



TE OPE KĀTUA O AOTEAROA
DEFENCE FORCE

**New Zealand
Defence
College**

NEW ZEALAND DEFENCE FORCE – PREPARING FEMALES FOR PEACE SUPPORT AND STABILITY OPERATIONS

**Lieutenant Colonel Tim Woodman MBE MSc RNZALR
Chief of Staff New Zealand Defence College**

Women, Peace and Security Agenda in the NZDF

Since the development of the New Zealand National Action Plan (NZ NAP) for Women, Peace and Security (WPS) in 2015, there have been some steady advancements in the NZDF to advance the WPS agenda. This brief will outline the measures taken to date and a projection of the work required within the NZDF into the future



Outline of Presentation

- Unanimous adoption of UNSCR 1325 WPS heralded a historic change in the global security agenda. All member states are to ensure that women's and society's security needs are safeguarded through increased emphasis on the three pillars of prevention, protection and participation.
- Operationalising UNSCR 1325 requires a pan-NZDF commitment and approach. The activities listed below are a combined effort across the NZDF and not confined to any one Service or branch.
- The NZDF is on a journey to improve its implementation of UNSCR1325 WPS that focusses on operational planning and delivery, training, and mainstreaming gender throughout the Defence Force. A systems-level approach has been adopted toward integration which ensures progression is comprehensive, sustainable and measurable.



Key Messages

New Zealand and the NZDF are committed to supporting the WPS Agenda and the ongoing integration of United Nations Security Council Resolution 1325 and broader WPS agenda.

WPS seeks to ensure a **gender perspective** is considered in **all operations by everyone (not just women)** to improve situational awareness, inform course of action development and support better decision making resulting in increased operational effectiveness.

*It is globally recognised that WPS is often conflated with Diversity and Inclusion. Diversity and Inclusion seeks to increase the **participation** of women (all diversity) within an organisation and sets the conditions for a fully enabled and equitable work force; this has an internal focus. WPS is externally focussed and uses the product of a fully diverse and equitable workforce to enhance operational effect.*



UNCLASSIFIED

Direction

NZ WPS National Action Plan 2015-2019. NZ has generated a National Action Plan to detail how it will achieve the aims of the WPS agenda and to demonstrate internationally its commitment to implementation. **This is currently being considered for review.** NZ is also a signatory to the **Pacific Regional WPS Action Plan 2012-2019.**

Minister of Defence Priorities.

- WPS Principle are embedded across NZDF and through international deployments.
- Women Peace and Security' initiatives in the Pacific are supported.

Gender in Security Policy Statement (Pending). Outlines how Defence is advancing the UNSCR 1325 Women Peace and Security (WPS) Agenda and describes how Defence will increase momentum and make a sustained commitment.

NZDF Implementation strategy

LOE 1: Personnel - Establish and Maintain a Gender Focal Point Network.

The NZDF aims to establish and maintain a robust Gender Focal Point Network that effectively integrates gender perspectives throughout the organization. This network, comprising Gender Advisors (GENAD) and other personnel, plays a crucial role in mainstreaming gender considerations and facilitating the implementation of the Women, Peace, and Security agenda. The development of a comprehensive guide and professional development activities support Gender Focal Points in their roles, ensuring consistent and effective implementation of the WPS agenda. The establishment of the Gender Focal Point Forum promotes collaboration and knowledge-sharing, enhancing the overall impact of gender mainstreaming efforts within the NZDF.

Use of a GFP Network is recognised international best practice for including a Gender Perspective in Military Operations (GiMO). The NZDF GFP Network provides a body of advocates to champion the inclusion of a gender perspective, increase buy in, adoption and be a positive force for change to influence Commanders, staff, and peers. They have an additional knowledge base to allow them to communicate and demonstrate adoption of a gender perspective and serve as SMEs. GFP Networks should comprise of a diverse representation of the organisation.

The NZDF has steadily increased the number of GENAD and utilising vacant parelines within HQ JFNZ allocated a further two FTE demonstrating commitment to progression. What is now being renamed as the NZDF Women, Peace and Security Cell has been allocated a budget from within baseline.

The Maritime Component has formally established its Gender Focal Point Network to strengthen the integration of gender perspectives throughout the organisation including the appointment of a Maritime GENAD. Both Air and Land Component has agreed to formally direct the establishment of a Gender Focal Point Network in due course. This expanded network plays a crucial role in mainstreaming gender considerations and facilitating the implementation of the WPS agenda within the NZDF ([Gender in Security Policy Statement](#)).

Recognising the importance of enabling Gender Focal Points to effectively carry out their roles, the NZDF has developed a comprehensive guide that equips Gender Focal Points with the necessary resources, guidelines, and best practices to integrate gender perspectives into their respective areas of responsibility. This ensures consistent and effective implementation of the WPS agenda throughout the organisation.

NZDF Implementation strategy

LOE 2: Integrate Gender Perspective into Training.

Develop a specialised, individual, and collective training continuum. By developing this specialised, individual, and collective training continuum, the NZDF aims to ensure a systematic and comprehensive approach to integrating gender perspectives and implementing UNSCR 1325. This will enhance the professionalisation process, meet training requirements, and equip personnel with the necessary knowledge and skills to address issues as encountered on military deployments (domestic and overseas).



GENAD Training at the Nordic Centre for Gender in the Military, Sweden. We have participated in training programs conducted by the Nordic Centre for Gender in the Military. These programs have provided valuable insights, enhanced our understanding of gender perspectives in military operations, and equipped us with the necessary skills to effectively integrate gender considerations into our work.

NZDF Gender Focal Point Training. We are pleased to announce that the number of Gender Focal Points has more than doubled in the last 18 months to 148, ensuring broader representation and expertise across various units and departments. In addition, have trained our Pacific Defence Gender Network Partners from Papua New Guinea, Fiji, Tonga, and the Cook Islands. We have also trained our OGA Partners.

GiMO Training Concept. In 2022 the Land Component approved the Gender in Military Operations (GiMO) Training Concept. Land has appointed two GENADs one to advise LCC and support delivering of WPS overall, the other to implement the training concept. This concept has been shared with both Air and Navy for their amendment and development.

Military Education. Professional development briefs (critical thinking – with Dr Bethan Greener, Massey University) were delivered to both Advanced Command and Staff College RNZAF WO Conference.

Exercise TEMPEST EXPRESS 38. Exercise TEMPEST EXPRESS 38 aimed to improve multinational interoperability within the Multinational Force by fully integrating a gender perspective. The scenario focused on an all-of-government response to a major Wellington earthquake, utilizing foreign assistance. The NZDF provided Gender Advisor (GENAD) and Gender Focal Point (GFP) support to all syndicates involved in the exercise. Academic sessions on gender analysis and gender mainstreaming were delivered to enhance participants' understanding of the importance of integrating a gender perspective in disaster response operations. A Baseline Gender Analysis for New Zealand and the Wellington Region was developed, filling a previous information gap and providing support for the exercise activities. Continuous improvement of the Baseline Gender Analysis will enhance its effectiveness for future operations, such as OP WHINA. Through these efforts, Exercise TEMPEST EXPRESS 38 successfully incorporated a gender perspective, contributing to improved interoperability and disaster response planning.

NZDF Implementation strategy

LOE 3: Incorporate Gender Perspective in Military Operations (Operational Effects) The NZDF aims to effectively incorporate a gender perspective in operations, ensuring a more comprehensive and inclusive approach that considers the cultural and gender aspects of the operational environment. This will contribute to more informed decision-making, better planning processes, increased participation, and enhanced operational effect.

The only mission that lends itself to extra training for our women is in the SOUTH SUDAN. Officers deploying are sent on the UN Female Military Observers Course (FMOC).



The Gender Network and Cyclone GABRIELLE Response. The NZDF deployed a Gender Advisor (GENAD) alongside HQ DJIATF during the response to Cyclone Gabrielle. This deployment showcased the value of having gender expertise during disaster response efforts. The presence of a GENAD contributed to improved situational awareness, as they were able to assess the specific gender dynamics at play in the affected areas. This understanding of gender dynamics enabled better coordination with local communities and ensured that response efforts considered the diverse needs and vulnerabilities of different population groups.

Additionally, the deployment of a GENAD during disaster response allowed the NZDF to address the issue of gender-based violence, which tends to increase in disaster-affected areas. The NZDF developed guidance to assist personnel in effectively responding to incidents of gender-based violence, ensuring that victims received appropriate support while (within legal parameters) also prioritising the safety and well-being of their own forces.

The RNZN was incredibly forward leaning to ensure that gender and age-related resources were readily available to address the specific needs. By integrating gender expertise, developing guidance on gender-based violence, and appointing GFPs throughout the force the NZDF demonstrated its commitment to protecting vulnerable populations, and ensuring that its personnel were equipped to provide the best possible support during disaster response efforts. These efforts not only contribute to mission success but also uphold the principles of do-no-harm and force protection, thereby enhancing the overall effectiveness and reputation of the NZDF.

Enhancement of Operational Process and Practice. To further strengthen the implementation of the WPS agenda, the NZDF has refined its processes and enhanced Pre-Deployment Training (PDT). The use of online packages and mission-specific training modules has improved the effectiveness and relevance of PDT, ensuring that personnel are well-prepared to integrate gender perspectives in operational environments. These enhancements have resulted in increased awareness, knowledge, and skills among NZDF personnel regarding the WPS agenda. A significant number of baseline Gender Analysis have been developed to support operational planning.

Why Incorporate a Gender Perspective?

Identifying the impact of crisis and conflict on gender roles, norms and relations will increase the understanding of gender perspective in the operational environment, thereby improving overall **SITUATIONAL AWARENESS**

Improved situational awareness will lead to **BETTER AND MORE INFORMED COURSES OF ACTION** to move from unacceptable to acceptable conditions

Better and more informed courses of action will increase **OPERATIONAL EFFECTIVENESS** and achieve the desired end state

NZDF Implementation Strategy

LOE 4: Defence Engagement. WPS is a key soft power or military diplomacy platform that provides a mechanism for ongoing interaction. WPS contributes toward **peace and security** and it can provide a new avenue for influence and opportunities for partnership. WPS can make engagement more meaningful through consideration of a wider range of actions and participants. The NZDF aims to enhance engagement with various stakeholders, including government agencies, international organisations, NGOs, and regional partners, to promote the implementation of UNSCR 1325. Through collaboration, advocacy, and information sharing, the NZDF can contribute to regional and global security efforts, enhance situational understanding, and promote partnership.



In addition to BAU domestic engagement...key international engagement over the past 18 months has included:

NATO Annual Conference on Gender in the Military. Our participation in this conference provided a platform to discuss important themes related to gender in the military. We engaged in discussions and shared experiences with international partners, fostering collaboration and learning from best practices.

Representation at Council for Security Cooperation in the Asia Pacific (CSCAP) and PARSOLS. Our representation at these forums allowed us to contribute to discussions on gender, peace, and security in the Asia Pacific region. It provided an opportunity to exchange ideas, strengthen regional partnerships, and influence regional approaches to promoting gender equality and peace.

Inaugural Annual Meeting with the Gender, Peace, and Security Directorate in Australia. We have initiated annual meetings with the Gender, Peace, and Security Directorate in Australia. These meetings serve as a platform for ongoing collaboration, knowledge sharing, and joint initiatives to advance women, peace, and security in our respective countries.

Pacific Defence Gender Network. We have actively collaborated with our Pacific partners to reinvigorate the Pacific Defence Gender Network by leading concept delivery in the region. As part of our involvement, we have conducted baseline gender analysis in collaboration with our Pacific partners. This analysis helps us better understand the gender dynamics, inequalities, and specific challenges faced by communities in the Pacific region, allowing us to develop targeted response options ([MINDEF Priorities and Gender in Security Policy Statement](#)).

Trilateral Meetings with USINDOPACOM and ADF. Our regular trilateral meetings with the United States Indo-Pacific Command (USINDOPACOM) and the Australian Defence Force (ADF) provide a platform for ongoing collaboration and joint initiatives. These meetings enhance coordination, knowledge exchange, and the implementation of initiatives in the region.

ASEAN Regional Action Plan. Provision of advice to MOD and MFAT on the release on the ASEAN Regional Action Plan to MOD, MFAT and interested NZDF parties as requested.

Gender Diversity – as at June 30 2022

In terms of our current workforce, as at June 30, 2022 NZDF's total workforce of 12,161 personnel was made up of:

- 76% Regular Force (RF) (19% RF females and 81% RF males). Within the services there are:
 - 27% women in Royal New Zealand Navy
 - 15% women in Army
 - 21% women in Royal New Zealand Air Force.
- 24% Civilians (45% females and 55% males).

The gender composition of the Regular Force by Service and Commissioned/Non Commissioned Regular Force personnel is shown below:

Gender composition by Service and Commissioned/Non Commissioned Regular Force Personnel

Service	Officer		Non Commissioned Officer		Total	
	Female %	Male %	Female %	Male %	Female %	Male %
RNZN	26	74	28	72	27	73
Army	17	83	14	86	15	85
Air Force	20	80	22	78	21	79
Total RF	21	79	19	81	19	81

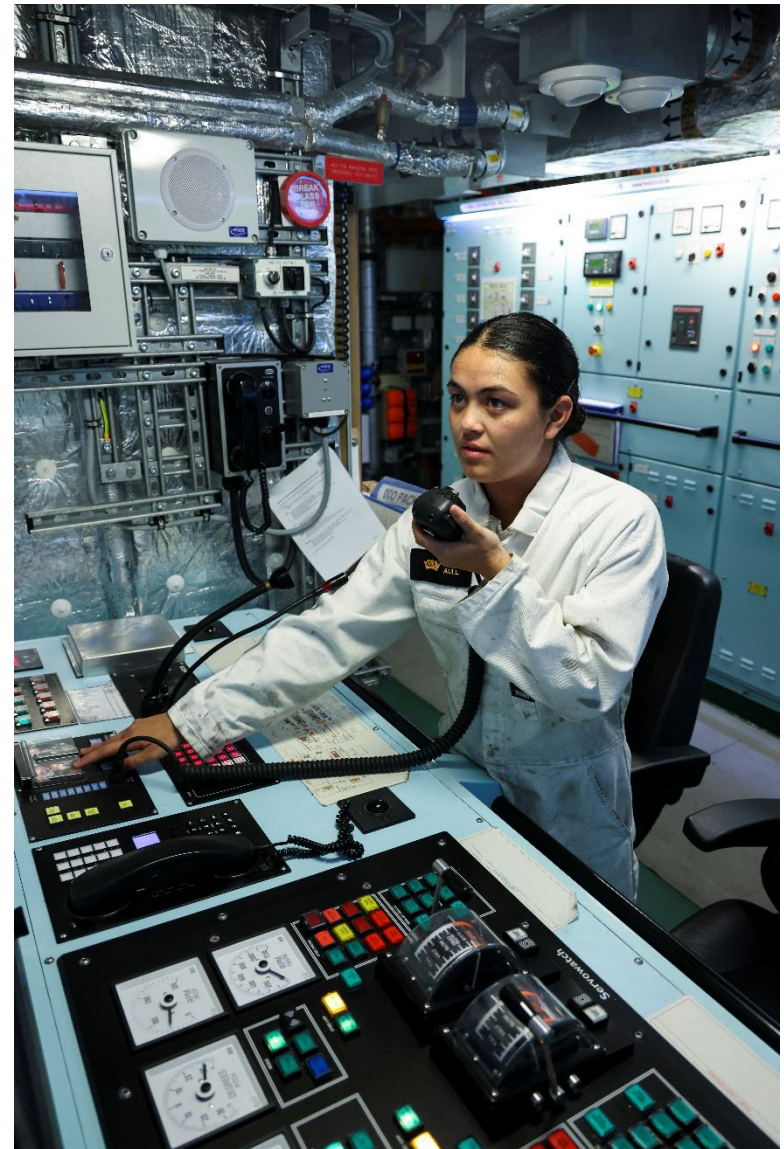
New Zealand Defence Force Training

- WPS modules included in joint recruit / officer cadet training, and intermediate / senior Command and Staff Courses.
- Mandatory WPS modules delivered to all deploying forces during pre-deployment training.
- Facilitation of personnel to attend international Gender Advisor (GENAD) and Gender Focal Point (GFP) courses.
- Development of NZDF Operational Gender Advisor Course for delivery in 2020.
- Development of gender analysis module for Joint Operational Planning Course (JOPC).
- Inclusion of WPS scenarios/ injects into NZDF exercises.
- Participation in / contribution to WPS scenarios in multinational exercises.
- Production of Commanders Guide to WPS



Development of Operational Capability

- Development of Female Engagement Team (FET)
- Development of selection processes to ensure NZDF meets 15% female target for all deployed missions (UN and non-UN)
- Inclusion of gender analysis in operational planning and gender annex in operational orders and directives
- Deployment of NZDF personnel to Operations for the first time in specific GENAD roles.



Engagement

Has included the following (not an exhaustive list):

- Engagement with MFAT, NZ Police and other government agencies/ civil society for development of WPS agenda in New Zealand and for drafting new iteration of NZ NAP.
- NZDF lead of the Pacific Defence Gender Network – as part of the NZDF Pacific re-set.
- Participation in Asia Pacific region, UN, NATO and other international WPS workshops, working groups and conferences
- Formal and informal engagement with military and civil society gender networks from partner nations.



Female Engagement Teams (FET) - Definition



The FET is an all female military team who serve as enablers supporting NZDF operations:

- Primary role is winning the support of local populations to ascertain information on civil society need and problems, specifically with women and children
- They directly support activities ranging from regular patrols, medical programs, searches and seizures, humanitarian assistance and disaster relief, and civil-military operations.
- Primarily, FET training will focus on basic human behaviour, the culture of the indigenous population, women and their role in the country they are operating in, and the extent of tribalism's influence within the culture.
- FET training will also involve the Support Enabler Special Operations Training (SESOT) – to ensure that FET members are able to Shoot, Move, Communicate and Medicate within a Special Operations (and wider NZDF) patrol.



Female Engagement Teams (FET) – Prerequisites

The following must prerequisites must be met in order to apply:

- Female volunteer from all of RF NZDF.
- Able to meet all NZDF deployment requirements.
- Be in the grades: PTE(E) – SSGT(E)/LT(E) – CAPT(E). Trade and Service are immaterial.
- Have a minimum RFL score of G1.
- Service member agrees to an operational deployment with SOF and NZDF elements, and has appropriate family support in place.
- Additional Desired Skills (Not Requirements): Foreign language proficiency, Medical Training such as Combat Life Saver, and be the age of 21 with at least one deployment (preferable NOT required).



Female Engagement Teams (FET) – Desired Attributes

FET applicants will be assessed based on the following attributes:

- Cognitive Ability;
- Interpersonal Skills;
- Emotional Regulation;
- Work Approach;
- Trainability;
- Motivation; and
- Behavioural Risk.



FEMALE ENGAGEMENT TEAM

FET SUPPORT TO OPERATIONS

A FET assists in operations planning in both J2 and J3 spaces through knowledge of UNSCR 1325 and gender perspectives.

The FET focus is the Human Terrain and Gender Analyses for the South West Pacific countries; Timor-Leste, PNG, Fiji, Samoa, and Tonga.

To date the FET training has predominantly been Middle Eastern focused.

Key tasks include:

- Debriefing
- Support to Key Leadership Engagement (KLE)
- Managing Interpreters
- Searching and Detainee Handling
- Support to NEO/HADR
- Engagement and Communication
- Human Terrain Analysis and Gender Analysis (J2)
- Cultural Advisor (CULAD) spt to J3
- Managing highly vulnerable population considerations
- Where a female presence is required

“The NZDF requires a dedicated Female Engagement Team (FET) trained and equipped to interact with women, children, and the vulnerable during military operations across a broad range of employment contexts, by supporting command decision-making, as well as ground forces conduct during domestic and international operations within a joint, inter-agency and multinational operating environment.”

BENEFITS OF FET

- A FET brings a people-centric focus and unique skills that assist in de-risking operations and contribute to mission success.
- Women are seen as more empathetic, less threatening and more approachable than males and therefore can assist in engagement.
- A FET can assist in responses to domestic violence, de-escalation of high threat situations involving women and children, as well as maternal and infant welfare.

FET QUALIFICATION COURSE OVERVIEW

- Helicopter Underwater Escape Training
- Combat lifesaver
- Fast roping
- Debriefing Course, tactical questioning
- Weapon Training
- Negotiation and De-escalation Training
- NEO, searching, handling and processing evacuees
- KLE, Interpreter management, rapport building
- Gender Focal Point Course
- Middle Eastern Culture familiarisation and understanding.

WHEN TO DEPLOY

- When a female presence is required to engage women when such contact may be deemed culturally inappropriate if performed by a male service member.
- When the force is working with, in, or around a local population.
- When exploitation skills are required.
- When a headquarters requires a cultural advisor.



Key Messages: NZDF WPS and ASEAN

- The New Zealand Defence Force (NZDF) is committed to **actively contributing a gender perspective in its participation in ASEAN Expert Working Groups**, in accordance with United Nations Security Council Resolution 1325 on Women, Peace, and Security (WPS).
- Through its participation, the NZDF seeks to ensure that its discussions, decision-making processes, and actions taken within ASEAN Expert Working Groups consider the impact on women, men, girls, and boys (and the vulnerable). This involves the meaningful participation of women and address their protection and empowerment in matters related to peace and security.
- WPS in the NZDF seeks to ensure a **gender perspective** is considered in **all operations** to improve situational awareness, inform course of action development and support better decision making resulting in increased operational effectiveness.
- The NZDF's commitment to integrating a gender perspective aligns with the principles and goals of UNSCR 1325 on WPS and demonstrates its dedication to promoting inclusive and sustainable peace and security in the ASEAN region.
- WPS is often conflated with Diversity and Inclusion. Diversity and Inclusion seeks to increase the participation of women (all diversity) within an organisation and sets the conditions for a fully enabled and equitable work force; this has an internal focus. WPS is externally focussed and uses the product of a fully diverse and equitable workforce **to enhance operational effect**.

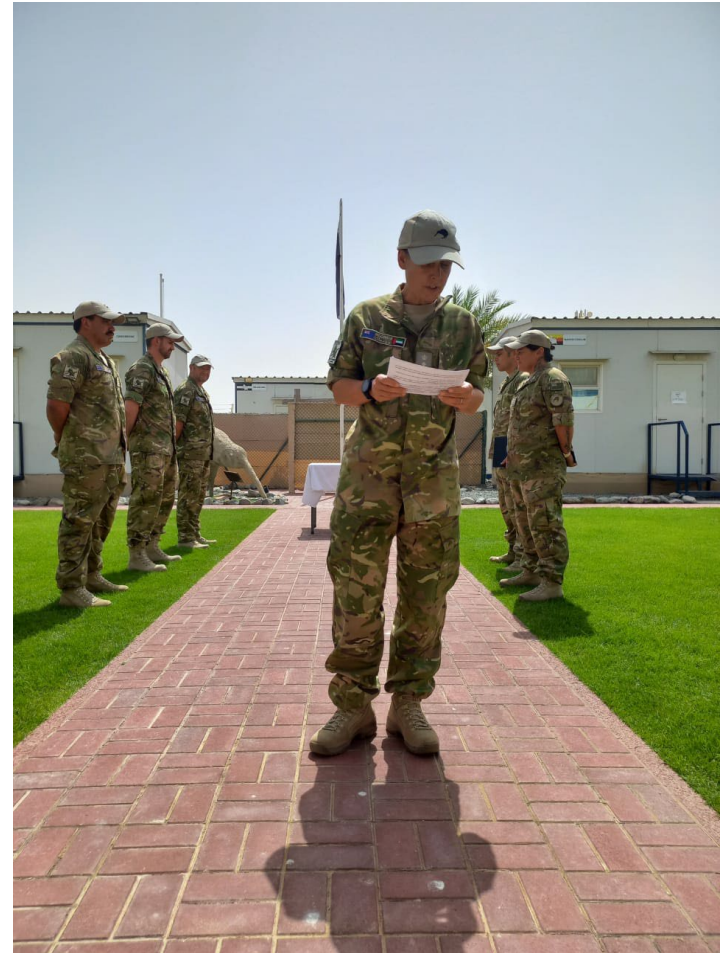


UNCLASSIFIED

Future Development/Activity

Given the increasing level of interest in the WPS agenda from the current Government, there are several main focus areas for operationalising WPS within the NZDF. These are broadly as follows:

- NZDF engagement on and contribution to the re-drafting or new drafting of the NZ NAP.
- Development of formal strategic direction and associated doctrine and policy for the operationalisation of UNSCR 1325 and the NZ NAP in the NZDF.
- Development of the GENAD /GFP capability and consequently the establishment of a robust gender network within the NZDF to support the planning and execution of NZDF exercises and operations and to assist the development of Pacific partner nations WPS capability.
- Evolution of the WPS training and development framework within the NZDF, to reduce the reliance on international partners and to grow the NZDF capability quickly.
- Securing appropriate funding and resourcing of the WPS agenda within the NZDF
- Having Male Gender Champions



“...when asked what doing ‘gender work’ actually entails is that, first, you need to ‘put on your gender glasses’. To wear gender glasses is to *see the world differently* and so become aware of the differences (and similarities) between women and men and girls and boys [and the vulnerable] and the experiences they have. Following this logic using a gender lens through which to understand...or military operation – by paying attention to the perspective of others fundamentally changes your own perspective. Therefore, putting on gender glasses has become shorthand...a way of communicating a potentially very powerful tool for organizational change.

NATO Gender and the Military, 2019

Routledge Studies in gender and Security

Katharine A.M. Wright, Mathew Hurley and Jesus Ignacio Ruiz





HEI MANA MŌ AOTEAROA
A FORCE FOR NEW ZEALAND