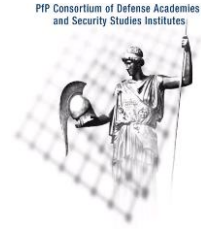




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development and  
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Partnership for Peace Consortium of Defense  
Academies and Security Studies Institutes  
(PfPC) Security Sector Reform Working  
Group



## **FACTSHEET ON NATO POLICIES, STRUCTURES, INITIATIVES AND RESOURCES ON GENDER AND WOMEN, PEACE 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 likewise taken steps to integrate gender in their activities.

This factsheet was compiled by DCAF on behalf of the Security Sector Reform Working Group of the PfPC. The factsheet aims to provide an overview of gender policies, structures, resources and initiatives within NATO. 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 and outreach, and serve as the basis for identifying complementary areas of activity.

### **THE SECURITY SECTOR REFORM WORKING GROUP**

The Security Sector Reform Working Group of the PfPC focuses on security sector reform and good security sector governance, and the regional differences in approaching this topic. The objectives of the Security Sector Reform 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.

From 2010 to 2016, the Security Sector Reform Working Group conducted a series of activities around gender education, training and transformation in militaries.

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## NATO HQ'S GENDER POLICIES, STRUCTURES AND INITIATIVES

	<b>Policies</b>	<b>Structures</b>	<b>Initiatives</b>	<b>Year</b>
<b>NATO HQ</b>		First official NATO <b>conference on the role of women in NATO forces</b> in Copenhagen		1961
		Military Committee formally recognizes <b>Committee on Women in the NATO Forces (CWINF)</b>		1976
		Prague Summit: International Staff tasked to recommend ways of <b>improving gender balance</b> within IS and IMS		2002
		International Staff <b>task force on gender balance and diversity</b> established		2003
		NATO-wide <b>Equal Opportunities and Diversity Policy</b>		
		<b>NATO-EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security</b>		2007
		CWINF changes name to <b>NATO Committee on Gender Perspectives (NCGP)</b> with new terms of reference		2009
		<b>Office on Gender Perspectives</b> established within the International Military Staff		
		<b>NATO Action Plan on Mainstreaming UNSCR 1325 into NATO-Led Operations and Missions</b>		2010
		Revised <b>NATO/EAPC policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions and Implementation Plan</b>		2011
		Chicago Summit reaffirms commitment to UNSCRs on WPS and asks Council to undertake <b>review on the practical implications of UNSCR 1325 for the conduct of NATO- led operations and missions</b>		2012
		Mari Skåre appointed <b>Special Representative of the Secretary General on Women, Peace and Security</b>		
		<b>Review of the Practical Implications of UNSCR 1325 for the Conduct of NATO- led Operations and Missions</b> , presented to NATO Defence Ministers, who endorse the implementation of the plan's recommendations		2013
		Revised <b>NATO/EAPC policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions</b>		2014
		<b>Civil society consultation</b> for the implementation of the NATO/EAPC policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions		
		Revised <b>NATO/EAPC action plan for the implementation of the NATO/EAPC policy on women, peace and security</b>		
		Marriët Schuurman appointed the NATO Secretary General's <b>Special Representative for Women, Peace and Security</b> and position given permanency		2015
	Launch of <b>NATO Women's Professional Network and Mentoring Programme</b>			

NATO SG Annual Report 2015 released with overview of how NATO is advancing the role of women in peace and security	2016
Revised NATO/EAPC action plan for the implementation of the NATO/EAPC policy on women, peace and security	
Civil Society Advisory Panel on Women, Peace and Security established	

## DCAF'S SUPPORT TO NATO HQ'S GENDER INITIATIVES

Support	Year
DCAF delivers session on gender training and education in Annual Meeting of the <b>NATO Committee on Gender Perspectives (NCGP)</b> focused on UNSCR 1325 implementation	2009
DCAF designs and facilitates a workshop for NCGP to design a generic <b>Pre-Deployment Training Template on Gender</b>	2010
At the request of NATO International Military Staff, DCAF delivers two <b>awareness seminars for two sub-committees of the Military Committee</b>	
DCAF participates in NCGP Annual Meeting workshop on the development of <b>indicators on the effect of gender integration in NATO operations</b>	2011
DCAF publishes report commissioned by the NATO Parliamentary Assembly on <b>Involvement of Parliaments in Advancing the 'Women, Peace and Security' Agenda in NATO Member Countries</b>	2013
DCAF supports design of <b>NCGP 2014 Annual Conference "Recruitment and Retention in the Armed Forces"</b>	2014
DCAF facilitates civil society consultations on the <b>2014 Action Plan for the implementation of the NATO/EAPC Policy on Women, Peace and Security</b> on behalf of the NATO Special Representative of the Secretary-General on Women, Peace and Security	
DCAF presents good practice on gender and complaints mechanisms at the <b>NCGP 2015 Annual Conference</b> and during <b>NATO's event to mark the 15<sup>th</sup> anniversary of UNSCR 1325</b>	
DCAF, in cooperation with the NATO Support and Procurement Agency, supports the <b>Jordan III Trust Fund</b> project, helping the Jordanian Armed Forces to implement UNSCR 1325	2015
DCAF publishes <b>Gender and Complaints Mechanisms: A Handbook for Armed Forces and Ombuds Institutions</b> , funded by the NATO Science for Peace Programme	
DCAF publishes updated report on <b>Involvement of Parliaments in Advancing the 'Women, Peace and Security' Agenda in NATO Member Countries</b>	
DCAF facilitates syndicates work during the <b>NCGP 2016 Annual Conference</b>	2016
DCAF acts as external facilitator of the first annual meeting of the <b>Civil Society Advisory Panel on Women, Peace and Security</b>	

## NATO STRATEGIC COMMANDS AND OPERATIONS' GENDER POLICIES, STRUCTURES AND INITIATIVES

	Policies	Structures	Initiatives	Year
Strategic Commands & Operations		Establishment of <b>gender adviser</b> positions in Strategic Commands (ACT and ACO)		2007-2010
		<b>Bi-Strategic Command Directive 40-1</b> on Integrating UNSCR 1325 and Gender Perspective into the Command Structure adopted by Supreme Allied Commanders Europe and Transformation		2009
		Establishment of <b>gender adviser</b> positions in operations (KFOR and ISAF) and as advisers to commanders in strategic commands and operations		2009-2012
		Establishment of <b>ACO Gender Perspective Working Group</b>		2010
		<b>ACO Gender Action Plan</b>		2011
		<b>Revised Bi-Strategic Command Directive 40-1</b>		2012
		Integration of <b>gender in operations plans</b> (e.g. ISAF Annex WW)		
		Appointment of the Nordic Centre for Gender in Military Operations in Sweden as <b>NATO Department Head for Gender Education and Training in Operations</b>		2013
		<b>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</b> in September		
		<b>Military Guidelines</b> on the prevention of, and response to conflict-related sexual and gender based violence		2015
		<b>ACO Gender Functional Planning Guide</b>		
		NATO HQ SACT & Nordic Centre for Gender in Military Operations <b>Gender Education and Training Package for Nations</b>		

## DCAF/PfPC Support and Initiatives

Support	Initiatives	Year
PfPC working groups on SSR, Education Development (EDWG) and ADL provide SME support to development by <b>ACT of basic-level gender ADL course</b>		2012-2013
DCAF contributes to Nordic Centre for Gender in Military Operations (NCGM) expert meeting on <b>Training Military to Combat Conflict-Related Sexual Violence</b>		2014
DCAF contributes to NCGM gender training-of-trainer course		2015
DCAF participates in piloting of new NCGM Gender Advisor course		2016
	SSR WG <b>workshop “Gender and SSR”</b> in Geneva	2010
	EDWG, SSR WGs integrate gender in <b>Reference Curriculum for Professional Military Education of Officers</b>	2011
	SSR WG <b>workshop “Gender and Defence Transformation”</b> at Swedish National Defence College in Stockholm	
	SSR WG workshop with EDWG and ADL WGs <b>“Teaching Gender to the Military - in the Classroom and through ADL”</b> at NATO School Oberammergau	2012
	SSR WG workshop with EDWG and ADL WGs <b>“Designing Sample Lesson Plans - 2<sup>nd</sup> Workshop on Teaching Gender to the Military”</b> at Marshall Centre in Garmisch	
	EDWG, SSR WGs integrate gender in <b>Reference Curriculum for Non-Commissioned Officers</b>	2012-2013
	SSR WG workshop with EDWG and ADL WGs <b>“Integrating Gender in the Curriculum - 3<sup>rd</sup> Workshop on Teaching Gender to the Military”</b> in Geneva	2013
	SSR WG workshop with EDWG and ADL WGs <b>“Gender-responsive evaluation - 4th Workshop on Teaching Gender to the Military”</b>	2014
	SSR WG workshop with EDWG and ADL WGs <b>“Authors’ Workshop: Teaching Gender to the Military”</b>	
	SSR WG workshop with EDWG and ADL WGs <b>“Review Workshop: Handbook on Teaching Gender to the Military”</b>	2015
	SSR WG with EDWG and ADL WGs publication <b>“Handbook on Teaching Gender in the Military”</b>	2016

## FURTHER RESOURCES

### POLICIES, REPORTS AND ACTION PLANS

- 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 (rev, 2012) [http://www.nato.int/nato\\_static\\_fl2014/assets/pdf/pdf\\_2015\\_04/20150414\\_20120808\\_NU\\_Bi-SCD\\_40-11.pdf](http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2015_04/20150414_20120808_NU_Bi-SCD_40-11.pdf)
- NATO/EAPC policy for implementing UNSCR 1325 on Women, Peace and Security, and related Resolutions (rev. 2014) [http://www.nato.int/cps/en/natolive/official\\_texts\\_109830.htm?selectedLocale=en](http://www.nato.int/cps/en/natolive/official_texts_109830.htm?selectedLocale=en)
- NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security (rev. 2016) [http://www.nato.int/nato\\_static\\_fl2014/assets/pdf/pdf/2016\\_07/160718-wps-action-plan.pdf](http://www.nato.int/nato_static_fl2014/assets/pdf/pdf/2016_07/160718-wps-action-plan.pdf)
  - 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](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](http://www.nato.int/cps/en/SID-3AEB3EFF-3B720446/natolive/official_texts_81007.htm)
  - NATO Secretary General's second annual 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](http://www.nato.int/nato_static/assets/pdf/pdf_topics/20130115_130111-SG-1325-Public-Report2013.pdf)
  - NATO Secretary General's third annual 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](http://www.nato.int/cps/en/SID-D8BCFC1C-821C37F1/natolive/official_texts_106674.htm?selectedLocale=en)
  - Progress report on the implementation of the NATO/EAPC Policy and Action Plan on Women, Peace and Security" from May 2012 to August 2014 (2014) [http://www.nato.int/cps/en/natohq/official\\_texts\\_112846.htm?selectedLocale=en](http://www.nato.int/cps/en/natohq/official_texts_112846.htm?selectedLocale=en)
  - "Progress report on Women, Peace and Security" from June–December 2014 (2015)
- NATO Equal Opportunity and Diversity Policy (2003) [http://www.nato.int/nato\\_static/assets/pdf/pdf\\_topics/20100625\\_IS\\_IMS\\_EqualOpportunitiesPolicy.pdf](http://www.nato.int/nato_static/assets/pdf/pdf_topics/20100625_IS_IMS_EqualOpportunitiesPolicy.pdf)
- "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](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" June 2014 <http://www.dcaf.ch/Event/Civil-Society-Consultations-for-the-Implementation-of-the-Euro-Atlantic-Partnership-Council-EAPC-Policy-on-Women-Peace-and-Security>

### RESOURCES

- NCGM recommendations on Training Military to Combat Conflict-Related Sexual Violence <http://www.forsvarsmakten.se/siteassets/english/swedint/engelska/swedint/nordic-centre-for-gender-in-military-operations/final-recommendations-on-training-military-to-combat-conflict-related-sexual-violence-ncgm-25-nov-2014.pdf>
- NATO HQ SACT with Nordic Centre for Gender in Military Operations (NCGM): Gender Education and Training Package for Nations, 2015 <http://www.act.nato.int/gender-training>

- UNSCR 1325 Reload – An Analysis of Annual National Reports to the NATO Committee on Gender Perspectives from 1999-2013: Policies, Recruitment, Retention & Operations, 2015  
[http://www.nato.int/issues/nogp/meeting-records/2015/UNSCR1325-Reload\\_Report.pdf](http://www.nato.int/issues/nogp/meeting-records/2015/UNSCR1325-Reload_Report.pdf)
- NATO IMS Office of the Gender Advisor webpage publishes resources developed by NCGP and Allied Countries’ annual reporting [http://www.nato.int/cps/en/natolive/topics\\_101371.htm](http://www.nato.int/cps/en/natolive/topics_101371.htm)
- NATO webpage on Women, Peace and Security publishes official texts, speeches, news articles [http://www.nato.int/cps/en/natohq/topics\\_91091.htm#](http://www.nato.int/cps/en/natohq/topics_91091.htm#)
- ACT Gender Advisor website for resources on integrating gender perspective  
<http://www.act.nato.int/gender-advisor>
- 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>
- Factsheet on “The Building Integrity Programme and Gender” (2015)  
[http://www.nato.int/nato\\_static\\_fl2014/assets/pdf/pdf\\_topics/150604-Factsheet\\_BI-Program-Gender.pdf](http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_topics/150604-Factsheet_BI-Program-Gender.pdf)

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