



Final Report on Gender Work inside EUFOR RD Congo

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Summary

EUFOR RD CONGO was the first, European Union, Military Operation ever taking Gender Issues and Implementation of UNSCR 1325/2000 into account in a structured and organized way. The work was well received as well inside as outside the Operation, especially after the training sessions which gave the participants of the Operation a possibility to understand why this work was being brought into a Military Operation.

The focus of the Gender work was at first operational!

Working with a Gender perspective contributed to the achievement of the overall operation's objectives. Working with Gender improved the acceptance of EUFOR and also contributed to the effectiveness and success of the Operation.

One example of this was information and intelligence brought to the Operation via the work on Gender.

Another example is that local women and womens NGOs were very positive to the fact that the EUFOR took its time to inform local women separately. They were also given the opportunity to express women's assessment and point of view on the situation in DRC. This was considered to be a first good step in empowering local women as stated in UNSCR 1325/2000. This was also a good way on working with as well support and improve credibility as visibility towards the local female population.

The integration of Gender was systematically addressed in all phases of Operation EUFOR RD CONGO.

The main conclusions from the Gender work in EUFOR RD CONGO are:

- There have to be clear functions working with Gender Issues on all command levels; Brussels (including EUMS and the EU Secretariat), OHQ and FHQ. The OHQ Gender Advisor was the only function/position in OHQ EUFOR RD CONGO that did not have a counterpart in Brussels. If there is no counterpart for the Gender Advisor on these levels this will significantly decrease the positive contribution of Gender to future Operations and question the sense of Gender efforts at all.
- To integrate a Gender perspective into Military Operations it has to be implemented / presented in a clear, concrete and practical way rather than a theoretical.
- European Union Military Operations *should* work with Gender Issues during all phases of the Operation, and it is especially important to start early and participate in as well the Fact Finding phase as the Force Generation Conference.
- Integrating Gender into a Military Operation must be assessed and performed differently in different Areas of Operation. The analysis and plan of action will be different in different AOOs depending on religion, culture, level of conflict, security, mandate etc.
- There is a need of interoperability on Gender Issues between the member states contributing to future multinational Operations.

1. Introduction

1.1 Background

On 31 October 2000 the UN decided upon the Security Council Resolution 1325 “Women, Peace and Security”. European Union Guidelines as the European Union checklist on implementing 1325/2000 and the “European union Plan for implementation of UNSCR 1325/2000 in the context of ESDP” put the UNSCR 1325 into more concrete terms.

In combination with this the UN General Assembly decided upon CEDAW declaration (Convention on the Elimination of All Forms of Discrimination Against Women, 1979) and the International Community decided upon that Gender Mainstreaming is the strategy (Beijing Platform of Action 1995) to achieve Gender Equality all over the world.

1.2 Strategic approach

The overall strategy was also to make Gender Issues operational. A work performed in order to achieve the operational objectives and aims.

The strategy was also to integrate a Gender Perspective into the ordinary daily work performed by the different branches and units (Gender Mainstreaming). This was mainly conducted in a way where the OHQ Gender Advisor worked in close coordination with the Gender Focal Points for the different Units and Branches. This work was performed on different levels and with different frequency depending on the specific branch/unit and the real possibilities to integrate a Gender Perspective but also on the level of interest among the different Gender Focal Points.

The purpose with the strategic approach was that even if the Operation was very short, different types of activities should be performed so that in the end of the Operation there would be Lessons Identified available for the future EU Military Operations and that EUFOR RD CONGO should be able to present a platform on how to work with a Gender Perspective in future Military ESDP Operations.

1.3 Vision and Objectives

The vision was to show that integrating a Gender perspective would contribute to the achievement of the objectives and the effectiveness of the Operation.

The objectives for the Gender work were:

- To train all participants of operation on Gender Issues
- To distribute and train on a Soldiers Card including a part on Gender (SEA)
- To appoint and work with Gender Focal Points for the different branches and units
- To perform and develop a Gender reporting system
- To meet and cooperate with local womens organizations in order to show that the European Union support their important work and to give these women a possibility to express their point of views on their own and the situation in DRC.
- No cases of SEA in the EUFOR RD CONGO Operation
- EUFOR RD CONGO to serve as a model for future European Union Operations
- To perform the Gender work well aligned to the objectives of the operation

2. Planning

The European Union decided upon to address Gender Issues inside EUFOR RD CONGO by appointing a Gender Advisor to the EU OHQ in Potsdam. Gender Issues were taken into account during the EUFOR planning phase and was incorporated in the Operational Plan (OPLAN). The Op Cdr decided upon a Direction and Guidance for Gender Issues (Appendix A) with details of the integration of the Gender perspective into EUFOR RD CONGO.

In the Planning phase it was also decided upon a Soldier's card (Appendix B) that included a part on gender and SEA (Sexual Exploitation and Abuse). This Soldier's Card was distributed and informed about to all participants of the Operation in AOA. Later in the Operation there was additional training in theatre performed by experts on SEA from MONUC. This training was conducted by native speakers in English, French, German and Spanish.

3. Training

The OHQ Gender Advisor trained the FHQ personnel prior to its deployment during the WUST (Work Up Staff Training) in Creil France. The same training was conducted for OHQ personnel in Potsdam. After deployment Staff Personnel and Multipliers were trained in Kinshasa (FHQ) as well in Gabon. The training was basic and described the background and purpose of integrating a Gender Perspective into the operation. Another part of the training was about the particular situation on gender and for women in RD Congo.

4. Organisation

The system on working with implementing a Gender Perspective inside EUFOR RD CONGO was described in the Direction and Guidance on Gender Issues.

4.1 Issuing Guidelines in a Soldier's Card

EUFOR RD CONGO had a Zero Tolerance Policy on SEA. As Zero Occurance on SEA was one of the objectives of the Gender Work inside the Operation it was necessary to make the statement of the Operational Commander very clear in a Soldiers Card which was distributed and trained on to all participants of the Operation. This clear direction from together with a good information policy and training to the Operation is probably the key to no reported cases on SEA inside the Operation EUFOR RD CONGO.

4.2 Appointing Gender Focal Points and Gender Officer

As a complement to the OHQ Gender Advisor the Legal Advisor at FHQ was appointed to be the Gender Officer. 20 Gender Focal Points inside the different units and staff branches in Kinshasa and Gabon were also appointed to be a working network in support of the Gender Work. The Gender Focal points and the OHQ Gender Advisor worked in close coordination trying to find the best ways on integrating a Gender perspective into the different branches and units. The Commanders and J Heads could decide upon who would be the appointed Gender Focal Point representing their unit or branch, and the criterias used were different.

The OHQ Gender Advisor worked appx 10 weeks in theatre in order to support and facilitate the work of the Gender Focal Points and the Gender Officer. The OHQ Gender Advisor conducted between one and ten meetings with the different Gender Focal points depending on the branch but also on the personal interest of the Gender Focal Point.

4.3 The Gender Reporting System

The European Union especially addresses the importance on reporting on Gender Issues.

A well considered and efficient weekly Gender reporting system made it possible to control the good conduct and progress of EUFOR RD CONGO on integrating a gender perspective into the Operation and to assess the Gender situation in the Area of Operations.

FHQ provided a weekly Gender report to OHQ (Appendix A Direction and Guidance on Gender Issues/template for Gender report). The different Branches and units provided different kind of information to the Legal Advisor FHQ/Gender Officer, weekly and there was after that a Gender report put together.

The purpose was to collect and present information on Gender and womens Issues in the same place so that the situation at all times should be easy to assess. It was obvious that there were a lot of information of this kind in the air, verbally, and the challenge was to have this information documented and structured. The system on Gender Reporting was improving continuously in the Operation (see also Lessons Identified)

5. Major Achievements

5.1 Mission success stories

After the Gender training the Commander of Airborne Regiment in Libreville decided upon to give his female supportive personnel (sectreataries, IT-supprt etc) additional training with the purpose to bring them into patrols, exercises and IRT. The perception from the women was very good but also that the perception on how the patrols were met when they were all male or mixed was different. When the patrols were all male they were met more hostile and with a negative attitude.

A local womens organization provided EUFOR RD CONGO with information to a contact list on who to inform when there were situations where sexual violence have taken place or are imminent. An Example from the Operation was the very young wife with her baby left alone with drunken FARDC soldier as her husband urgently was taken away with a EUFOR ambulance trying to save his life with a leg amputation. "In this situation it would have been very helpful to know how to contact/inform for helping this woman" one of the doctors said the morning after.

Key Success Factors

At first it was the designation of a Gender Advisor to the operation. The Gender knowledge and awareness from Gender Focal Points and their Commanders was also a key to success. The basic Gender training given to 250 participants of the Operation was crucial. The system of Gender Focal Points was also a key to success especially with the work on developing the Gender Reporting system. A clear Direction and Guidance on Gender Issues together with a clear support from the OpCdr and FCdr was also crucial for the good achievements.

Another key to success was that the Gender work and the messages were performed in a concrete, clear and practical way rather than a theoretical.

5.2 Results

- Training of 250 participants of the operation, staff personnel and multipliers. Perception of training was positive first step towards understanding and Gender awareness
- Special training of women in Libreville (Airborne Regiment) in order to make them participate in patrols.
- Positive perception of EUFOR among the most influential Womens organizations.

- Weekly Gender reports were developed in a good way and showed that also in the field of Gender Issues there is valuable information which needs actions.
- Participants of the operation were starting to look and listen for information on womens and Gender Issues
- Establishment of a solid platform and Lessons Identified to be elaborated on.
- A Soldiers Card with a part on Gender (SEA) was decided upon, distributed to the whole operation and also trained especially on.
- Training on SEA for appx 75 persons in the Operation (in theatre)
- Contact list for JOC with information on who to contact, in all provinces, if cases of sexual violence/rape comes to EUFOR knowledge (psychosocial, medical and legal support)
- Good knowledge about the Gender situation in DRC on all levels.
- Contributed good to the credibility among the local female population towards EUFOR RD CONGO.
- Good cooperation and dialogue with MONUC (Gender office, Conduct and Discipline Team, Human Rights Section, HIV/AIDS Section), Minister of Women and Family. Good cooperation and dialogue with local womens organizations.

5.3 Interviews with the Gender Focal Points

By the end of the Operation the OHQ Gender Advisor made interviews with the Gender Focal Points and also in some cases their J Heads/Commanders. Interviews were made with 16 Gender Focal Points (including the Gender officer of FHQ) and 7 Commanders/J Heads. The purpose with the interviews was to provide the ones who have been reflecting and learning about as well as working practical with Gender Issues, a possibility to express their view and experiences. As a matter of fact this is the group that should be asked, since no-one else is better equipped to proved insights.

The questions asked were:

- 1) Do you believe that Gender work should be a part of a military operation?
- 2) Are you satisfied with your contribution?
- 3) What was missing, to make your contribution better?
- 4) What was good/bad?
- 5) Improvements for coming operations?
- 6) Other comments?

5.4 Interview results

Gender work should be a part of a military operation!

The answers from the Gender Focal and Commanders/J Heads was clear;

Yes Gender issues should be a part of a Military Operation of many reasons. At first it is about efficiency and to have a better position to reach the objectives of Operation such as e.g. information collecting, intelligence gathering and building positive and credible relations with the whole population, not only one part. (See Appendix C for a more detailed presentation of the results of the interviews). There is also an internal aspect which should be addressed and it is extremely important to increase the number of women participating in Military ESDP Operations.

The Gender work should start as early as possible in the operation in order to have it integrated in the normal structure and work of the Operation. Training and sensitization on Gender is really important and should be performed Pre Deployment or by the contributing nations themselves.

6. Conclusions and recommendations

6.1 Lessons Identified

- Gender Issues should be represented on all command levels; Brussels (including EUMS), OHQ and FHQ. The OHQ Gender Advisor was the only function/position in OHQ that did not have a function as a counterpart in Brussels. This need to be improved. If that will not be the case one could really consider if there should be Gender advisors in ESDP Operations at all. The work of Gender Advisors in different Areas of Operations need to be coordinated, monitored and evaluated to have an efficiency in the long term perspective.
- Training prior to the Deployment are crucial
- Interoperability when it comes to Gender Issues and knowledge, in future multinational operations, should be secured
- Gender Focal Points should be selected after criterias, prior to the deployment, and attend special training for Gender Focal Points
- "Doublehatting" for example Gender Officer FHQ is difficult and give less results.
- Gender Advisors in Command Groups necessary for implementation of UNSCR 1325/2000
- Gender Issues should be a part of the Info Ops umbrella
- Gender Issues should be a part of C J 2 production cell (OHQ)
- Gender Issues was brought into EUFOR RD CONGO to late.
- The cooperation between the different European Union bodies in Kinshasa was lacking. The OHQ Gender advisor had one meeting with each of them; European Commission, EUSEC and EUPOL.
- The necessary effort for the contributions to the weekly Gender report was assesses reasonable by the contributing branches/units.
- There are many times misunderstandings about what the Gender work is about, most people did not attend to any Gender training believe that it is only about the internal parts and the relations inside the operation.
- When patrolling local women often stand behind and the persons approaching members of the patrol are most often children and men. This makes it hard to talk to and/or inform women. The operation should gain from more women in the patrols. If there are no women in the patrols you should designate a person with a special responsibility to talk to the woman.

6.2 Recommendations for Future Work

- There is a need of Gender functions in EUMS and the EU Secretariat as a counterpart to the Gender Advisors out in operations as well to Gender work inside EU bodies that have not a function for this work. These functions should ensure that the Gender work inside all European Union bodies and in the places of Operations, are coordinated.

- The Gender Perspective must be brought into an Operation very early, already at the fact finding phase. During the fact finding phase the work for the Gender Advisor should be about establishing contacts with local actors on gender issues as well as local Womens' Organizations. By the end of the fact finding phase there should be a good overall watch list on local women's organizations to continue cooperation with during the Operation. The fact-finding work should also be about collecting information on Gender and women from theatre and this information will be a necessary source for the Gender Analysis as well as the training that will be provided preferable prior to the Deployment.
- A Gender Advisor has to be present before, and during, the Force Generation conference.
- Interoperability when it comes to Gender issues inside European Union ESDP Operations should be secured. The member states have to work on Gender and UNSCR 1325/2000 inside the ordinary national structure so that when the future operations start there is a common understanding, structure and knowledge from the beginning.
- Training should be established prior to the Deployment inside the ordinary structure of the European Union and preferable by the contributing nations themselves. The Gender training should be made prior to the Deployment, so that a basic understanding is present already from the beginning in the Operation.
- The system with appointed Gender Focal Points proved efficient. The Gender Focal Points should be selected and appointed as early as possible after special criteria. The Gender Focal Points should attend a special training together prior to the Deployment. In theatre the Gender Focal Points should work in close coordination with the Gender Advisor one by one but also meet together on regular basis for experience exchange and learning process. These meetings should be arranged by the Gender Advisor. After the operation there should be a special debriefing for the Gender Focal Points, this debriefing should be organized by the Gender Advisor.
- There is a need of a Military Concept on Gender. A Doctrine and SOP on integrating Gender into future Military ESDP Operations.
- There is a need of a MOU on Soldiers Card when it comes to Gender Issues (SEA).
- Increase human resources/establish Fulltime Gender Advisor FHQ.
- The member states should increase their number of female participants in future operations in order to exploit the full potential of human resources available and enhance operational effectiveness.
- Integrating Gender into a Military Operation must be assessed and performed differently in different Areas of Operation. The analysis and plan of action will be different in different AOOs depending on religion, culture, level of conflict, security, mandate etc.

Appendix A – Direction and Guidance on Gender Issues

EU OPERATION HEADQUARTERS

POTSDAM

- Operation Commander -



POTSDAM,

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Distribution

Direction and Guidance

No. 07/06

for

Gender Issues

REFERENCES. 1) UNSCR 1325/2000
2) UNSCR 1671/2006
3) OPLAN

ENCLOSURE: Gender Report

GENERAL

Integration of a gender perspective in the EUFOR Democratic Republic of Congo (EUFOR RD Congo) Operation will not only fulfill requirements as stipulated by UN and EU, but will also contribute to the effectiveness and efficiency of the operation.

In February 2005, the EU Ministers on Gender Equality reaffirmed their commitment to implement and encourage initiatives, policies, and programmes in accordance with UNSCR 1325.

Gender equality is a fundamental principle of foreign and security policy of the European Union. As stated in the Charter of Fundamental Rights of the EU, equality of men and women must be ensured in policy areas. At a time when EU is continuing to develop its crisis management capacity by launching new Operations, efforts should be made to integrate gender related issues in ESDP policy, not as a separate issue, but as an integral aspect that permeates all actions taken within this area.

The objective is to increase the EU's crisis management capacity by mobilizing additional resources and exploiting the full potential of the human resources available, and to make Operations more effective in establishing peace and security, as well as strengthening democratic values.

Women tend to be more sensitive to the needs and aspirations of local women, and local women find it easier to communicate with other women, thus providing access to information and intelligence or aspects of events that the Operation may otherwise ignore. Women and girls who have been victims of sexual violence may find it easier to report such incidents to other women. Also, the presence of women within peacekeeping forces has been shown to have a positive impact on negative sides of “military and macho culture”.

1 INTENT

This EUFOR Operation will be a role model for international peacekeeping and monitoring operations with respect to women, peace and security.

During the Operation, it is vital that the Gender Perspective will stay in permanent focus. This Perspective shall closely integrate with the Operational Planning Process, and it shall align to the Operation's objectives.

Therefore, information and education about the EU Generic Standards of Behaviour and UNSCR 1325 will be provided to all personnel involved in the Operation. The focus of these endeavours shall be concrete and oriented on the specifics of the theatre of operation.

Commanders and Chiefs of all levels of command will concentrate on and be responsible for the behaviour of all personnel under their command.

2 EXECUTION

2.1 OHQ Gender Advisor shall

- inform, educate, and train OHQ personnel and FHQ personnel
- train POC of every deployed unit as a multiplier prior to Election Day
- facilitate, coordinate, monitor, and evaluate the training conducted by FHQ in co-operation with OHQ CJ7
- establish the procedures for monitoring and reporting as detailed in the EU guidelines for implementation of UNSCR 1325
- receive the weekly report from FHQ and other subordinate units, and provide a weekly analysis derived from these reports (see enclosure)

- maintain a current overview on the amount and position of women in the Operation
- make a cultural analysis under a gender perspective, and adopt this analysis for purposes of regular training and education about the society and culture of DR Congo
- continue providing information to the Watch list on Women's organizations in DRC
- provide a final report of the Operation, in which a Roadmap on how to integrate a Gender perspective in future EU-operations shall be presented

2.2 FHQ, CJSOTF, and other subordinate units shall

- provide information, education, and training during deployment, execution, and re-deployment phases
- at a minimum, certify participation in one informational briefing in every soldier's record
- establish a POC in all deployed units on every level of command, responsible for Gender Issues, in close co-ordination with Gender Advisor
- collect information from women and men; in co-ordination with J2, ensure that the EUFOR Operation benefits from cooperating with women's organizations and women's NGOs
- provide a weekly report (see enclosure)
- contribute to a current overview on the amount and position of women in the Operation
- contribute to a cultural analysis under a gender perspective for purposes of adoption for regular training and education about the society and culture of DR Congo
- cooperate with the Gender Office, Office of Human Rights, Section of HIV/ AIDS, and Office of Child Protection
- contribute to a final report of the Operation, in which a Roadmap on how to integrate a Gender perspective in future EU-operations will be presented

3 CO-ORDINATION

In order to achieve required standards of behaviour, the following principles shall be applied:

- a) If an operation can reach both men and women, the effectiveness of this operation will increase. A good example of this is intelligence gathering or information collection that will be more thorough and less prone to bias if both genders are given the opportunity to provide their respective views.

- b) There are different ways to achieve this goal:
 - increase the knowledge about the importance of a gender perspective among the personnel
 - employ women to interact and collect information
 - identify women outside EUFOR who can assist to the effect of this purpose, such as individuals from women's organizations
- c) Once interaction and cooperation of local women's NGOs is established, new areas for information collection will open up as a useful resource to the EUFOR Operation.
- d) Existing gender knowledge tells us that a male soldier should not approach local DRC women, because this could put both women and EUFOR personnel at risk.
- e) The local population shall be treated equally and fairly in order to increase credibility of EUFOR Operations.
- f) When EUFOR troops are visible where women are present, these women's security will rise to a higher level. This will make DRC women feel more secure participating in the elections, resulting in increased credibility of EUFOR Operations.
- g) In order to achieve the objectives of visibility and credibility, it is imperative to ensure that each member of the Operation abides by the accepted Generic Standards of Behaviour and the Soldier's Card.
- h) The appointment of Gender Focal Points with the role to support the Gender Advisor is critical for the implementation of a Gender Perspective in the Operational work.

For the OpCdr

Original signed

Braun

Colonel

Chief of Staff

Distribution:

Action: FHQ, CJSOTF, OHQ PIO, OHQ InfoOpCell

Info: OHQ, LNO OHQ MONUC, OHQ CAT (Libreville)

GENDER REPORT

1. PURPOSE	Report about events and information concerning gender and women's issues. Used to advise the Operational Commander and the Force Commander
2. ORIGINATOR/ADDRESSE	FHQ / OHQ JOC
3. CONTENTS	<ol style="list-style-type: none"> 1. Commander's Overall Assessment 2. Recent events in Area of Responsibility <ol style="list-style-type: none"> 2.1. Updates on events from last report 2.2. Acts of SEA 2.3. Women's Rights violations. How do Human Rights violations vary between women, men, girls and boys. 2.4. Election process 3. Security and Force Protection <ol style="list-style-type: none"> 3.1. Gender related violence or threats against EUFOR troops 3.2. Misbehavior within EUFOR troops 3.3. Misbehavior within other troops 3.4. Misbehavior from other non-DRC nationals 3.5. Disciplinary actions taken 4. Intelligence <ol style="list-style-type: none"> 4.1. Actions or plans by NGOs or important actors/individuals 4.2. Important clips from local open sources 5. Statistics <ol style="list-style-type: none"> 5.1 Gender disaggregated data (e.g. how many victims of violence were men, women, girls and boys).
4. CONDITIONS FOR TRANSMISSION	Standard reporting period: weekly Exceptional events ¹ : ASAP
5. CLASSIFICATION	Standard reports follow normal rules for classification of documents. Any report covering EUFOR or foreign entities activities and/or assessments/comments on named individuals should be classified as confidential.
6. METHOD FOR TRANSMISSION	Alternative 1: EUFOR standard digital transmission channels Alternative 2: Fax Encryption according to classification of the contents.
7. FORMAT OVERVIEW	The report shall be produced as a MS Word document. Digital media files such as photos, videos or sound recordings shall be enclosed as separate attachments in original formats. Geographical references shall be in the UTM format.

¹ EUFOR personnel involved in any acts of Sexual Exploitation and Abuse (SEA) or breaches of the accepted Soldiers Card.

Appendix B – Soldier's Card

SOLDIER'S CARD

EUFOR RD Congo



1. OUR MISSION

You belong to the European Force in the Democratic Republic of Congo (EUFOR RD Congo). Your mission is to contribute to support to MONUC forces for those situations that may be beyond their capacity during the election period.

You may be ordered to face a threat against MONUC personnel, members of EU organisations other than EUFOR, European Union nationals or unarmed civilians.

2. GENERAL RULES FOR THE USE OF FORCE

- a. Use minimum force necessary to accomplish your mission.
- b. Persons who want to surrender will not be harmed. Disarm them and turn them over to your superiors.
- c. Treat everyone, including all civilians and detained persons, humanely.
- d. Collect and care for all wounded or injured persons, whether friend or foe.
- e. Respect private property. Do not steal do not take “war trophies”.
- f. Prevent, document, and report all suspected violations of the Humanitarian Law of Armed Conflicts or Human Rights to superiors.

3. SPECIFIC RULES TO OPEN FIRE

a. Warning shots.

- (1) You may fire warning shots against any individual posing a threat to you during the execution of your mission or in self-defence.
- (2) If the situation permits, prior warning should be issued:

- (a) In French: « HALTE OU JE FAIS FEU ! »
- (b) In English: « STOP OR I WILL FIRE ! ».

b. Direct shots. You may fire aimed shots after prior warnings and warning shots, depending on the situation:

- (1) To defend yourself, MONUC personnel, members of EU organizations other than EUFOR, European Union nationals, PDSS (Persons with Designated Special Status: as stated by the FCdr or delegated authority), or unarmed civilians.
- (2) You may open fire in self-defence against an attack or an imminent threat to you or to the life of others, for example:
 - (a) You may open fire against an individual who is firing, or aims a weapon at you, or otherwise demonstrates an intent to imminently attack you or other EUFOR forces in your vicinity.
 - (b) You may open fire against an individual who is planting, throwing or preparing to throw, an explosive or incendiary device at, or otherwise demonstrates an intent to imminently attack you or other EUFOR forces in your vicinity.
 - (c) You may open fire against an individual who deliberately drives a vehicle at you or at other EUFOR forces in your vicinity.
- (3) On order, in accordance with the rules of engagement, if your mission cannot be fulfilled otherwise.

c. When opening fire, you must:

- (1) Fire only aimed shots.
- (2) Try to the farthest possible extend not to destroy property.
- (3) Fire no more rounds than necessary.

4. SELF-DEFENCE

- a. You have the right to use necessary and proportional force in self-defence (see also Para 4.b).
- b. Use only the minimum force necessary to defend yourself or other EUFOR forces or PDSS.

5. GENERAL RULES OF BEHAVIOUR / HUMAN RIGHTS /

GENDER ISSUES

Any violation of this Soldier's Card **will be considered as serious misconduct**. SEA will be investigated and may lead to disciplinary measures being taken, including suspension, immediate repatriation or summary dismissal.

EUFOR personnel are obliged to report any concerns regarding SEA and abuse by a colleague through the established reporting mechanisms.

a. General Rules of Behaviour

- (1) Be impartial and do not volunteer any political or social opinions, specifically on political persons, political parties or ethnic groups.
- (2) Be firm. In case of tension, talk to the people.
- (3) Always wear uniform or approved attire.
- (4) Do not give anything children. If you want to give something, give it to an adult (mother, chief).
- (5) Never walk alone outside the Field Camp.
- (6) Do not give any interviews to media unless you are ordered to do so.
- (7) Be polite but determined, and treat everybody in a way you would like to be treated.
- (8) Respect local authorities.
- (9) Traffic in RDC is dangerous. Watch out for children.

b. Human Rights' Core Points

- (1) Transfer of detained persons is allowed only to authorities who are specifically designated by EUFOR RD Congo.
- (2) Report all observations regarding violation of Human Rights via your chain of command.
- (3) Document all observations regarding violation of Human Rights.
- (4) Protection of civilians under imminent threat of physical violence in the areas of your deployment is part of your mandate.
- (5) Take care for particularly vulnerable groups (i.e. women, children).

- (6) You are personally responsible for respecting and promoting Human Rights.

c. Gender Issues

Sexual Exploitation and Sexual Abuse (SEA; Sexual exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including profiting monetarily, socially, or politically; Sexual Abuse: Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions) are acts of unacceptable behaviour and prohibited conduct for all EUFOR personnel. SEA damages the image and integrity of the EUFOR operation in RDC and erodes confidence and trust in the operation.

It is strictly prohibited for all EUFOR personnel to engage in:

- 1) Any act of sexual abuse and sexual exploitation, or any other form of sexually humiliating, degrading or exploitative behaviour.
- 2) Any type of sexual activities with children (persons under 18 years of age). Mistaken belief in the age of a person is no excuse.
- 3) Use of children or adults to procure sexual activities from others.
- 4) Exchange of money, employment, goods or services for sex with prostitutes or others.
- 5) Any sexual favour in exchange of assistance provided to the beneficiaries of such assistance.
- 6) Visits to brothels or places, which are declared off-limits.

d. Child soldiers

Children who show a threatening posture are liable to measures by EUFOR, in accordance with the Rules of Engagement (ROE). Examples for such a threatening posture can be:

- 1) Using Force
- 2) Handling weapons in public
- 3) Participation in organized armed deployment

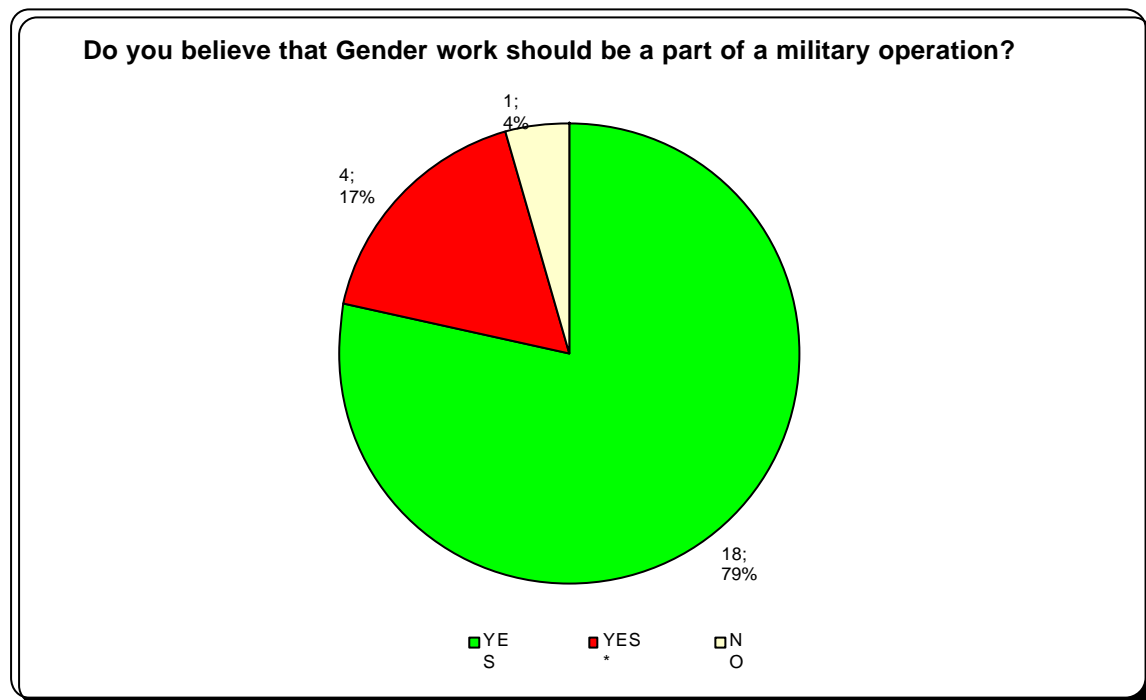
4) Otherwise posing a threat to EUFOR.

In these cases, they should be disarmed, if possible, and detained, if deemed necessary. Children have to be separated from adult detainees. If there is any doubt regarding the age of detainees, they will be considered children. Information about armed groups or armed forces enrolling or using child soldiers shall be reported.

6. MEDICAL ISSUES

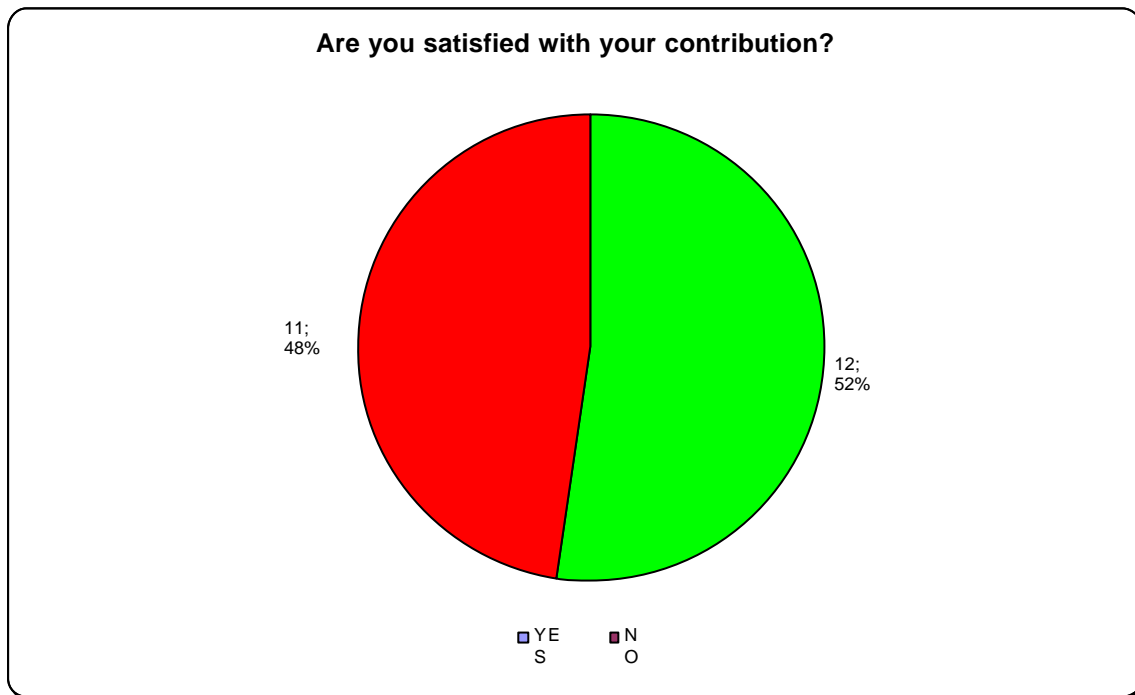
- 1) Wear proper clothing (impregnated, long sleeves, boots, hat) to be protected against mosquitoes, poisonous reptiles/insects and the effects of direct sun exposure.
- 2) Keep your accommodation clean and do not store any food there, because it will attract rodents.
- 3) Avoid touching, feeding or keeping animals.
- 4) Do not use open water for drinking, washing, swimming, or military training.
- 5) Do not eat local food; if necessary, due to politeness, just eat cooked food. Avoid salads.
- 6) Eat only fruits you can peel, and do not use ice cubes in your drinks.
- a) Remember to take your malaria prophylaxis even if there are some side effects.
- 7) Should a poisonous reptile/insect bite you, stay calm. Move as little as possible in order to avoid fast propagation of the poison in the blood by increased circulation. Do not apply a tourniquet. Do not cut. Contact a doctor as soon as possible.

Appendix C – Presentation of results interviews with the Gender Focal Points



Why should a military operation work with Gender Issues?

- We have to target Gender Issues so that we show that we are there for the whole population
- Should have more women especially for intelligence gathering operations
- It is important to work with local women as well as local men, to at all times have the best picture of information
- The focus of the Gender work should be internal as well as external
- Men and women are different target audiences and you have to analyse those gendered differences, if we want to reach the whole local population we have to learn about the different groups.
- Everybody who deal with the local population needs this kind of knowledge i.e. PIO(Press Information Officer)



What was missing, to make your contribution better?

- Lack of time/resources
- The role of Gender Focal Points should be more underlined
- Special training prior to the Deployment for all Gender Focal Points
- Meetings with all Gender Focal Points every 10-14 days
- A fulltime Gender Advisor at FHQ
- More training
- More meetings between Gender Advisor and the Gender Focal points, will be well invested time
- Early preparation and information would have been good
- Lack of time to talk to the female part of the population
- Information on Gender and Women before the Operation, prior to the Deployment.
- An internal questionnaire about the peoples perception on the situation

Suggestions and comments

What was good/bad?

Good:

- The system with Gender Advisor, Gender Officer and Gender Focal Points
- The Gender Reporting System
- Soldier's card good but too late

Bad:

- There should be a fulltime Gender Advisor in FHQ
- Training should take place earlier, Pre Deployment
- Resources and organization could be improved
- Lack of time

Improvements for coming operations?

- Preparation
- Early information
- More sensitizing training
- Appoint Gender Focal Points early
- Need of an EU Military concept

- Closer cooperation between the OHQ and FHQ