



Gender and Private Military and Security Companies

The Role of States, Companies and Clients in Addressing Human Rights Challenges

Panel Event: Wednesday 27 November, 15h00-16h30
Palais des Nations Room XXIII

We cordially invite you to a panel event that examines the gendered impacts of PMSC operations, discusses the challenges for regulation at the local and international level, and considers good practices and operational guidance for States, PMSCs and their clients in ensuring gender transformative approaches to the industry. The event will launch two important reference documents:

- **The Gendered Human Rights Impacts of Private Military and Security Companies: Report of the United Nations Working Group on the use of mercenaries as a means of violating human rights and impeding the exercise of the right of peoples to self-determination: (A/74/244)**
- **Gender and Private Security Policy Brief: DCAF: Geneva Centre for Security Sector Governance, OSCE ODIHR, UN Women**

Speakers

*Lessons from a local context:
Gender and private security in
Guatemala*

Carmen Rosa De Leon Escribano
Teaching Institute for
Sustainable Development
(IEPADES)

*The gendered human rights impacts
of PMSCs*

Sorcha McLeod
UN Working Group on the Use of
Mercenaries

*Practical guidance for national
regulation*

Anna Marie Burdzy
DCAF- Geneva Centre for
Security Sector Governance

Moderated by Chris Kwaja, Chair of the UN Working Group on the Use of Mercenaries

Background

With an industry valued at over US 244 billion per year, private military and security companies (PMSCs) are active all over the world: guarding extractive industry operations; advising and training local security forces; running prisoner and migrant detention and providing transport; offering security for critical infrastructure; and delivering military contractor support and maintenance of weapons systems. The activities of PMSCs and their personnel affect various parts of communities in disproportionate and differentiated ways. Sexual- and gender-based violence perpetrated by PMSC personnel disproportionately affects women and girls, especially in conflict, post-conflict and transitional contexts and in countries in which there are weak or non-existent standards or oversight governing their activities. Women and girls face discrimination and specific barriers to seeking effective remedies. As employees, women and LGBTI persons face significant inequality and gender-based discrimination. Few companies have recruitment and labor policies that take into account the gendered needs of employees. To date, there has been too little attention on gender issues in most policy and regulatory frameworks and initiatives that focus on PMSCs. Both national and international actors can engage and work to solve these gendered security and human rights challenges through practical and principled approaches.

Light reception to follow courtesy of CEVIA - Centre for Enterprise Liability, Faculty of Law, University of Copenhagen



Working Group on the use of mercenaries



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