



INTERNATIONAL
GENDER
CHAMPIONS
DISARMAMENT

GENDER & DISARMAMENT

Resource Pack
for multilateral practitioners

Revised July 2024



About the International Gender Champions Disarmament Impact Group

The Impact Group seeks to promote dialogue, shared knowledge and the pursuit of concrete opportunities to advance gender-responsive action within disarmament processes.

The Impact Group is co-chaired by the Ambassadors of Australia, Ireland, Namibia and the Philippines, and the Director of UNIDIR.

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Gender & Disarmament Resource Pack

To contribute to the goal of achieving gender equality in multilateral disarmament fora, the International Gender Champions Disarmament Impact Group developed this resource pack. It includes basic information on gender equality and its relevance to arms control, non-proliferation and disarmament, as well as practical ideas that can support diplomats in advancing gender equality and applying a gender lens throughout their work.

The document is structured in four parts:

- 1. Why Gender and Disarmament?**
Part 1 presents key concepts and main approaches for integrating gender perspectives into arms control, non-proliferation and disarmament. p.4
- 2. Progress to Date**
Part 2 highlights how gender perspectives have been applied to relevant arms control, non-proliferation and disarmament agreements and United Nations General Assembly resolutions, focusing on the most recent developments. p.7
- 3. Areas for Action**
Part 3 offers practical guidance on how to make multilateral meetings more inclusive and gender-responsive. p.13
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1. WHY GENDER & DISARMAMENT?

The term gender refers to the socially constructed roles, behaviours, activities, and characteristics that a given society at a given time attributes to different genders. Gender norms determine the social characteristics and opportunities associated with being men and women, and the relationships between women and men and girls and boys, and the relationships among women and among men, among others. These attributes, opportunities and relationships are socially constructed and are learned through socialization, the process by which gender norms are developed, refined and learned through interaction with family, peers and other social agents. Gender norms are context- and time-specific, and changeable.

Gender norms determine what is expected, allowed and valued in a woman or a man in a given context. In most societies, gender norms have resulted in differences and thus,

inequalities between women and men in terms of their socially assigned responsibilities, roles, access to and control over resources, and decision-making opportunities.

In arms control, non-proliferation and disarmament, there are a number of ways gender perspectives can be addressed. One of them involves **applying a gender analysis**; that is, to consider how the attributes, opportunities

“*From a rights-based perspective, women have the right to participate fully, equally and meaningfully in international security decision-making.*”

and relationships associated to a person's gender affect issues such as: exposure to risk; the likelihood of becoming a victim/survivor of violence; the ability to access medical attention in the aftermath of conflict; and the long-lasting biological and physiological

impacts of weapons on individuals.

Gender perspectives have already informed multilateral arms control and disarmament frameworks to varying degrees, including

under the Convention on Cluster Munitions (CCM) and the Arms Trade Treaty (ATT), and different United Nations General Assembly (UNGA) resolutions. The inclusion of gender-responsive provisions has shed light on the differential impacts of weapons on women, men, girls and boys, and enhanced the ability of the international community to redress gender inequalities. Gender-sensitive disarmament measures are further addressed in Part 2.

Another approach focuses on **achieving gender equality and improving women's meaningful participation and agency in arms control, non-proliferation and disarmament fora**. Women are underrepresented in international forums concerned with peace and security, and targeted actions to increase women's participation are required. Practical suggestions to make multilateral meetings more inclusive and gender-responsive are presented in Part 3.

From a rights-based perspective, women have the right to participate fully, equally and meaningfully in international security decision-making. The UN Secretary-General has repeatedly expressed his commitment to ensure equal participation of women and men in all decision-making processes related to disarmament and international security, as well as in all panels, boards and expert groups relevant to the field of disarmament. These goals are stated in the UN Secretary-General's Agenda for Disarmament (2018) and reiterated in his Policy Brief on A New Agenda for Peace (2023). In the latter,

the Secretary-General calls for a dismantling of the patriarchy and acknowledges that the advancement of women's empowerment and their active participation in disarmament has collectively contributed to making humanity safer and more prosperous.

These two approaches are interrelated as **greater participation alone is inefficient in reducing gender inequalities unless women can meaningfully influence decision-making, and unless there is a general appreciation among multilateral practitioners for the ways in which the substantive issues they deal with are gendered**. This point is made in the pivotal Women, Peace and Security (WPS) Agenda, now approaching its 25th anniversary, which underlines the important roles of women in conflict preven-

tion, management and resolution, and highlights the importance of their full and equal participation and leadership in international peace and security processes.



The advancement of women's empowerment and their active participation in disarmament has collectively contributed to making humanity safer and more prosperous.



About UNSCR 1325 and the Women, Peace and Security Agenda

On 31 October 2000, the UN Security Council unanimously adopted Resolution 1325 on Women, Peace and Security (WPS). UNSCR 1325 was a landmark resolution, as it was the first time that the Security Council explicitly acknowledged the different needs, experiences, and vulnerabilities of women and girls in conflict-affected situations. Subsequently, the Security Council adopted other resolutions addressing and building upon those topics: 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013); 2122 (2013); 2242 (2015); 2467 (2019); 2493 (2019).

Together with the 9 subsequent WPS resolutions, UNSCR 1325 (2000) forms the basis for what is known as the WPS agenda. These resolutions seek to ensure women's full, equal and meaningful participation in all aspects of conflict resolution and peacebuilding processes; the prevention of and protection from all forms of violence against women and girls and any abrogation of their rights; and the consideration of the needs of women and girls in relief and recovery.

Further integration between arms control and disarmament on the one hand and the WPS agenda on the other should be pursued. Practical ways of doing so include: incorporation of arms control and disarmament measures into WPS National Action Plans; inclusion of gender considerations in national arms control strategies; sponsorship programmes to increase women's participation

in international negotiations; and provision of gender-sensitive assistance to victims/ survivors of armed violence and conflict; among others. At the same time, in the field of disarmament and arms control, a sustained effort is required to ensure the meaningful participation of women in all its processes, and that the differentiated impacts of weapons are assessed and understood.



Arms control and disarmament are essential to achieving the over-arching goals of the WPS agenda.



2. PROGRESS TO DATE

Treaties, Conventions and Action Plans

Efforts to incorporate gender perspectives in multilateral arms control, non-proliferation and disarmament frameworks are increasing. The [Convention on Cluster Munitions \(CCM\)](#) contains an obligation for States Parties to provide age- and gender-sensitive victim assistance, including medical care, rehabilitation, and psychological support, and to ensure the social and economic inclusion of victims (Article 5).

The Lausanne Action Plan, adopted in 2021, commits States Parties to collect and analyse gender, age, and disability disaggregated data in relation to a number of cross-cutting actions, such as surveying and clearance of cluster munition remnants, risk education, victim assistance, and the development of laws, policies and programmes. Through these actions, States Parties commit to ensure that the different needs, vulnerabilities, and perspectives of women, girls, boys and men from diverse populations and of all ages are considered and inform the implementation of the Convention.

The Second Review Conference of the CCM (2020-2021) designated the Coordinators on General Status and Operation as focal points for gender mainstreaming.

In 2023, the 11th CCM Meeting of States Parties adopted a revised reporting form containing a new Form J on 'Gender and Diversity of Populations' that States Parties may use to report voluntarily on practical measures to take into account the different needs, vulnerabilities and perspectives of women, girls, boys and men, as well as the diversity of populations.

While the [Anti-Personnel Mine Ban Convention \(APMBC\)](#) does not include a gender-related clause in its text, the Oslo Action Plan, adopted by States Parties in 2019 to ensure implementation of the Convention, commits States Parties to mainstream gender considerations in mine action programming, including mine risk education and victim assistance. It also commits States Parties to presenting data disaggregated by gender and age when reporting on these programmes.

During the Fourth Review Conference of the APMBC, in 2019, States Parties decided to amend the working methods of the Convention's Committees. Since then, each of the five Committees appoints a focal point to provide advice on gender mainstreaming and ensure that the diverse needs and experiences of people in affected communities are taken into account in the implementation of the Oslo Action Plan (2020-2024).

At the 21st Meeting of States Parties, in 2023, UNIDIR presented new research analysing the implementation of the Oslo Action Plan, as well as outlining areas for improvement related to gender, diversity, and inclusion, which could be addressed in the next Action Plan due for finalisation at the forthcoming Review Conference to take place in Siem Reap, Cambodia, in November 2024.¹

The gender clauses in the CCM Lausanne Action Plan and the APMBC Oslo Action Plan are critical for people affected by those weapons because they stipulate equal access to services and resources for men and women.

The **Arms Trade Treaty (ATT)** contains a specific provision on gender-based violence (GBV) in its legal framework. Article 7(4) requires States Parties to take into account the risk of exports being used to commit or facilitate serious acts of gender-based violence or serious acts of violence against women and children. It is contrary to ATT obligations to transfer weapons where there is a risk that the weapons could be used to commit or facilitate serious acts of GBV, and that risk cannot be mitigated. Consideration of legislative frameworks and normative factors around GBV in the recipient countries may be relevant to this assessment. In practice, this means that States Parties conducting risk assessment processes for the export and import of weapons should

take into account the legislative and normative factors around GBV in the recipient countries. This ATT provision has raised awareness about the link between GBV and the availability and the misuse of small arms.

In 2019, the Fifth Conference of States Parties to the ATT focused on the Treaty's gender provisions and adopted a decision encouraging States Parties to take actions on gender and GBV in the ATT context. To enhance understanding of the gender-specific effects of armed violence, States Parties have agreed to promote the collection of gender-disaggregated data within their national crime and health statistics. This includes gathering data on victims of armed violence and conflict broken down by gender, with the aim of making such data accessible to the public. Additionally, States Parties have decided that the ATT Secretariat should provide updates on the general advancement of delegations towards achieving gender balance.

At the 9th Conference of States Parties, in 2023, UNIDIR presented new research on the linkages between weapons and conflict-related sexual violence (CRSV), proposing ideas for the arms control community, including options to leverage ATT implementation in CRSV prevention efforts.² This could include systematic collection of gender and age disaggregated data related to GBV and CRSV occurrences, as well as data on the presence and type of weapons.

The **UN Programme of Action to prevent, combat and eradicate the illicit trade in small arms and light weapons in all its aspects (UN POA SALW)** recognizes the negative impact of the illicit trade in SALW on women.

The Outcome Document of the 2022 Eighth Biennial Meeting of States of the UN PoA

reiterated the need for the full, equal, meaningful and effective participation of women in the implementation of the PoA and the International Tracing Instrument (ITI). It also encouraged States Parties to collect disaggregated data and to address the differential impact of the illicit trade in small arms and light weapons on women, men, girls, and boys in the implementation of both the PoA and the ITI.

The governance of conventional arms and ammunition was strengthened with the recent adoption of the **Global Framework for Through-life Conventional Ammunition Management**, comprising 15 objectives for safe, secure, and sustainable through-life conventional ammunition management. In its preamble, the Global Framework recognizes the role of conventional ammunition in facilitating armed violence, including gender-based violence. Gender considerations were also integrated into specific objectives.

Objective 8 (Supply Chain Transparency) calls attention to the risk of diverted conventional ammunition being used to commit gender-based violence, and the differentiated impacts of diverted conventional ammunition on women, men, girls and boys. Objective 13 (Data Collection and Analysis) encourages the recording of sex and age disaggregated data to allow for an assessment of the role of diverted conventional ammunition in different types of armed violence. Objective 14 (Gender Mainstreaming) is dedicated to strengthening gender mainstreaming and the full, equal, meaningful and effective participation of women in through-life conventional ammunition management.

Efforts to protect civilians from explosive weapons have also benefitted from an approach that integrates gender. The **Political Declaration on Strengthening the Protection**

of Civilians from the Humanitarian Consequences Arising from the Use of Explosive Weapons in Populated Areas (EWIPA), endorsed by 87 States, recognizes the importance of collecting data disaggregated by sex and age on civilian harm from the use of EWIPA. In its operative section, the Declaration directs States to “collect, share, and make publicly available disaggregated data on the direct and indirect effects on civilians” and to “adopt a holistic, integrated, gender-sensitive, and non-discriminatory approach” to victim assistance. The Declaration’s signatories also “welcome work to empower, amplify, and integrate the voices of all those affected [by EWIPA], including women and girls” and they “encourage further research into the gendered impacts of the use of explosive weapons”.

Over the past years, a discussion on the gendered impacts of nuclear weapons has emerged during the **Nuclear Non-Proliferation Treaty (NPT)** review process. Different studies have underlined that ionizing radiation does not affect men and women equally. While the detonation of one or more nuclear weapons would cause massive death and injury to all, scientific research shows that women and girls have a far higher risk of developing cancer than men or boys. The research has been highlighted by some States Parties and the gendered effects of nuclear weapons have been a topic of various national statements and working papers.

Gender-related topics were reflected in the Draft Final Document of the Tenth Review Conference of the NPT, which contained multiple references to gender issues, especially in relation to women’s meaningful participation and leadership in the NPT implementation and review. This language was accepted by all States Parties despite the fact that there was no consensus on a final document.

In 2023, at the First session of the Preparatory Committee for the 2026 Review Conference, a working paper on “Taking Forward Gender Mainstreaming Efforts in the NPT” was submitted by Australia, Canada, Ireland, Mexico, Namibia, Norway, Panama, Philippines, Spain, Sweden, Thailand, and UNIDIR.³ The paper considers practical ways to promote women’s participation and leadership in the NPT and gives entry points to implement gender analysis in nuclear policymaking.

The **Treaty on the Prohibition of Nuclear Weapons (TPNW)** which entered into force on 22 January 2021, includes a clause mandating States Parties to provide age- and gender-sensitive assistance to individuals under its jurisdiction who are affected by the use or testing of nuclear weapons, including medical care, rehabilitation, and psychological support, as well as provide for their social and economic inclusion (Article 6). In addition, the Treaty preamble notes that nuclear weapons have a disproportionate impact on women and girls, including as a result of ionizing radiation. It also recognizes the need for the “equal, full and effective participation of both women and men” in promoting peace and security, and the engagement of women in nuclear disarmament.

In 2022, States Parties adopted the Vienna Action Plan, by which they resolved to “integrate gender considerations across the work of the Treaty’s implementation” (Action 39) and “recommend that gender considerations are taken into account across all TPNW-related national policies, programs and projects” (Action 47). They also agreed to “establish a geographically diverse and gender balanced network of experts to support the goals and TPNW” (Action 34) and to establish a Gender Focal Point to support the implementation of the gender provisions of the Treaty and report on progress made to the 2MSP (Action 48).

Additionally, States Parties decided to begin working on guidelines for ensuring age- and gender-sensitive Victim Assistance (Action 49), as well as guidelines for the integration of gender perspectives in international cooperation and assistance (Action 50).

In 2023, TPNW States Parties adopted a political declaration and a package of decisions. The political declaration reaffirmed the gender provisions of the Treaty and considered equal, full, and meaningful participation of women and men as essential in nuclear disarmament. The declaration also mentioned the disproportionate impacts of nuclear weapons on women and girls.

In recent years, discussions on biological and chemical weapons featured gender considerations, as new research was published on potential sex-specific effects and gendered impacts of those weapons.⁴ Since then, there have been side events exploring the relevance of gender perspectives in the **Biological Weapons Convention (BWC)**, as well as in the **Chemical Weapons Convention (CWC)**.

In 2021, the IGC Disarmament Impact Group developed a factsheet outlining the current state of gender balance in the biological weapons regime, as well as potential sex-specific and gendered impacts of biological weapons.⁵ At the 2022 Ninth Review Conference of the BWC, a working paper on enhancing gender equality and women’s empowerment in the BWC and a language proposal for inclusion in the final document were submitted by Panama.⁶

At the 2022 Conference of the States Parties of the CWC, a joint statement on gender equality was delivered by Costa Rica on behalf of a group of States. The statement underscored gender as a cross-cutting issue that should be considered in all aspects of the convention,

including the provision of care and assistance to women affected by chemical weapons, among other areas. At the 2023 Fifth Review Conference of the CWC, a working paper on the importance of advancing gender equality considerations was presented by Canada and co-sponsored by more than 50 States.⁷

These are welcome developments, given that sex-and gender-disaggregated data, as well as knowledge of gender perspectives, could improve preparedness in the event of a chemical or biological weapons attack and enhance the effectiveness of international assistance.

Over the past years, a number of States and civil society representatives participating in the meetings of the [Group of Governmental Experts \(GGE\) on Lethal Autonomous Weapons Systems \(LAWS\)](#), convened under the Convention on Certain Conventional Weapons (CCW), have expressed concern that algorithm-based weapons like LAWS have the potential to perpetuate or amplify existing social biases, including gender bias. In 2024, a group of States presented the working paper “Addressing Bias in Autonomous Weapons”, which highlighted the risks of gender and racial biases, among others, stemming from algorithmic biases in autonomous weapons. The paper proposed measures to mitigate biases, including testing, transparent documentation of data sets, benchmark evaluations, and training.⁸

Throughout the meetings of the [Open-ended Working Group \(OEWG\) on Developments in](#)

[the field of information and telecommunications in the context of international security](#), a large number of delegations drew attention to potential gendered impacts of ICT-incidents, as well as the global gender gap in access to and use of the internet. New research exploring how gender norms shape specific activities related to cybersecurity was presented in side-events and multiple civil society organizations highlighted the importance of gender mainstreaming in cyber policies. Moreover, the Women in Cybersecurity Fellowship was successful in improving the level of women’s engagement in that forum, with virtually half of official statements being delivered by women. This is unprecedented in multilateral meetings on international security, where, on average, women’s voices account for no more than 30% of the statements delivered.

Gender considerations have also been discussed in the [Open-Ended Working Group on Reducing Space Threats](#), where a number of States highlighted the importance of equal participation of women and men and the need to assess the potential differentiated impacts of threats to space systems. These topics were explored in a side event to the second session of the OEWG in September 2022, when experts and practitioners discussed issues such as women’s participation and leadership in the space industry and diplomacy; mainstreaming gender approaches to space law, norms and standards; and harnessing space technology for sustainable development and gender equality.

UNGA First Committee Resolutions

UNGA First Committee resolutions have offered another means to acknowledge and address the gender equality and international security nexus. In its 78th Session in 2023, the General

Assembly adopted 61 resolutions proposed by First Committee, of which 23 featured gender-related provisions that call for women’s equal participation, stress the gendered

impacts of weapons and armed violence, and/or highlight gender considerations in disarmament efforts. This corresponds to a record proportion of 38% of gender-sensitive resolutions, up from 25% in the 75th Session in 2020.

Every two years, the General Assembly adopts a resolution specifically focused on promoting “equal opportunities for the representation of women in all decision-making processes with regard to matters related to disarmament, non-proliferation and arms control, in particular as it relates to the prevention and reduction of armed violence and armed conflict”. Known as Women, Disarmament, Non-Proliferation and Arms Control, the resolution is led by Trinidad and Tobago and was first introduced in 2010. In 2022, the resolution was co-sponsored by 45 States.

Many gender references take the form of preambular language rather than operational commitments in the resolutions. Selected examples of operational commitments are reproduced below:

Ethical imperatives for a nuclear-weapon-free world (A/RES/78/41)

OP 3 (c): “Declares that greater attention must be given to the impact of a nuclear weapon detonation on women and the importance of their participation in discussions, decisions and actions on nuclear weapons;”

The Arms Trade Treaty (A/RES/78/48)

OP 13: “Recalls the adoption of action-oriented decisions on gender and gender-based violence endorsed by the Fifth Conference of States parties, encourages and welcomes efforts of States parties to contribute to the progress on these two aspects, and in that respect encourages States parties and signatory States to ensure the full and equal participation of women and men in pursuing the object and purpose of the Treaty;”

Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects (A/RES/ /64)

OP12: “U...erlines the vital role of the full and equal participation of women in decision-making and implementation of the Convention;”

Examples of resolutions containing gender language in the preamble are as follows:

- ▶ Reducing space threats through norms, rules and principles of responsible behaviours (A/RES/78/20)
- ▶ Implementation of the Convention on Cluster Munitions (A/RES/78/32)
- ▶ Implementation of the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on Their Destruction (A/RES/78/45)
- ▶ The illicit trade in small arms and light weapons in all its aspects (A/RES/78/46)
- ▶ Radiological Weapons (A/RES/78/51)
- ▶ Convention on the Prohibition of the Development, Production and Stockpiling of Bacteriological (Biological) and Toxin Weapons and on Their Destruction (A/RES/78/67)
- ▶ Addressing the legacy of nuclear weapons: providing victim assistance and environmental remediation to Member States (A/RES/78/240)

In addition to UNGA resolutions, Ireland, together with Australia, Canada, and the Netherlands, delivered a joint statement on gender and disarmament during UNGA 78, with 80 states endorsing the statement — an increase of two from UNGA 77.

3. AREAS FOR ACTION

Multilateral fora chairs and practitioners have different options available to them for addressing the gender dimensions of international security affairs. For example, they can:

- ▶ Adopt agenda item(s) that integrate a gender analysis into arms control and disarmament;
- ▶ Approve mandates for integrating gender throughout the substance of the delegates' work;
- ▶ Include gender-responsive language in resolutions;
- ▶ Highlight the gendered aspects of international security affairs and associated gendered impacts;
- ▶ Organize gender briefings related to the substance of their work; Participate in the activities of the International Gender Champions Disarmament Impact Group;
- ▶ Engage with the Women, Peace and Security Focal Points Network; and
- ▶ Support side-events or hold informal meetings on gender on the margins of multilateral meetings.

Fostering an inclusive institutional culture

The International Gender Champions launched the Gender-Responsive Assembly Toolkit in 2018, a comprehensive document with practical recommendations for all actors taking part in international meetings.⁹ The following points have been drawn from the Toolkit as suggestions for the presidencies and chairs of multilateral meetings, and for heads of delegations.

Before multilateral meetings

- ▶ Provide financial and capacity-building support to women delegates, where feasible;
- ▶ Include gender criteria in the sponsorship programme for delegations;
- ▶ During the review cycle of a given convention, ensure a gender-balanced bureau, featuring both women and men at the highest level;

- ▶ Ensure that women and men working with the presidency are equally represented in support functions, such as note-taking;
- ▶ Design a communication strategy that is gender-responsive, featuring gender issues in newsletters and other outreach communication documents, among other actions.

During multilateral meetings

- ▶ Tone matters: demonstrate strong political will from the top by setting the tone early, raising the subject of gender equality, encouraging increased participation of women, as well as intersectional gender analyses;
- ▶ Engage in dialogue with delegations that have no or few women to support them in redressing the situation;
- ▶ Institute gender-responsive, family-friendly arrangements, avoiding the ‘crowding out’ of women in informal discussions, and avoiding negotiations running over time. If this is not possible, as is sometimes the case in endgame diplomacy, adequate warning should be given of the likelihood ahead of time;
- ▶ Promote gender-expert speakers in interviews and media;
- ▶ Collect, track and publish disaggregated data and gender statistics for delegations, bodies and panels.
- ▶ Track and make available disaggregated data for all speakers (gender, age, other identity markers). UNODA has begun to do this for the debates taking place at UNGA First Committee. A more systematic effort by the secretariats of different conventions would be welcome. Institutionalize gender balance on panels and among participants by the setting of guidelines, including a checklist for staff on how to achieve gender balance on panels (plan early and focus on expertise);
- ▶ Adopt resolutions that encourage higher participation of women. One good example is the biennial resolution on “Women, disarmament, non-proliferation, and arms control”, led by Trinidad and Tobago at the UNGA First Committee.

Encouraging gender-responsive communication

Whether chairing meetings, writing reports or speaking to the media, it is important to be aware of the ways in which language can either enforce or subvert gender inequalities. Below are some of the gender-responsive actions one can adopt in everyday communications.¹⁰

Avoiding gender stereotypes

Profession has no gender. Therefore, avoid portraying certain jobs or roles as being more appropriate for a specific gender. Instead, portray men and women in diverse roles that challenge gender stereotypes.

For example, while it may seem like a compliment to say women are more cooperative and men are more competitive, these are still stereotypes and can have harmful results.

Ensuring fair visibility for men and women

Fair visibility means that communication does not perpetuate gender stereotypes and allows men and women to be on an equal footing.

For example, a photo that presents men as scientists, doctors, engineers and policemen, and women as teachers, or nurses caring for

victims, does not qualify as fair visibility. To ensure fair visibility, it is important to present a diversity of roles for both women and men.

Using gender responsive language

Language should be adapted to reflect inclusion. It is important to avoid using the terms 'male' and 'female' as they reduce people to their reproductive roles. A good practice to correct this is to use 'man' and 'woman', 'boy' and 'girl', even when you need an adjective.

Generic nouns such as 'mankind', 'forefathers', and 'motherly' can be replaced with gender-neutral terms like 'humankind', 'ancestors', and 'nurturing'.

'Chairman' or 'Chairwoman' can be replaced with 'Chairperson'; instead of 'Unmanned Aerial Vehicles' use 'Uncrewed Aerial Vehicles'.

Use singular 'they' instead of masculine pronouns to express neutrality.

Avoiding victimization

Avoid the ways in which women are often portrayed:

- ▶ as victims (rather than survivors) of gender-based violence; grouped with children, falsely portraying their needs and abilities;
- ▶ as unable to escape poverty and conflict, reducing their perceived agency; as passive beneficiaries, etc.

A good practice would be to show men and women as active participants to development instead of merely passive beneficiaries.

Avoiding patronizing statements

Be mindful of cultural and socio-economic differences that can lead to patronizing statements. Some ways in which women are patronized are:

- ▶ 'Women are less interested in issues of international security' or
- ▶ 'Women need to improve their self-esteem and decide to take on leadership positions'.

A corrective practice for this would be to recognise and portray women as agents for change, despite structural gender inequalities and in spite of their gender.

4. FURTHER RESOURCES

Examples of statements, working papers and studies addressing the interconnections between gender and disarmament include:

Expert Resources

Addressing Weapons in Conflict Related Sexual Violence: The Arms Control and Disarmament Toolbox, Study by Hana Salama, UNIDIR, 2023

<https://unidir.org/GenderCRSV>

Beyond Oslo: Taking Stock of Gender and Diversity Mainstreaming in the Anti-Personnel Mine Ban Convention, Study by Renata H. Dalaqua, Hana Salama and Paula J. Fuster, UNIDIR, 2023.

<https://unidir.org/publication/beyond-oslo-taking-stock-of-gender-and-diversity-mainstreaming-in-the-anti-personnel-mine-ban-convention/>

Connecting the Dots: Arms Control, Disarmament and the Women Peace and Security Agenda, Study by Henri Myrntinen, UNIDIR 2020.

<https://unidir.org/publication/connecting-the-dots/>

Factsheet: Gender and Biological Weapons, Factsheet by the IGC Disarmament Impact Group, May 2021.

<https://unidir.org/Gender-biological-weapons>

Factsheet: Gender and Chemical Weapons, Factsheet by UNIDIR, November 2021.

<https://unidir.org/publication/factsheet-gender-and-chemical-weapons>

First Committee Briefing Book 2023, Reaching Critical Will, 2023.

<https://www.reachingcriticalwill.org/resources/publications-and-research/publications/17038-first-committee-briefing-book-2023>

From the Margins to the Mainstream: Advancing Intersectional Gender Analysis of Nuclear Non-Proliferation and Disarmament, Collection of policy papers edited by Renata H. Dalaqua, UNIDIR, 2024.

<https://unidir.org/publication/from-the-margins-to-the-mainstream-advancing-intersectional-gender-analysis-of-nuclear-non-proliferation-and-disarmament/>

Gender Approaches to Cybersecurity: Design, Defence and Response, Study by Katharine Millar, James Shires and Tatiana Tropina, UNIDIR 2021.

<https://unidir.org/publication/gender-approaches-cybersecurity>

Gender, Development, and Nuclear Weapons, Study by John Borrie et. al., UNIDIR, ILPI, 2016.

<https://unidir.org/files/publication/pdfs/gender-development-and-nuclear-weapons-en-659.pdf>

Gender in Cyber Diplomacy, Factsheet by UNIDIR, December 2019.

<https://unidir.org/publication/fact-sheet-gender-cyber-diplomacy>

Gender and Diversity in the Anti-Personnel Mine Ban Convention, Factsheet by UNIDIR and the Geneva International Centre for Humanitarian Demining, November 2023.

<https://unidir.org/publication/gender-diversity-in-the-anti-personnel-mine-ban-convention-apmbc/>

Gender in the Arms Trade Treaty, Factsheet by UNIDIR and Control Arms, August 2022.

<https://unidir.org/publication/factsheet-gender-and-the-arms-trade-treaty/>

Gendered Impacts of the Use of Explosive Weapons in Populated Areas, Factsheet by UNIDIR, April 2024.

<https://unidir.org/publication/gendered-impacts-of-the-use-of-explosive-weapons-in-populated-areas/>

How to use the Arms Trade Treaty to Address Gender-Based Violence: A Practical Guide for Risk Assessment, Control Arms, 2018.

https://controlarms.org/wp-content/uploads/2018/08/GBV-practical-guide_ONLINE.pdf

Making Room for Improvement: Gender Dimensions of the Life-cycle Management of Ammunition, Study by Emile LeBrun, UNODA, 2020.

<https://www.un.org/disarmament/gender-dimension-of-lcma/>

Missing Links: Understanding Sex- and Gender-Related Impacts of Chemical and Biological Weapons, Study by Renata Hessmann Dalaqua, James Revill, Alastair Hay, Nancy Connell, UNIDIR, 2019.

<https://unidir.org/publication/missing-links-understanding-sex-and-gender-related-impacts-of-chemical-and-biological-weapons>

Operational Guidance on Victim Assistance Responsive to Gender and Other Diversity Aspects, Gender and Mine Action Programme (GMAP), 2018.

<https://www.gichd.org/publications-resources/publications/operational-guidance-victim-assistance-responsive-to-gender-and-other-diversity-aspects/>

Still Behind the Curve: gender balance in arms control, non-proliferation and disarmament diplomacy, Study by Renata Hessmann Dalaqua, Kjølsv Egeland, Torbjørn Graff Hugo, UNIDIR, 2019.

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