Women, Peace, and Security in Professional Military Education

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Empowerment is the process of gaining authority, power, confidence, and control to perform various acts or duties autonomously.\textsuperscript{31}

Equality is the right of different groups of people to have a similar social position and receive the same treatment.\textsuperscript{32}

Equity is a situation in which everyone is treated fairly according to their needs and no group of people is given special treatment.\textsuperscript{33}

Gender refers to the socioculturally constructed roles, rights, privileges, and responsibilities of men, women, boys, and girls.\textsuperscript{34}

Gender analysis is an examination of the relationships and interactions between men and women, their access to and control of resources, the constraints they face relative to each other, and sociocultural power structures.\textsuperscript{35}

Gender balance refers to efforts that ensure both men and women have equal opportunities and access to matters in the institutions of society (namely: religion, economy, education, culture, and polity). Notably, when applied to the military, gender balance does not equate to the ensuring equal numbers of men and women within units.\textsuperscript{36}

Gender-based violence is an umbrella term for any harmful threat or act directed at an individual or group based on actual or perceived biological sex, gender identity, and/or expression, sexual orientation, and/or lack of adherence to varying socially constructed norms around masculinity and femininity. It is rooted in structural gender inequalities, patriarchy, and power imbalances. Gender based violence is typically characterized by the use or threat of physical, psychological, sexual, economic, legal, political, social, and other forms of control and/or abuse. Gender based violence impacts individuals across the life course and has direct and indirect costs to families, communities, economies, global public health, and development.\textsuperscript{37}

Gender integration refers to the strategies applied in policy/program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.

\textsuperscript{34} DOD Introduction to Women, Peace, and Security course and DOD Women, Peace, and Security Implementation course, both Joint Knowledge Online, accessed 10 May 2022, hereafter JKO WPS training courses.
\textsuperscript{35} JKO WPS training courses.
\textsuperscript{36} JKO WPS training courses.
\textsuperscript{37} JKO WPS training courses.
• For DOD, *gender integration* often refers to integrating women into the military.
• Outside of DOD, *gender integration* can refer to “the integration of gender perspectives,” particularly among U.S. interagency partners and civil society organizations.38

**Gender mainstreaming,** according to NATO, is “a strategy for making the concerns and experiences of women and men an integral dimension of the design, implementation, monitoring, and evaluation of policies, programs, and military operations.”39 According to the European Institute for Gender Equality, it “involves the integration of a gender perspective into the preparation, design, implementation, monitoring, and evaluation of policies, regulatory measures, and spending programmes with a view to promoting equality between women and men, and combating discrimination.”40

**Gender perspective** exposes gender differences and how being treated as a man or woman in society shapes a person’s needs, interests, and security.41

**Sex** refers to the biological and physiological differences between males and females, such as the anatomy of an individual’s reproductive system and genetic differences.42

**Sex disaggregated data** is data on individuals collected and tabulated separately for women and men.43

**UNSCR 1325** is the United Nations Security Council Resolution on Women, Peace Security adopted unanimously by the UN Security Council on 31 October 2000. It acknowledged the disproportionate and unique impact of armed conflict on women and girls and recognizes the critical role that women play in peace processes.

**United States Strategy on Women, Peace, and Security** was published in 2019 in response to the Women, Peace, and Security Act of 2017. The strategy seeks to increase women’s meaningful participation in political and civic life by ensuring women are empowered to lead and contribute, equipped with the necessary skills to support and

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38 JKO WPS training courses.
40 “What is Gender Mainstreaming?,” European Institute for Gender Equality, accessed 10 May 2022.
41 JKO WPS training courses.
42 JKO WPS training courses.
succeed, and supported to participate through access to opportunities and resources. Women’s contributions as agents of change in conflict prevention and resolution increase peace-building capacity and long-term maintenance of peace.

**Women, Peace, and Security (WPS) agenda** is a particular theme of the UN Security Council’s work under its responsibility for the maintenance of international peace and security that the council has considered at formal meetings. UNSCR 1325 and nine other resolutions are the outcomes of the UN Security Council’s WPS agenda.

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