

DESCRIPTION OF FIELDWORK

Fixing Gender: The Paradoxical Politics of Peacekeeper Training

This project involved (1) participant observation of gender training courses as well as (2) semi-structured interviews with gender trainers, training participants and experts, conducted between September 2016 and December 2017. Interview transcripts and fieldwork notes are not included in the deposited data, as consent was not sought for this at the time of research and was impractical to obtain subsequently. Research sites and interview participants are listed below. The research process, its methodological insights and limitations, and political dilemmas is discussed in: Holvikivi, A. 2019. Gender experts and critical friends: Research in relations of proximity. *European Journal of Politics and Gender* 2(1): 131-147. DOI: [10.1332/251510819X15471289106068](https://doi.org/10.1332/251510819X15471289106068).

1. DESCRIPTION OF PARTICIPANT OBSERVATION SITES

1. National pre-deployment training, Nordic country, November 2016

Duration: 5 days course total (30 min session on gender equality)

Audience: National military personnel (regular and reserve enlisted soldiers, NCOs, and officers) deploying on a variety of UN, EU, and NATO operations. Approximately 35 participants, all male.

Trainers: National military officers (all male), civilian experts employed by the military (female)

Researcher participation: Not applicable (observer)

Topics covered: Administrative arrangements and terms of employment on peacekeeping; communication; culture and religion in areas of operation; laws of war, rules of engagement and conduct and discipline; **(gender) equality (30 min)**; weapons training; organizational structures of missions; context and threats in the area of operations; first aid.

2. Professional military education, Nordic country, March 2017

Duration: 90 min

Audience: 18 junior officers (national staff, 16 men and 2 women)

Trainers: Military officers (male)

Researcher participation: Not applicable (observer)

Topics covered: Gender stereotypes; gender roles in conflict; terms and definitions; WPS.

3. Gender training-of-trainers course, Nordic region, March 2017

Duration: 8 days

Audience: Multi-national audience (Nordic, Eastern European), national military personnel (officers), civilian experts, and defence academy educators. 25 participants, 17 men and 8 women.

Trainers: Military officers (male and female), one police officer, civilian defence academy employees, NGO staff.

Researcher participation: I participated in the teaching team as syndicate leader and delivered two sessions (gender equality, and sexual orientation and gender identity).

Topics covered: Improving operational effectiveness by integrating gender perspective (e-learning listed in Annex 3); gender terms and definitions; gender perspective in NATO and in PSOs; gender perspective in national defence; gender equality and inequality; gender equality and conscription; men and masculinities; target audience analysis and backward design; instructional strategies and active learning methods; conflict-related sexual and gender-based violence; international humanitarian law, human rights, and protection mandates; UN Security Council Resolutions on WPS; national action plans on WPS; handling resistance in gender education and training.

Assessment: Trainees present a session plan on gender training and give a teaching demonstration (summative assessment).

4. Military gender advisers course, East Africa, April 2017

Duration: 5 days

Audience: Multi-national audience of military officers serving as gender advisers across a range of peacekeeping missions. Trainees came from Asia-Pacific, South Asia, Western Europe, Africa, and Eastern Europe, and counted 13 women and 6 men.

Trainers: Military officers (female). Guest speakers included NGO workers and civilian gender advisors (male and female).

Researcher participation: I facilitated one session on the WPS agenda, and supported course facilitation by collecting anonymous participant feedback.

Topics covered: Gender terms and definitions; gender in society and conflict; normative frameworks; overview of the UN system; experiences of gender advisors; relationships between force headquarters and UN and civilian agencies; role of the military gender adviser; conflict-related sexual violence; child protection; military planning; role of women in peacekeeping; sexual exploitation and abuse; UN Women He for She campaign; handling resistance; gender analysis in conflict; how to teach gender; culture and gender; standard operating procedures; reporting.

Assessment: Trainees give 5 min presentations each morning, recapping topics covered the previous day (formative assessment).

5. Gender and peace support operations course, Western Balkans, June 2017

Duration: 5 days

Audience: Multi-national audience (Western Balkans, Western Europe, North Africa) of military officers and NCOs. 31 participants, approximately 16 men and 15 women.

Trainers: Military officers (Western Balkans, Western Europe; male and female), police officers (female). Guest speakers included civilian experts (male and female).

Research participation: I observed lectures and facilitated syndicate group work.

Topics covered: Why gender is important; legal basis for gender perspectives in the security sector; gender terms and definitions; identity, stereotypes and prejudices; protection of civilians; human terrain and the role of women in contemporary armed conflict; integrating gender perspective for operational effectiveness; role of the gender adviser; disaster relief and development support operations; leadership on gender in the security sector; comprehensive approach and mandate to protect civilians; sexual violence; possible role of women in peacekeeping missions; sexual exploitation and abuse; NATO perspective of gender; role of UN police contingents; gender and change management.

6. Sexual and gender-based violence course, West Africa, August 2017

Duration: 10 days

Audience: Multi-national audience (West Africa) of police officers, 30 participants, approximately 15 women and 15 men.

Trainers: Police officers (West Africa, Western Europe; male and female). Guest speakers included civilian experts and NGO representatives (West Africa, female).

Researcher participation: Not applicable (observer).

Topics covered: Definitions; relevance of the topic; legal framework; WPS; SGBV dynamics; crime scene management; referral pathways; SSR and gender; challenges in investigating SGBV; impact of armed conflict (human trafficking, domestic violence, female genital mutilation); preventing SGBV; interviews; international protocol on the documentation and investigation of sexual violence; case management; impact of domestic violence on victims and families; mass rape and genocide; trauma and trauma-sensitive victim approach; experiences from the field.

7. Gender in operations course, Western Europe, December 2017

Duration: 5 days

Audience: Multi-national audience (Western Europe, Western Balkans, Eastern Europe, Nordic region) of 37 military officers, police officers, and civilian defence experts. 20 men and 17 women.

Trainers: Military officers, police officers, civilian experts, NGO staff (male and female).

Researcher participation: I observed lectures and facilitated syndicate group work.

Topics covered: Introduction to European Security and Defence College; comprehensive approach; international humanitarian law and gender; gender in SSR and DDR processes; gender and inclusive mediation processes; conflict-related sexual violence and protection of civilians; gender in planning processes.

2. LIST OF INTERVIEWS

Interviewees are listed in chronological order of interview. To preserve anonymity of participants, only pseudonyms used in research publications are shared. Descriptions of their personal characteristics, job role and expertise are shared as they were agreed with research participants during the interview.

1. 'Johanna' (September 2016), gender expert in NGO sector in Western Europe
2. 'Fatima' (September 2016), West African military officer deployed with MINUSMA
3. 'Alessia' (September 2016), director of an NGO in Western Europe
4. 'Aisha' (September 2016), gender focal point, centre for executive education in security policy in Western Europe
5. 'Robert' (September 2016), Western European military officer, training development officer
6. 'Malcolm' (September 2016), gender practitioner at an INGO in Western Europe
7. 'Eric' (September 2016), head of gender team at an INGO in Western Europe
8. 'Elias' (October 2016), senior adviser in a Nordic ministry of defence
9. 'Vera' (October 2016), senior adviser in a Nordic defence academy
10. 'Caitlin' (October 2016), professor of practice
11. 'Martina' (October 2016), civilian faculty member at a multinational security studies institution in Western Europe
12. 'Max' (November 2016), military officer in a Nordic military, training officer
13. 'Kalle' (November 2016), military officer in a Nordic military, training officer
14. 'Sarah' (December 2016), gender advisor at a peacebuilding INGO in Western Europe
15. 'Vincent' (December 2016), head of gender team at an INGO in Western Europe
16. 'Mila' (January 2017), project officer in international NGO (based in Western Europe) working on gender in Africa
17. 'Marie' (February 2017), civilian faculty member at a Western European defence academy
18. 'Fiona' (February 2017), UN gender adviser
19. 'Matias' (February 2017), UN Women policy specialist
20. 'Sandra' (March 2017), UN gender adviser
21. 'Anna' (May 2017, June 2017), officer in a North American military
22. 'James' (June 2017), NCO in a North American military