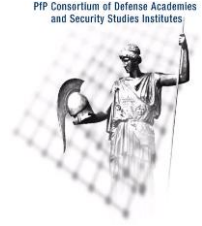




DCAF
a centre for security,
development and
the rule of law

Partnership for Peace Consortium of Defense Academies
and Security Studies Institutes
Security Sector Reform Working Group



FACTSHEET ON NATO DOCUMENTS AND INITIATIVES ON GENDER AND SECURITY

INTRODUCTION

In the last decade, NATO has shown keen interest in integrating gender in military operations as well as empowering women throughout its operations and internal structures, led by the advances in women's integration in some of its key militaries. Several working groups as well as member institutions of the Partnership for Peace Consortium of Defense Academies and Security Studies Institutes (PfPC) have concomitantly taken steps to integrate gender in their activities. This factsheet was compiled by the Security Sector Working Group (SSR WG) of the PfPC. Its aim is to provide an overview of existing gender policies, structures, resources and initiatives in NATO and Partner Countries. The factsheet also seeks to identify complementary efforts by the PfPC and its stakeholders in integrating gender, with a view to inform cooperation in joint research, outreach and expert formation in the PfPC context, as well as to serve as the basis for identifying complementary areas of activity.

THE SECURITY SECTOR REFORM WORKING GROUP

The SSR WG concentrates on SSR and the good governance of the security sector (SSG) as a whole and the regional differences in approaching this topic, especially taking the human security concept into account. The SSR WG concentrates in its work on advising decision makers as well as building capacity in SSR/SSG. SSR WG activities have explicitly addressed gender since 2010.

The objectives of the working group are:

- To enhance the process of security sector reform and good governance through cooperation in joint research, outreach and expert formation initiatives
- To encourage cooperation between international information networks in support of research, outreach and expert formation related to security sector reform and governance
- To enhance the exchange of ideas, insights, expertise, knowledge and best practices of security sector reform processes between consolidating and consolidated democracies in the Euro-Atlantic Area

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GENDER AND NATO HQ AT A GLANCE

Policies	Structures	Initiatives	Year
	First official NATO conference on the role of women in NATO forces in Copenhagen		1961
	Military Committee formally recognizes Committee on Women in the NATO Forces (CWINF)		1976
	Prague Summit: International Staff tasked to recommend ways of improving gender balance within IS and IMS		2002
	International Staff task force on gender balance and diversity established		2003
	Adoption of NATO-wide Equal Opportunities and Diversity Policy		2007
	Adoption of NATO-EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS)		2007
	CWINF changes name to NATO Committee on Gender Perspectives (NCGP)		2009
	Lisbon Summit endorses NATO Action Plan on Mainstreaming UNSCR 1325 into NATO-Led Operations and Missions		2010
	Comprehensive report on the NATO/EAPC policy on the implementation of UNSCR 1325 on Women, Peace and Security and related Resolutions		2010
	NATO Secretary General's annual report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related Resolutions		2011
	Revision of NATO-EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related Resolutions		2011
	Chicago Summit reaffirms commitment to UNSCRs on WPS and asks Council to undertake a review on the practical implications of UNSCR 1325 for the conduct of NATO- led operations and missions		2012
	Mari Skåre appointed Special Representative of the Secretary General on Women, Peace and Security		2012
	NATO Secretary General's 2nd annual public report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related Resolutions		2013
	Review on the practical implications of UNSCR 1325 for the conduct of NATO- led operations and missions , independently undertaken by the Nordic Centre for Gender in Military Operations in Sweden, is presented to NATO Defence Ministers who endorse the plan for the implementation of its recommendations.		2013
	NATO Secretary General's 3rd annual public report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related Resolutions		2013
	Revision of NATO-EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related Resolutions		2014
	Revised Action Plan for the implementation of the NATO/EAPC Policy on Women, Peace and Security publicly released for the first time. It includes new policy on the Prevention and Management of Harassment, Discrimination and Bullying in the Work Place.		2014
	Wales Summit reaffirms commitment to the Women, Peace and Security agenda and directs the Council to submit a progress report on NATO's implementation of UNSCR 1325 and related resolutions at the next summit.		2014
	Marriët Schuurman appointed Special Representative of the Secretary General on Women, Peace and Security - now a permanent position.		2015

NATO HQ

PFPC AND DCAF WITH NATO HQ GENDER INITIATIVES

Year	Support	Initiatives
2009	DCAF delivers session on gender training and education in annual meeting to feed into recommendations from the NATO Committee on Gender Perspectives (NCGP) on UNSCR 1325 implementation	
2010	DCAF designs and facilitates a workshop for NCGP to design a generic Pre-Deployment Training Template on Gender At the request of NOGP, DCAF delivers two awareness seminars for two sub-committees of the Military Committee	
2011	DCAF participates in NCGP Annual Meeting workshop on the development of indicators on the effect of gender integration in NATO operations	
2013	DCAF publishes paper commissioned by the NATO Parliamentary Assembly Involvement of Parliaments in Advancing the 'Women, Peace and Security' Agenda in NATO Member Countries	
2014	DCAF supports design of NCGP 2014 Annual Conference "Recruitment and Retention in the Armed Forces" DCAF facilitates civil society consultations on the 2014 Action Plan for the implementation of the NATO/EAPC Policy on Women, Peace and Security on behalf of the NATO Special Representative of the Secretary-General on Women, Peace and Security	
2015	DCAF, supported by Switzerland, offers expert support to the Bulgarian Chair of the NCGP DCAF delivers an in-kind contribution from Switzerland to a NATO Trust Fund project to enhance gender equality in the Jordanian Armed Forces DCAF publishes Gender and Complaints: A Handbook for Armed Forces and Ombuds Institutions, funded by the NATO Science for Peace Programme (forthcoming, September 2015) DCAF publishes paper commissioned by the NATO Parliamentary Assembly (forthcoming, October 2015) Involvement of Parliaments in Advancing the 'Women, Peace and Security' Agenda in NATO Member Countries	

GENDER AND NATO STRATEGIC COMMANDS AND OPERATIONS; ALLIES AND PARTNERS

	Policies	Structures	Initiatives	Year
Strategic Commands & Operations	Bi-Strategic Command Directive 40-1 on Integrating UNSCR 1325 and Gender Perspective into the Command Structure adopted by Supreme Allied Commanders Europe and Transformation			2009
	Establishment of gender adviser positions in Strategic Commands (ACT and ACO)			2007-2010
	Establishment of gender adviser positions in operations (KFOR and ISAF) and as advisers to commanders in strategic commands and operations			2011-2012
	ACO Gender Action Plan adopted in July			2011
	Adoption of revised Bi-Strategic Command Directive 40-1			2012
	Integration of gender in operations plans (e.g. ISAF Annex WW)			
	Appointment of the Nordic Centre for Gender in Military Operations in Sweden as NATO Department Head for Gender Education and Training in Operations			2013
	ACO-ACT: Bi-SC implementation plan of the OPC recommendations of the review of the practical implications of UNSCR 1325 for the conduct of NATO-led operations and missions in September			
Allies & Partners	National legal frameworks ensuring gender equality			
	17 Allied Countries and 11 EAPC Partner Countries have National Action Plans on UNSCRs on Women, Peace and Security: Australia, Austria, Belgium, Bosnia and Herzegovina, Canada, Croatia, Denmark, Estonia, France, Finland, Georgia, Germany, Iceland, Ireland, Italy, Kyrgyzstan, Lithuania, FYROM, the Netherlands, Norway, Portugal, Serbia, Slovenia, Spain, Sweden, Switzerland, the United Kingdom and the United States			As of 2015

DCAF/PfPC SUPPORT AND INITIATIVES

Year	Support	Initiatives
2012-2013	PfPC working groups on SSR, ED and ADL provide SME support to development by ACT of basic-level gender ADL course	
2010		SSR WG workshop “Gender and SSR” in Geneva
		EDWG, SSR WG integrate gender in Reference Curriculum for Professional Military Education of Officers
2011		SSR WG workshop “Gender and Defence Transformation” at Swedish National Defence College in Stockholm
		SSR WG workshop with EDWG and ADL WG “Teaching Gender to the Military - in the Classroom and through ADL” at NATO School Oberammergau
2012		SSR WG workshop with EDWG and ADL WG “Designing Sample Lesson Plans - 2nd Workshop on Teaching Gender to the Military” at Marshall Centre in Garmisch
2012-2013		EDWG, SSR WG integrate gender in Reference Curriculum for Non-Commissioned Officers
2013		SSR WG workshop with EDWG and ADL WG “Integrating Gender in the Curriculum - 3rd Workshop on Teaching Gender to the Military” in Geneva
		SSR WG workshop with EDWG and ADL WG “Gender-responsive evaluation - 4th Workshop on Teaching Gender to the Military”
2014		SSR WG workshop with EDWG and ADL WG “Authors’ Workshop: Teaching Gender to the Military”
		SSR WG workshop with EDWG and ADL WG “Review Workshop: Handbook on Teaching Gender to the Military”
2015		SSR WG with EDWG and ADL WG publication forthcoming end 2015 “Handbook on Teaching Gender to the Military”

Support to Strategic Commands

PfPC Initiatives

SELECT BIBLIOGRAPHY: FURTHER INITIATIVES AND RESOURCES

POLICIES, ACTION PLANS AND REPORTS

- NATO Equal Opportunity and Diversity Policy (2003)
http://www.nato.int/nato_static/assets/pdf/pdf_topics/20100625_IS_IMS_EqualOpportunitiesPolicy.pdf
- NATO/EAPC policy for implementing UNSCR 1325 on Women, Peace and Security, and related Resolutions (2007, rev. 2011 and 2014) http://www.nato.int/cps/en/natolive/official_texts_109830.htm?selectedLocale=en
 - Comprehensive report on the NATO/EAPC policy on the implementation of UNSCR 1325 on WPS and related resolutions (2010) http://www.nato.int/cps/en/SID-3AEB3EFF-3B720446/natolive/official_texts_68578.htm
 - NATO Secretary General's report on implementing UNSCR 1325 on WPS, and related Resolutions (2011) http://www.nato.int/cps/en/SID-3AEB3EFF-3B720446/natolive/official_texts_81007.htm
 - NATO Secretary General's second annual public report on implementing UNSCR 1325 on WPS, and related Resolutions (2013) http://www.nato.int/nato_static/assets/pdf/pdf_topics/20130115_130111-SG-1325-Public-Report2013.pdf
 - NATO Secretary General's third annual public report on implementing UNSCR 1325 on WPS, and related Resolutions (2014) http://www.nato.int/cps/en/SID-D8BCFC1C-821C37F1/natolive/official_texts_106674.htm?selectedLocale=en
- "Review of the Practical Implications of UNSCR 1325 for the Conduct of NATO-led Operations and Missions" (2013) http://www.nato.int/nato_static/assets/pdf/pdf_2013_10/20131021_131023-UNSCR1325-review-final.pdf
- "Report on Civil Society Consultations for the Implementation of the EAPC Policy on Women, Peace and Security" <http://www.dcaf.ch/Event/Civil-Society-Consultations-for-the-Implementation-of-the-Euro-Atlantic-Partnership-Council-EAPC-Policy-on-Women-Peace-and-Security>
- NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security (2014) http://www.nato.int/nato_static/assets/pdf/pdf_2014_06/20140626_140626-wps-action-plan.pdf
- "Progress report on the implementation of the NATO/EAPC Policy and Action Plan on Women, Peace and Security" (2014) http://www.nato.int/cps/en/natohq/official_texts_112846.htm?selectedLocale=en

RESOURCES

- NATO webpage on Women, Peace and Security publishes official texts, speeches, news articles and a resource library <http://www.nato.int/cps/en/SID-C016DF4B-35E6C07C/natolive/91057.htm>
- Mari Skare's SGSR for WPS Facebook page <https://www.facebook.com/NATO1325?ref=hl>
 - NATO Office on Gender Perspectives webpage publishes on http://www.nato.int/cps/en/natolive/topics_101371.htm NCGP -developed resources and Allied Countries' annual reporting
- Gender Balance and Diversity in NATO webpage publishes related news and statistics: http://www.nato.int/cps/en/natolive/topics_64099.htm
- NATO Briefing on Women, Peace and Security (2010) http://www.nato.int/nato_static/assets/pdf/pdf_publications/20120116_UNSCR_EN.pdf
- ACT Gender Advisor webpage <http://www.act.nato.int/resources>
- Interview with Charlotte Isaksson, Gender Adviser to SACEUR and ACO, on the role of gender advisors <http://www.youtube.com/watch?v=QseZ9AqiAx0>
- ACT Gender Advisor website for resources on integrating gender perspective <http://www.act.nato.int/gender/resources>
- NATO Legal Gazette, Issue 31 on Gender <http://www.ismllw.org/NATO%20LEGAL%20GAZETTE/Legal%20GazetteIssueNo%2031.pdf>
- The NATO LibGuide is intended to provide a few starting points to assist with researching on issues related to women, peace and security, in particular in the NATO context. <http://natolibguides.info/women>

SPEECHES

- Collection of speeches and opinion pieces on gender, women, peace and security from NATO: http://www.nato.int/cps/en/natolive/opinions.htm?search=true&chunk=1&order=desc&query=*&keywordquery=Women&sortbyfield=v_startDateSearch&date_from=&date_to=

EVENTS

- Workshop on "Sharing experiences on gender perspectives in crisis management" 9 December 2013, NATO HQ
- Seminar on Women's Role in Building Integrity and promoting good practices in the defence and security sector, experience from South-Eastern Europe: Podgorica, Montenegro, 25 September 2013 (note from 23 July 2013)
- "Female Leadership in Security and Defence" -conference 10-11 July 2012, Sofia http://www.md.government.bg/en/index.php?&fn_page=30
- "Women's role in promoting good governance in the defence and security sector" - conference 7-8 March 2013, Brussels http://www.nato.int/cps/en/natolive/news_99149.htm?selectedLocale=en

