



NATO
|
OTAN

GENDER MAINSTREAMING










CWINTF GUIDANCE FOR NATO GENDER MAINSTREAMING



**CWINF GUIDANCE
FOR
NATO GENDER
MAINSTREAMING**



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Soldiers from 100 Pioneer Squadron and 45 Signal Squadron «Tiger Team», visited three local schools bearing gifts donated from schools in England. Local teachers and community leaders, turned out to welcome the soldiers. Shoe boxes containing small cuddly toys and a variety of other little gifts, and a selection of footwear ranging from flip flops to trainers, were given to the children 30/11/2003

INTRODUCTION



INTRODUCTION

Women in the NATO Forces have been proudly serving their nations and by extension NATO, during critical times of war and mobilisation. They are vital contributors to the wide spectrum of activities and operations of the individual nations and the Alliance. In 1976, the Military Committee (MC) recognised the value of gender integration by establishing the Committee on Women in the NATO Forces (CWINF), where each NATO Nation represented in the MC has its national Delegate.

The Committee's principal mission is to advise NATO's military leadership and member nations on critical issues and policies affecting service women in the NATO Forces. It is a consultative body which aims at promoting the most effective utilisation of the capability of service women in the Armed Forces throughout the Alliance. Furthermore, it supports the Alliance nations by providing informed guidance on gender-related and diversity issues and more specifically, operations-related lessons learnt from service women.

Since the end of the Cold War, the international security environment has become more complex, and modern armed forces are now required to perform diverse tasks. The focus has shifted from fighting high-intensity wars of national territorial defence to a wider spectrum of lower-intensity operations such as crisis management, peace support and humanitarian operations abroad. Such diverse tasks demand diverse skills. Today's conflicts not only call for military responses, but need 'greater capacity' to bring all necessary civilian resources to bear in crisis and post-crisis situations. Only an organisation that truly respects and fully exploits the diversity of backgrounds, skills and experience of its members can operate effectively in a complex security environment.

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes. It is important to note that gender mainstreaming does not focus solely on women, although women are usually the targets and beneficiaries of mainstreaming practices due to their disadvantaged position in many communities.

Gender mainstreaming, and more broadly diversity policies, may at first glance appear to unnecessarily complicate already complex and costly operations. As a result, frequently gender issues are treated as secondary in importance to the hard issues of politics and security. Gender mainstreaming is not, however, a 'soft' issue, but is at the core of security.

United Nations Security Council Resolution 1325 (UNSCR 1325) recognises the urgent need to mainstream a gender perspective into peacekeeping operations since it will contribute to the maintenance and promotion of international peace and security. This necessitates taking into account gender factors in policies,

in planning and in the implementation of missions. This also means gender balancing in civilian and military operations.

Many other international organisations, governments and national militaries have become increasingly aware of the unintentional gender-related side-effects of operations, including incidents of prostitution, human trafficking and the exploitation of local women and men in post-conflict communities. They reaffirmed their commitment to implement and encourage initiatives, policies and programs in accordance with the resolution.

According to its mission the CWINF developed recommendations to NATO Nations and NATO Authorities' in order to contribute to the development of a general approach to the mainstreaming of a gender perspective in NATO's military operations.

The recommendations developed by the CWINF cover the integration of a gender perspective in three main areas of NATO military operations: Operational Planning & Operations, Education & Training, and Evaluation.

These recommendations, a set of gender-sensitive practices ensuring that operations can be made more effective and safe for all parties involved, were developed by national delegates and approved by them at their annual meeting in Berlin in June 2007.



Two MPs search automobiles at a checkpoint.

BACKGROUND



BACKGROUND

Military operations in today's world require a diversity of qualifications and resources to ensure that peace and security are achieved and maintained. The complementary skills of both male and female personnel are essential for the operational effectiveness of NATO operations, especially in light of the increasing complexity of civil-military interaction, public relations, and intelligence gathering. NATO's operational effectiveness includes making a contribution to sustainable and lasting peace, within which gender equality is a decisive factor. The integration of the gender perspective to all aspects of NATO operations therefore can provide a key element to operational effectiveness.

On 31 October 2000, the United Nations Security Council adopted Security Council Resolution 1325 (UNSCR 1325), "Women, Peace and Security." UNSCR 1325 recognizes the distinct impact that war and conflict have on men, women, boys and girls and brings to the forefront the fact that women have been historically omitted in peace processes and nation stabilization. UNSCR 1325 calls for full and equal participation of women at all levels in issues ranging from early conflict prevention to post-conflict reconstruction, peace and security. Their input is vital in reconstructing the social fabric of conflict-torn societies .

At the July 2001 G-8 meeting in Rome, the G-8 emphasized the importance of the involvement of women in the prevention and resolution of conflicts and in peace-building, as well as women's full and equal participation in all phases of conflict prevention, resolution and peace-building. The G-8 also supported the provision of appropriate gender-sensitive training of participants in peace-related operations, including military observers, civilian police, human rights and humanitarian personnel.

By embracing the principles of UNSCR 1325 and the statement of the G-8, NATO will increase its operational and crisis management capacity. This will be achieved by mobilizing additional resources and utilizing the full potential of human resources available to make NATO operations more effective in establishing peace, maintaining security and strengthening democratic values. NATO nations are therefore strongly encouraged to employ female personnel within the full spectrum of their operations.

1-Footnote notation for female personnel: The term 'female personnel' is principally taken to refer to female members of NATO Nations' Armed Forces. However, it is accepted that civilian personnel (NATO and national employees and contractors) deploy on NATO operations. This guidance should also be applied to these civilian personnel.



Sergeant from Hereford, a nurse with the Queen Alexander's Royal Army Nursing Corps, comforts a refugee who is thought to be over 100 years old, but cannot remember her exact birthday. She was one of twenty three very old people who were rescued by the British Army at the Blace' crossing point. 08/04/1999

AIM

&

SCOPE



AIM

The aim of this “Guidance for NATO Gender Mainstreaming” (hereinafter referred to as the “Guidance”) is to provide recommendations to NATO’s nations and NATO Authorities on identifying gender issues and integrating the gender perspective into all aspects of NATO operations not as a separate issue, but as a dimension that permeates all action taken in this area. Gender mainstreaming should become routine with full regard to operational requirements in order to improve operational effectiveness.

SCOPE

The Guidance recognizes the different needs of all personnel equally, enabling them to participate fully in consolidating peace and reconstructing conflict-torn societies. It recognizes the needs of the most vulnerable in the conflict area so that the entire population benefits equally from peace efforts. During NATO operations, it is important to obtain a clear understanding of the local culture which includes gender issues, and also take measures to promote gender equality relevant to the operation.

The Guidance focuses on recommendations to integrate the gender perspective in three main areas related to NATO operations:

- Operational Planning and Operations;
- Education and Training;
- Evaluation.

The Guidance recommends that NATO nations and NATO Authorities support the mainstreaming of the gender perspective into the three main areas and consider its full implementation.

The Guidance encourages non-NATO troop contributing nations to take similar steps upon joining NATO operations.

RECOMMENDATIONS IN THREE MAIN AREAS

 **OPERATIONAL PLANNING
& OPERATIONS**

 **EDUCATION & TRAINING**

 **EVALUATION**





BEL - DG IPR Vincent Bordignon

During international operations, the military personnel look for their self security but also for the security of the local population, always with respect for natives. The picture shows a female lance corporal of the Belgian" Regiment des Chasseurs ardennais", a member of KFOR, controlling a Kosovar woman during a security operation in the area of Mitrovica.

RECOMMENDATIONS FOR
THE INTEGRATION OF
THE GENDER PERSPECTIVE
INTO OPERATIONAL
PLANNING & OPERATIONS



RECOMMENDATIONS FOR THE INTEGRATION OF THE GENDER PERSPECTIVE INTO OPERATIONAL PLANNING AND OPERATIONS

General. These recommendations are intended for use by all personnel involved in NATO operations and focus on all stages of Operational Planning and Operations from mission identification to the re-deployment of forces.

Principles. In planning and executing the wide range of NATO operations, NATO Nations and NATO Authorities should ensure:

- A clear understanding of gender issues and gender awareness at all levels;
- The consideration of gender issues during the decision-making process;
- The integration of gender expertise at all decision-making levels;
- The promotion of gender equality.

RECOMMENDATIONS RELATED TO OPERATIONAL PLANNING AND OPERATIONS

Implementation by NATO Nations. The principles can only be successfully achieved if NATO Nations implement, as a minimum, the following recommendations:

- Encourage the increased participation of female personnel at all levels of Operational Planning and Operations particularly in decision-making.
- Aim for male/female mixed teams in all phases of Operational Planning and Operations in order to benefit from complementary skills.
- Deploy female personnel to all NATO operations whatever the location. Assumptions about local culture should not be a barrier to the deployment of female personnel.
- Take active steps to ensure that all personnel are fully informed of and encouraged to apply for upcoming international assignments and vacancies.
- Consider family support for all personnel deployed on NATO operations and the specific needs of female personnel within logistic and medical planning.
- Consider the benefits derived from the local population, women as well as men, as contributors to mission accomplishment. Women may have information or points of view that are different than men. Information obtained, when analyzed under a gender-sensitive prism, may yield important tactical intelligence.

- Ensure that human rights in conflict areas are respected, that abuses of these rights are monitored and reported upon, and that relevant gender issues are identified and addressed in all humanitarian activities.
- Consider the benefits of providing gender expertise² (including expertise from other organisations working in the conflict area) in support of NATO operations at all levels from Force Generation to Re-Deployment. Consider designating a gender advisor at the senior officer level for each NATO operation. For large NATO operations consider designating junior advisors at units or bases away from the Headquarters. Senior gender advisors should be responsible for generating a gender action plan specific to each NATO operation.

Implementation by NATO Authorities. The principles can only be successfully achieved, if NATO Authorities implement, as a minimum, the following recommendations:

- Develop a code of conduct covering the standards of behaviour expected of all personnel on NATO operations, integrating the gender perspective.
- Develop a gender checklist³ similar to that used in UN peacekeeping missions.
- Increase female personnel representation in NATO's Headquarters at all levels including those in decision-making.
- Ensure the availability of gender expertise for advising commanders on gender issues in Operational Planning and the conduct of operations.
- Integrate the gender perspective into the NATO Operational Planning Process (OPP).
- Ensure that all NATO documents and mandates consider the gender perspective.
- Create and maintain a database of gender specialists, groups, non-government organisations (NGOs) and networks in conflict areas in order to facilitate consultations with them. The inclusion of local women is best articulated when cooperating with women-led local organisations. Public consultations and meetings with community representatives should include female personnel, especially if local women are involved.
- Take appropriate measures and/or call upon other parties to protect civilians from gender-based violence, particularly rape and other forms of sexual abuse, forced labour, and all other forms of armed conflict.

2 - Footnote notation for providing gender expertise: A qualified gender advisor, optimally well versed in NATO Operational Planning Process is crucial to integrating the gender mainstreaming into NATO operations.

3 - Footnote notation for gender checklist: The gender checklist is defined in Reference 3 of the United Nations Gender Resource Package for Peacekeeping Operations.



RECOMMENDATIONS FOR
THE INTEGRATION OF
THE GENDER PERSPECTIVE
INTO
EDUCATION & TRAINING



RECOMMENDATIONS FOR THE INTEGRATION OF THE GENDER PERSPECTIVE INTO EDUCATION AND TRAINING

General. These recommendations are intended for use by NATO nations and NATO Authorities in order to include the gender perspective into every stage of the education and training of all personnel.

Principles. To improve operational effectiveness NATO nations and NATO Authorities should ensure:

- Educational programs that contribute to increased gender awareness.
- Gender awareness training at all levels.
- Continuation training on gender issues to acquire gender expertise.

RECOMMENDATIONS RELATED TO EDUCATION AND TRAINING

Implementation by NATO Nations. The principles can only be successfully achieved if NATO Nations implement, as a minimum, the following recommendations:

- Integrate gender awareness training into basic and further military training at all levels and ranks. The gender-related training should be delivered by both female and male trainers.
- Provide gender awareness training for civilian personnel.
- Integrate advanced gender awareness training into leadership training.
- Employ gender advisors.
- Ensure that the gender perspective is included in training development (e.g. mixed teams).
- Provide adequate and mission specific training to all ranks before and during deployment, tailored to the functions of personnel (e.g. command training) and based on lessons learned (including women's perspective/experience).
- Review existing training tools regularly to incorporate the gender perspective and to ensure they are free of gender bias/stereotypes.
- Disseminate gender related information (e.g. studies and lessons learned/identified) and training materials (e.g. publications).
- Develop skills, which will help all personnel recognize gender issues and make them aware of the implications of their own actions.

Implementation by NATO Authorities. The principles can only be successfully achieved if NATO Authorities implement, as a minimum, the following recommendations:

- Develop both a gender resource package (e.g. training manual, including gender checklists) and a course offering concrete guidance on various aspects of gender issues using all available means (e. g. scientific research and gender experts).
- Develop mission-specific information brochures on cultural and gender related issues.
- Include the gender perspective in all education and training for which NATO is responsible.



A Lance Corporal with Monty from the Shaibah Dog Section, Theatre Military Working Dog Support Unit, based in Basra, south east Iraq. The dogs are used to protect camps, detect drugs and any form of explosives contained in vehicles and homes. There are 20 specialist and protection dogs stationed in the Shaibah unit.
27/12/2003



RECOMMENDATIONS FOR
THE INTEGRATION OF
THE GENDER PERSPECTIVE
INTO THE
EVALUATION PROCESS



RECOMMENDATIONS FOR THE INTEGRATION OF THE GENDER PERSPECTIVE INTO THE EVALUATION PROCESS

General. These recommendations are intended for use by NATO nations and NATO Authorities at the military staff level and focus on the integration of the gender perspective into the evaluation process of NATO operations.

Principle. To assess the impact of gender mainstreaming on the operational effectiveness, NATO nations and NATO Authorities should ensure, on a permanent basis and where relevant, the integration of the gender perspective into the evaluation process of NATO operations.

RECOMMENDATIONS RELATED TO THE EVALUATION PROCESS

Implementation by NATO Nations and NATO Authorities. The principle can only be successfully achieved, if NATO nations and NATO Authorities implement, as a minimum, the following recommendations:

- Collect and analyze gender-related data, disaggregated by sexes and categories as appropriate, relevant to NATO operations.
- Monitor, review and analyze the effectiveness of gender and cultural awareness training, based on lessons learned gained from previous NATO operations.
- Report on identified advantages and disadvantages in respect of gender related issues by:
 - (1) Identifying situations in which having female personnel provided a specific advantage in NATO operations;
 - (2) Conducting surveys of military personnel regarding their perspectives on gender related issues during NATO operations;
 - (3) Identifying any unintended impact on gender related issues affecting civilian population and military personnel.
- Evaluate the impact of actions not only on the population as a whole, but also on men and women separately.
- Integrate gender related issues into the existing reporting system (e.g. lessons identified, lessons learned, best practices).
- Share and exchange information on gender related best practices with other international organisations such as the UN, the OSCE, EU, ICRC and NGO's.
- Ensure that gender issues covered in the lessons learned are broadly shared so that the required changes can be implemented.

Implementation by NATO Authorities. The principle can only be successfully achieved if NATO Authorities implement, as a minimum, the following recommendations:

- Encourage the establishment of a gender issues cell at the Joint Analysis and Lessons Learned Centre.
- Ensure the integration of gender related issues into the Periodic and Final Mission Reviews.



Nightpatrol: a female MP can be seen at left as part of this night patrol

ADDITIONAL NATIONAL COMMENTS



ADDITIONAL NATIONAL COMMENTS

SLOVAKIA AND ROMANIA

Slovakia and Romania agreed on the guidance, except the term „NATO operations“ which, in their opinion, should be replaced with the words “military operations” in the entire document.

All NATO nations deploy their personnel mainly for UN missions as well as for EU missions. The term “military” covers all types of operations, not only NATO ones. Slovakia and Romania train military personnel to all military operations regardless of auspices they are under. The aim of this document should be to increase and enhance participation of female personnel in all military operations.

CANADA, CZECH REPUBLIC, NORWAY, POLAND, PORTUGAL, SLOVAK REPUBLIC, THE NETHERLANDS, UNITED STATES OF AMERICA

In addition to all recommendations included in the CWINF Guidance the above listed eight nations suggested the establishment of a senior gender advisor position within NATO, in order to promote, facilitate, support and monitor incorporation of gender mainstreaming in all NATO operation activities.



Pictured is an Operator Mechanic Communicator OM(c), on watch, on the bridge during a Replenishment at Sea (RAS) HMS York, at sea, off the coast of Beirut (Lebanon), in support of an International Maritime force against arms trafficking and smuggling in to Lebanon. The Type 42 Destroyer, had taken part in the mass evacuation of European people from the war torn city just a few months back in July, and has now returned to help stabilize the country.

DEFINITIONS RELATED TO GENDER



DEFINITIONS RELATED TO GENDER⁴

Gender. The term “gender” refers to the social differences and social relations between women and men. It therefore refers not to women or men, but to the relationship between them, and the way this is socially constructed. A person’s gender is learned through socialization and is heavily influenced by the culture of the society concerned.

The gender of a person:

- Is socially constructed and therefore learned and can be changed.
- Differs and varies within and across cultures and over time.
- Results in different roles, responsibilities, opportunities, needs and constraints for women, men, girls and boys.

Gender equality. Gender equality means equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration.

Gender mainstreaming. Refers to the process of assessing the implications for women and men of any planned action, including legislation, policies or programs in all areas and at all levels. It is a strategy for making the concerns and experiences of women and men an integral dimension of design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender perspective. Examining each issue from the point of view of women and men and boys and girls to identify any differences in their needs and priorities, as well as in their abilities or potential to promote peace and reconstruction.

Gender awareness training. Training on gender awareness ensures (...) a common understanding of the values (...). These include the principles of equality between women and men and non-discrimination based on sex. In addition, training helps (...) to understand the social context in which (...) operations are carried out. This in turn will help (...) become aware of the positive or negative impact that (...) actions can have on the host country.

4 - Footnote notation for Definitions Related to Gender: All definitions are taken from Reference B

Gender analysis. Gender analysis means looking at the different roles and activities that women, men, girls and boys have in a particular society and the social relationships between them. It means asking “who does what?” “who makes decisions?” “who derives the benefits?” “who uses resources such as land or credit?” “who controls these resources?” and “what other factors influence relationships?” (...)

Examining these aspects of a society reveals the differences in the experiences of women, men, girls and boys and the differences in their needs.



A vehicle mechanic of the LAD (Light Aid Detachment) Royal Electrical & Mechanical Engineers (REME) of 4 General Support Regiment, Royal Army Medical Corps. 19/02/2003

LIST OF REFERENCE DOCUMENTS



LIST OF REFERENCE DOCUMENTS

References

- A Resolution 1325 (2000) of the United Nations Security Council concerning women, peace and security (UNSCR 1325)
- B UN 010704, United Nations Gender Resource Package for Peacekeeping Operations

Published under the authority of the Committee on Women in the NATO Forces (CWINF). This **CWINF Guidance for NATO Gender Mainstreaming** is intended to contribute to a constructive discussion of Gender issues. These Recommendations therefore do not necessarily represent the official opinion or policy of member governments or NATO





More information related to the Committee on Women in the NATO Forces can be found on the web page:

http://www.nato.int/issues/women_nato/index.html