetic weapons could prove to be highly counterproductive to the aims and objectives sought by Government in the conflict.’²⁰ It is here that integrating a gender perspective in air operations will have the greatest beneficial impact for Air Force operations by gaining a more thorough understanding of the operating environment and its populations.

Kinetic & non-kinetic effects which consider gender experiences are more effective in realising strategic outcomes, as opposed to tactical wins.

The Human Terrain

1.41 Essential to operations are human terrain factors and this is directly affected by the gender characteristics of populations. Human terrain factors influence threat and friendly forces. The interplay of these factors creates threats and opportunities across the battle-space that affects all operating domains.

1.42 To operate effectively as part of a fully integrated force in this environment, Air Force must first understand how the application of air power directly and indirectly affects human terrain to feed into the integrated battle picture. By applying a gender perspective throughout planning, execution and assessment of air operations, Air Force is better equipped in understanding human terrain and how it affects tactical tasks, operational objectives and strategic goals of the operation.

1.43 For example, engaging with both men and women in operations, local communities and host nations, enables the commander access to a broad understanding of the entire communities’ needs. Understanding the different influences that women exercise within the family and the

20 Commonwealth of Australia, 2013, Australian Air Publication AAP 1000–D, *The Air Power Manual*, 6th edn, p.37.



community in different societies, including hidden influences, can be essential to achieve effects in what appears to be a male-gender battle space. However, this must be balanced against any potential risk such engagement may cause to vulnerable people. This is where understanding gender sensitive indicators can provide early warning signs of a change in the battlespace and potential new threats.

Operational Planning

1.44 A gender perspective should be mainstreamed across all aspects of capability that focus on the raise, train, sustain activities required to prepare forces or specific capabilities to specified levels of preparedness to meet the needs of Government. GiAO is expected to span across the temporal domain from deliberate long-term exercise planning to immediate crisis response operational planning.



1.45 To achieve a fully integrated gender perspective in air operations, implementation must begin at the initial stages of operational planning. For Air Force, this is achieved through the A5 and Air Operations Centre (AOC) Strategy Division's development of a Joint Air Operations Plan (JAOP) using the Joint Military Appreciation Process (JMAP). Integration of a gender perspective at this early stage of planning is essential as the JAOP will detail the commander's intent for each phase of an operation and guides employment of the air capabilities and forces made available to accomplish missions assigned by the Joint Force Commander.

1.46 The integration of a gender perspective begins with the conduct of a gender analysis during the intelligence preparation of the operational environment and is a continual and iterative process through the operational planning cycle. The gender analysis is used to inform and build the gender appreciation of the operational environment, specifically the human terrain, to support mission analysis and course of action development. This ensures assigned tasks and objectives achieve

operational success while minimising adverse effects to vulnerable populations.

1.47 Building from this, a gender perspective is then needed to be applied across all operational planning considerations. The gender perspective informs the Commander on how gender elements of the operational environment and assigned tasks can influence force projection, reputation and population support, and therefore the overall achievement of operational objectives. Importantly, the gender perspective is relevant throughout all stages of conflict, post-conflict, rebuilding and re-stabilisation, to support inclusive enduring peace in conflict affected societies.

Air Operations Execution

1.48 Gender tasks should be included in all areas of an operation order (OPORD) and not just confined to the gender support annex assigned to the gender network. It is essential that functional areas can integrate a gender perspective as part of their respective planning functions.

Air Tasking Order (ATO) Planning Cycle.

1.49 Execution of air operations is completed through a 72 or 96-hour ATO planning cycle that supports a 24-hour execution period. The five phases of the ATO planning cycle are: Strategy Development, Target Effects and Techniques (TET), Master Air Plan (MAP), Execution, and Operational Assessment. A gender perspective should be applied across these phases of air planning and appropriate guidance delivered through the JFACC's Air Operations Directive to ensure our tactical actions and impact on vulnerable populations aligns to the JFACC's intent. For example, an AOC's planning activities should assess the different security concerns of men, women, boys and girls in operations to support appropriate kinetic targeting that does not adversely impact communities. Understanding how our actions may affect women and men differently and how their social status may change because of air operations is inherent to ensure comprehensive mission success.

Force Design and Posture

1.50 Operational planning staff must include GiAO considerations as part of their deliberate planning to support air and joint force structure and posture determinations. This may include increasing the number of women on deployment, ensuring there are mixed gender teams across all functions and the allocation of specific genders to roles dependent on the operational requirement. A recent example of this is the deliberate selection of male Air Force members to fulfil the Host Nation Liaison Officer role in the UAE.

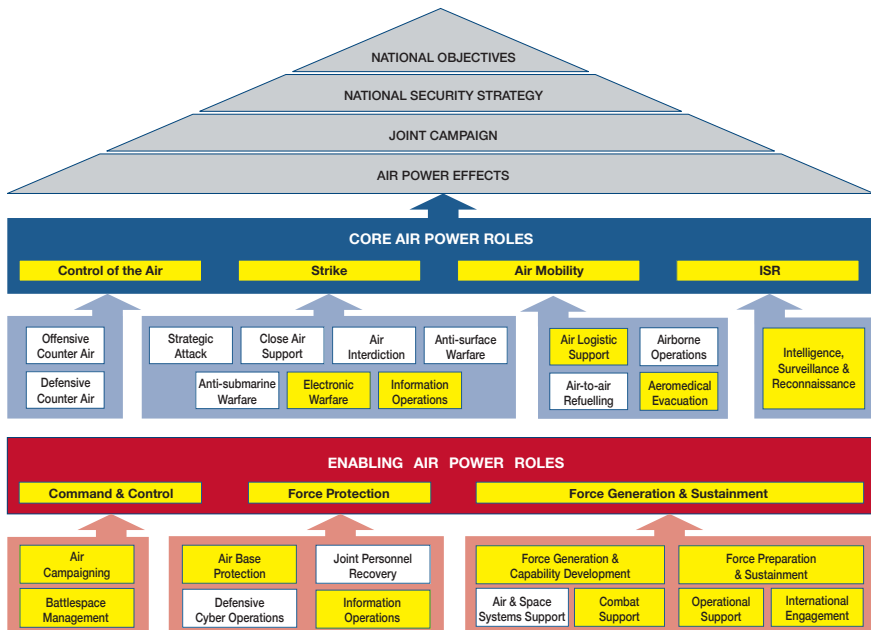
Lessons Learned

1.51 As the GiAO capability continues to evolve it is essential that a specific assessment plan is established to identify measures of performance and measures of effectiveness to aid in identifying lessons learned to improve processes. This process should also include, where applicable, the sharing of best practice of Gender Advisor capability through International Engagement. Lessons learned through this process would also inform future preparedness and force structure requirements.

APPLICATION TO AIR POWER

Core Air Power Roles

1.52 The applicability of a gender perspective is relevant across many of the core and enabling air power roles to varying degrees and applications. While some lines of operations will correlate directly, other lines of operation more implicitly relate capability to the impact of a gender perspective. The Air Power Pyramid (Figure 2) has been used to highlight the elements of air power (in yellow) that are most relevant to the application of a gender perspective in air operations.



Source: AAP 1000–D, *The Air Power Manual*, 6th edn, p.49

Figure 2 - The application of a gender perspective in air power roles

Control of the Air

1.53 **Permissive Regional Environment.** Principles of GiAO have indirect links to control of the air. The ability to project air power for Offensive Counter Air (OCA) and Defensive Counter Air (DCA) is dependent on reach. Australia's geographical isolation often requires us to be able to create a tolerant environment for basing air platforms so that we may launch and recover within countries neighbouring the AO.

1.54 This tolerant environment can significantly feel the impact of changes in the human terrain within a conflict zone. For example, increased numbers of internally displaced persons (IDPs) within conflict zones can result in mass movements of civilians across both the AO and the region. Typically, this type of mass movement results in increased political tensions and security concerns, and can affect the use of airspace and/or air-basing facilities.

Strike

1.55 **Electronic Warfare.** Measures that affect communication networks and civil information infrastructure may impact upon the flow of information to the civilian population, communication between segments of the population, and emergency services. In such situations, women and children may be disproportionately affected as they are cut off from essential services and support networks, particularly in more regional and remote areas. This could result in a strategic disadvantage to a mission even if the specific target is successfully prosecuted as planned.

1.56 **Information Operations.** Information Operations (IO) actions done correctly can produce strategic effects and greatly decrease the necessity for kinetic action. Employed incorrectly, they can produce negative effects that, in the modern context, have the potential to overshadow all other military activities and successes.²¹

21 Commonwealth of Australia, 2013, Australian Air Publication AAP 1000–D, *The Air Power Manual*, 6th edn, p.63



1.57 IO describes the coordination of communication events to a target audience and thus influence, protect and improve our decision making and actions in support of national interests. When analysing the communication environment, we should take a gender perspective by respecting the target audience's demographics and adversary and friendly information objectives. For example, we should consider both the specific difficulties that different genders face in accessing information, and our methods of delivering it in IO operations to achieve the objectives we seek.

By talking to and seeking advice from the people feeling insecure, we will enhance the operational effect in providing a safe and secure environment. These connections can also give the mission valuable information that it would not have received in any other way.

Nordic Centre for Gender in Military Operations, 2015, p.30

“A gender perspective is much more than female members in a team. It means having and using knowledge about the gender roles and situations of both men and women in all activities of a mission.”

AAP 1000-D, *The Air Power Manual*, 6th edn, p.63

1.58 Coordination will then be crucial to ensuring GiAO alignment to desired strategic effects and to de-conflict with other information related capabilities. If done well, GiAO has the potential for massive, positive information effects that support the Commander’s desired end state.

Air Mobility

1.59 Gender in military operations is most prominent in the air mobility role. Air mobility provides personnel and supplies across the full spectrum of conflict including the conduct of other ADF operations that closely engage or cooperate with foreign governments and local populations in times of disaster.

1.60 Humanitarian Assistance and Disaster Relief (HADR) assists and relieves areas under natural disaster by providing them with



reconstruction personnel and supplies. HADR needs to accept the different impact that disaster has on women, men and children during times of societal stress and collapse. This impact of HADR on displaced and vulnerable people can be increased if the relationship between the target population's gender and its needs are considered during the planning and execution of HADR. For example, ensuring that gender-specific supplies (e.g. baby formula and dignity kits), as well as food drops and other aid, occurs at times and places that allow all citizens to access them. Providing such basic needs can assist vulnerable populations to recover.

1.61 Non-Combatant Evacuation Operations benefit from better understanding gender interactions in different cultures. Intelligence should be available to those planning such operations so that they understand the gender-specific needs of each population. Such intelligence will ensure better operational outcomes and mission success. Variations in social gender may mean that men and women have different access to identifying personal documents that the evacuee handling centre might need from embarking evacuees (eg a family patriarch may hold the documents for the whole family, so unaccompanied women may



have no papers). For some cultures, it might be pragmatically necessary to maintain separation between men and women during process handling and transportation. However, other cultures may place higher value on maintaining family units, including extended families where grandparents have similar status as parents in nuclear families.

1.62 Those leading **Aeromedical Evacuations** need to apply relevant gender concerns about how medical care is administered and how male and female casualties and children can best be treated. These concerns relate to the transport configurations, demographics and skill sets of medical staff, and the specific needs of women. For example, treatment and facilities to care for pregnant and breastfeeding women, and women injured because of sexual violence, can change when conditions demand different capabilities. These conditions may be when women need greater privacy, when male and female patients need to be treated separately, and when mixed-gender medical teams are responsible for treatment. Such aspects should be considered during the planning phase.

1.63 It is imperative that gender aspects are factored into delivering **Air Logistics Support** to ensure aid and cargos being delivered are tailored to meet the target population's needs. It is also imperative that logistics support personnel, who are increasingly the first point of contact for vulnerable people, are trained and prepared to deal with difficult and confronting situations. For example, during times of heightened conflict, because gender- and sexual-based violence is more prevalent, assisting victims of sexual or physical assault may be necessary. Other broad examples of applying a gender perspective to air logistics support would include being compassionate when searching the bags of female passengers and arranging seating on aircraft.

Intelligence, Surveillance and Reconnaissance

1.64 **Intelligence Assessments.** Accurately analysing an operating environment entails taking a gender perspective when preparing the Joint Intelligence Preparation of the Operational Environment.²² This

22 Joint Intelligence Preparation of the Operational Environment (JIPOE) is a component of joint operations planning and provides specific inputs to the Joint Military Appreciation Process (JMAP) – ADFP 5.0.1 p 1A-1



perspective involves considering how the males and females may react differently to patterns of movement, leadership networks and the means of communication, in addition to variations in age and ethnicity. For example, changes in women's patterns of movement and actions can indicate changes in the security situation on the ground. Women may better understand it because they are primary carers and thus need to protect children from harm.²³

While the leaders of the society might say one thing, the actions of the population could reflect how they perceived the security situation

Nordic Centre for Gender in Military Operations, 2015, p.19

1.65 As behaviours and attitudes of vulnerable populations can both inform and have a great impact on the security situation, GiAO concerns

²³ Nordic Centre for Gender in Military Operations, 2015, *Whose Security? Practical Examples of Gender Perspectives in Military Operations* 2015, p.30

also need to be captured in the Commander's Priority Intelligence Requirements and Intelligence staff's indicator lists and matrices. This, in turn, can affect operational and tactical planning. For example, establishing or changing IDP camps, locating markets and wells, and the routes to access them, all provide a better appreciation of the human terrain in operations.

Enabling Air Power Roles

Air Campaigning

1.66 **Targeting** requires that all feasible precautions are taken to avoid and, for any event, minimise the collateral damage expected by attacks. A detailed understanding of the adversary, civilian populations, and own force operational capabilities and objectives are relevant to this obligation. Applying a gender perspective in analysing information and assessing intelligence allows greater clarity of the direct and indirect effects of targeting. It is important to consider whether the same military objective can be achieved through other means that minimise the effect on women and children.



Targeting fidelity and the precision of engagement are essential in operations, where actions to win the conflict must be carefully balanced against the need to create the preferred environment for the ensuing peace

AAP 1000-D, The Air Power Manual, 6th ed., p. 83

1.67 In conflict, women are affected more than men by the indirect effects of attacks. For example, destroyed recognised access routes for women to food and water can threaten women's security when they must find alternate paths through unknown terrain. This can expose women to social and territorial conflicts with different community groups, increasing their exposure to violence and sexual gender-based violence. Such scenarios can be avoided by analysing sex disaggregated data to identify the second and third-order impacts on communities that result from targeting. These impact gender roles and patterns of life of women and children within the AO.

Targeting fidelity and the precision of engagement are essential in operations, where actions to win the conflict must be carefully balanced against the need to create the preferred environment for the ensuing peace

1.68 **Battle-Space Management** is affected by the movement of human populations and thus benefits from considering gender when analysing battle space management because it leads to a more detailed understanding of second and third order effects of operational decisions. Conflict areas see increasing internally displaced persons so that the substantial movements of civilians across a battle space can influence air operations substantially.

Force Protection

1.69 'Protection of other valuable assets such as personnel and support systems, particularly when they are vulnerable on the ground, is critical to conducting effective air operations. A force that is unprotected, either at a home base or on expeditionary operations, is open to attack that can disrupt or prevent effective operations.'²⁴

²⁴ ibid, p.86



1.70 Security forces, medical personnel, combat communications operators and other personnel who regularly go outside the airbase and into community areas cannot afford to ignore engagement opportunities or asymmetric threats.



1.71 Population Protection Patrols and Mixed-Gender Engagement Teams. Patrolling activities provide opportunities to engage with the local population to enhance information gathering. Consultation with women and women's organisations helps the planning of patrol routes and schedules to enhance security. The gender-mixed engagement teams receive more information than the battalions in operations and more useful information than single gender engagement teams.²⁵

Force Generation and Sustainment

1.72 International Engagement (IE) relates to enhancing air power capabilities through forming relationships with allies, other partner nations,²⁶ and the local populations of host nation countries. Regional exercise planners should promote gender involvement in air operations to support such relationships. The relationship between IE and GiAO

25 Nordic Centre for Gender in Military Operations, 2015, *Whose Security? Practical Examples of Gender Perspectives in Military Operations* 2015, p.30

26 Commonwealth of Australia, 2013, Australian Air Publication AAP 1000–D, *The Air Power Manual*, 6th edn, p.108

also requires an increase in the proportion of women in representational, operational, and non-operational civilian advisory roles overseas. This should involve, but not be limited to diplomatic missions, personnel deployments, and Defence cooperation programs to strengthen operational objectives.

1.73 **Combat Support** involves providing facilities, services and products to support the delivery of air power. This provision requires an understanding about how the gender rights and privileges of woman and girls vary in a host nation. For example, IDP ablution blocks for males and females next to each other means that women in some cultures will not use them. Further considerations should also include increased lighting and security of common areas. Better understanding gender roles also leads to more effective host nation support. Deployment on airbases often relies on local contractors for logistical support and other civilian services to generate air power. For example, it is not always acceptable for female members to engage with local male suppliers to purchase goods; more women may be required in security forces to provide a female search capability, and cognisance of child slavery and abuse when engaging contractors in other countries.



APPLICATION ACROSS OPERATIONAL FUNCTIONS

1.74 The following breakdown of gender considerations within operational planning functions is provided as a guide only. While all operations and exercises will have in common some of the gender considerations within the functional areas, a separate gender analysis should always be undertaken to determine the final considerations and operational requirements for each activity.

A1 – Personnel

- Gender balance in personnel policy and programs
- OMD liability management and selection
- Codes of conduct & Standards of behaviour
- Incorporate GiAO into “in-country” briefs to broaden the cultural understanding for all members
- Composition of deployed force to include male and female members to ensure maximum mission effectiveness.
- Consider specific cultural needs of women and children in mortuary

A2 – Information / Intelligence

- Human terrain analysis: Understand that gender, as much as religion, ethnicity or economics, is a critical element of the human terrain
- Inclusion of gender analysis in Intelligence Preparation of the Battlespace, Priority Intelligence Requirements and Collateral Damage Estimation (CDE)
- Information collection including historical material on social practices and accepted norms and specific gender-based collection requirements for LETs and how gender perspectives and sensitivities impact information collection (HUMINT, risk assessments)

- Knowledge development through identification and confirmation (or otherwise) of assumptions
- Gender Analysis
- Integrating gender perspective into targeting processes

A3 – Operations

- Utilise a gender analysis to support planning for operations
- Integrate a gender awareness in execution of operations
- Conduct of search operations, HA/DR
- Operational reporting (eg. Sex disaggregated data)
- Processing men and women separately

A4 – Logistics

- Provisioning for own forces and population
- Infrastructure issues, priorities and reconstruction work
- Use, layout and allocation of facilities (e.g. evacuation handling facilities)
- Use of local contractors
- Stores and medical considerations specific for women, children and the elderly (including supplies and capabilities to treat victims of gender based violence)
- Route planning (e.g. conscious of access to food, water and power supplies for the population)
- Ensure contracting processes support small business and women owned businesses.
- Ensure all labour agreements are IAW with IHL and UN resolutions (e.g. no child labour)

A5 – Planning

Consider gender in the operational design of:

- COA Development
- Development of Force Structure (OMD)
- Disarmament, Demobilisation and Reintegration (DDR)
- Security Sector Reform
 - Relief and Recovery
 - Targeting
 - Information Operations and Psychological Operations
 - Inclusion of qualified GENAD plans staff at all stages of the planning process.

A7 – Training

- Embedding of UNSCR1325+ into collective training and exercises
- Pre-deployment training
- Single Service PMET training and UNSCR1325 awareness training

A8 – Capability

- Lessons learned
- Development of MOE's
- International Engagement
- Sharing and Development of Best Practice

A9 – CIMIC

- Engagement and liaison with vulnerable populations
- Meeting with relevant actors/ NGO's, IO, GO'S, including local key actors and authorities
- Conscious of emerging women leader and organisations to promote and incorporate women and their understanding of the population perspective

A06 – Legal Advisor

- Consider the gender dimension in international legal approaches to targeting, detention and post-conflict reconstruction
- Understand and implement gender lens in protecting vulnerable populations through Rules of Engagement
- Provide advice on the neglect or violation of human rights on vulnerable populations
- Enforcement of the Rule of Law

Strategic Communications

- Gender appropriate content and gender specific messages
- Appreciate the risk of spotlighting non-traditional activities of vulnerable groups in societies through media coverage and seeking agreement from individuals to do so (women in Islamic countries)
- Highlight GiAO themes and objectives in media opportunities

Chaplaincy

- Help identify how women are active in local religious communities and networks
- Provide guidance regarding engagement and liaison with women who are considered leader in local faith based organisations
- Advise on aspects of engagement with women from local faith and on faith traditions forces may encounter

ROLE OF THE GENDER ADVISOR

1.75 While all personnel need to understand the military application and implications of a gender perspective, air operations experience indicates that subject-matter experts (SMEs) are needed to support commanders, staff and Units. Gender advisors (GENAD) and gender focal points (GFPs) provide SMEs' advice to the Commander and staff on applying a gender perspective. While the GENAD or GFP may be male or female, her or his role in specific environments or countries may need to be female or male depending on the circumstances. For example, while a male would not be a suitable choice to speak directly to local women, a female would not be suitable to engage with senior local community leaders who are male.



Gender Advisor (GENAD)

1.76 As a specialist advisor to the Commander, the operational GENAD is responsible for ensuring UNSCR 1325+ and the gender perspective is integrated into the planning and conduct of operations. As part of this the GENAD will provide the gender analysis in collaboration with J2 staff and provide advice and input concerning the impact particular COAs may have on men, women, boys and girls. An operational GENAD has a primary role in its planning like that of a policy or legal officer. GENADs require both specific training to prepare them for their role and a thorough understanding of the military-planning process. From an organisational perspective, the GENAD is responsible for mainstreaming GiMO throughout Air Force doctrine/policy, training, staffing, exercise planning and execution and reporting/governance.

Gender Focal Point (GFP)

1.77 An officer or SNCO who is assigned the additional duty of GFP is responsible for integrating a gender perspective in that branch, headquarters or unit's staff work. GFPs are appointed by the Commander and while desirable, do not need to be formally trained.



TRAINING

1.78 This line of effort relates to individual, specialist and collective training and the mainstreaming of GiAO throughout the Air Force training continuum from initial military training through to employment training and on to post graduate education.

Individual Training

1.79 An on-line campus course, *Gender Perspective in Military Operations — Air Force (00012311)*, has been designed and implemented for initial awareness training in Air Force. This will ensure that every member has received a basic level understanding of gender in military operations during their initial military training, career and, in some cases, specialist training.

Initial Employment Training

1.80 Specific employment groups within Air Force will contribute significantly to delivering the GiAO objectives through the capability they provide in the deployed environment. Areas such as security, intelligence, air load, logistics, operations and personnel will all directly influence delivering the gender perspective during operations. Consequently, it is essential that the employment training for these groups provides comprehensive training on applying a gender perspective to their core role.

Specialist Training

1.81 Specialist training is required for GENADs, GFPs, and planning staff. Because demand for GENAD training is high, selection to attend specialist training is based on a capability requirement. Specialist GENAD training is required to either deploy on exercises or operations as a GENAD. There are currently two options for ADF endorsed GENAD training: the ADF Operational Gender Advisor Course (OP GENAD) or the Nordic Centre for Gender in Military Operations (NCGM) Gender Advisor course.

Pre-deployment training

1.82 Pre-deployment training on Gender in Military Operations is provided by 39OSB and the content of that training is managed by HQ JOC. Pre-deployment training for formed bodies is provided by single Service GENADs.

Training Development

1.83 Training relevant to GiMO must be approved by the GENAD, Headquarters Air Command, to ensure it aligns with the intent of the National Action Plan and is approved through appropriate governance and resourced accordingly. There is a significant amount of training available for various audiences and purposes.





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