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Implementation of UNSCR 1325 (2000) in operations

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Effect thinking

- Why talk about all the measures, when the result should be at tactical level?



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Norway as a society

- Norway is rated no 2 in the Global Gender GAP index (2007)
- Equality high up on the political arena
- Men and women have theoretically the same rights, opportunities and obligations (except in the **duty** to do military service)
- From Jan 2008 all Norwegian companies must have at least 40% women as board members
- 3 out of 5 students at the university are women
- 2 out of 3 women work
- 84, 2 % of all children (1-5) are in day care
- Fathers are obliged to take paternity leave to take care of their child/children



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”If you have been trained to think in a certain way and are a member of a group that thinks in the same way, how can you imagine changing to a new way of thinking?” Edgar H. Schein (1999)



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How it works today?

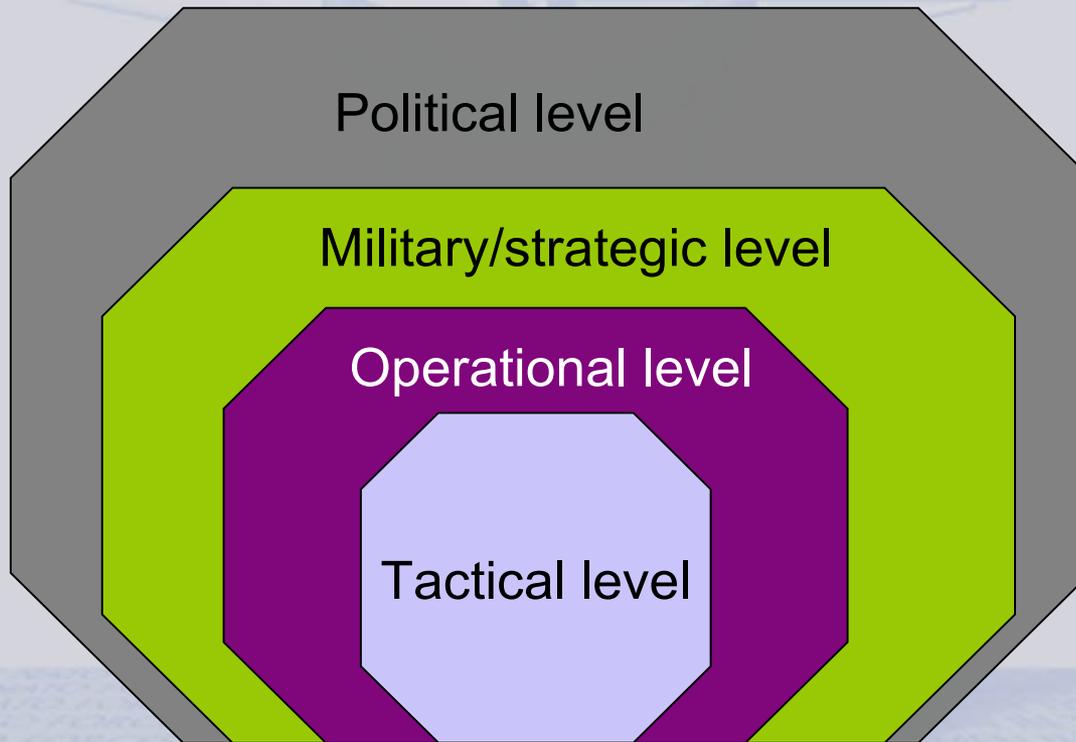


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Structures



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The action plan on UNSCR 1325 (2006)

**The Norwegian government issued an
action plan on the UNSCR 1325 (2000)
March 2006. Ministers involved:**

- Minister of Foreign Affairs
- Minister of International Development
- Minister of Defence
- Minister of Justice and the Police
- Minister of Children and Equality

Political level

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The action plan on UNSCR 1325 (2006)

Representation, participation and recruitment

- 25 % in officers training schools
- Invitation to enlist



Political level

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The action plan on UNSCR 1325 (2006)

Training and education

- Integrate issues related to women, peace and security into basic and advanced programs in military schools
- Before deployment to international operations, Norwegian personnel will be trained to deal with mission-specific situations

Political level

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The action plan on UNSCR 1325 (2006)

Training and education

- Gender perspectives must be integrated into all exercises for international missions



Political level

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Political initiative

- From 2010 all women (aged 17) will be subject to classification and invited to do national service (Proposal, to be decided in June 2008)
- The obligation to do national service for all women will face further assessment
- The Ministry of Defence has committed research funds on gender issues

Political level

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Conclusion – Best Practice

- Highly focused with strong, dedicated and clear role models/ ambassadors on this level, that act accordingly
- A real desire to implement gender perspectives in the sector

Political level

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Military/Strategic level

- All measures from the political level are continuously pursued and further detailed
- Action plan on Attitudes, Ethics and Leadership

Representation, participation and recruitment

- Officers training schools, military academies and staff college are to reserve 25 % of all student positions for qualified women

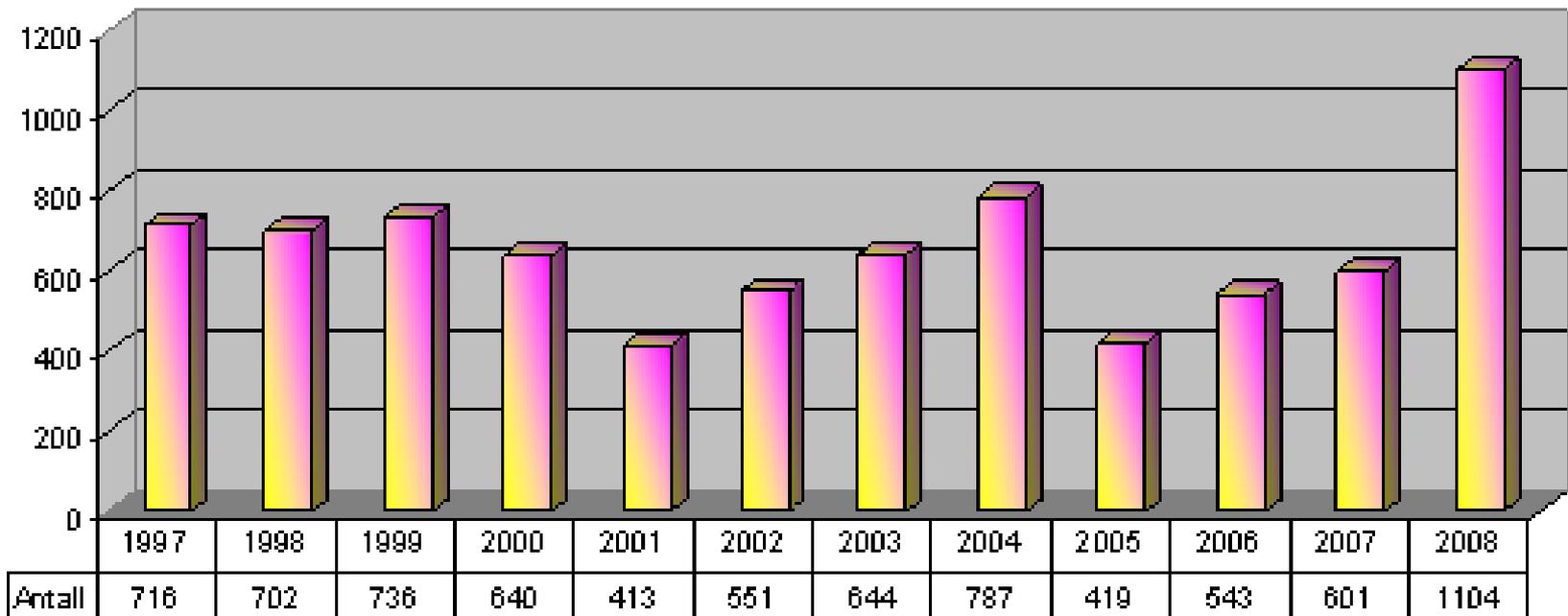
Military/Strategic level



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Representation, participation and recruitment



Military/Strategic level

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Conclusion – Best Practice

- **Highly focused with strong, dedicated and clear role models/ ambassadors on this level, that act accordingly**
- **A real desire to implement gender perspectives in the organization**
- **Formalize every measure and action in existing steering systems and documents**
- **Analyze, evaluate, measure, report....**

Military/Strategic level

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In documents

- UNSCR 1325 is to be considered in all planning and training for operations abroad



Operational level

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Operational planning

Results:

- Difficulties in how a gender perspective should be implemented in operation planning. Lack of competence in the gender area
- The Guidance on implementing a gender perspective in operational planning (CWINF) is available



Operational level

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Conclusion – Best Practice

- Integrate gender in the OPP (and other guiding or steering document)
- Gender tasks have to be specified and detailed (with dedicated resources)
- Gender as a subject in the mission area report
- Analyze, evaluate, measure, report....
Both in missions and planning processes

Operational level



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Training for operations

- Knowledge about UNSCR 1325
- All training for operations should include a gender perspective



Tactical level

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History

- UNIFIL: Norway built activity centers for women to gain goodwill (70-80)
- Balkans: Projects aimed at women, and more women in our deployed forces



Tactical level

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Norway in international operations

The Royal Norwegian Armed Forces



Lithauen
Baltic Air Policing 57

SNMCMG 1
KNM RAUMA

Kosovo
UNMIK

Bosnia
NATO

Tadjikistan
OSCE

Nepal
UNMIN

Afghanistan
NCC (MES)
HQ RC N (MES)
QRF RC N (MES)
NSG (MES)
OMLT (MES)
PRT Inkl NAD (MEY)
HQ ISAF (KAB)
NSE (KAB)
NORASOC (RC-C)

OAE
Sigonella

Afghanistan
UNAMA

Egypt
MFO

Etiopia
UNMEE

UK PJHQ
LNO

GE BwOpsCmd
LNO

Kenya / Somalia
UNPOS

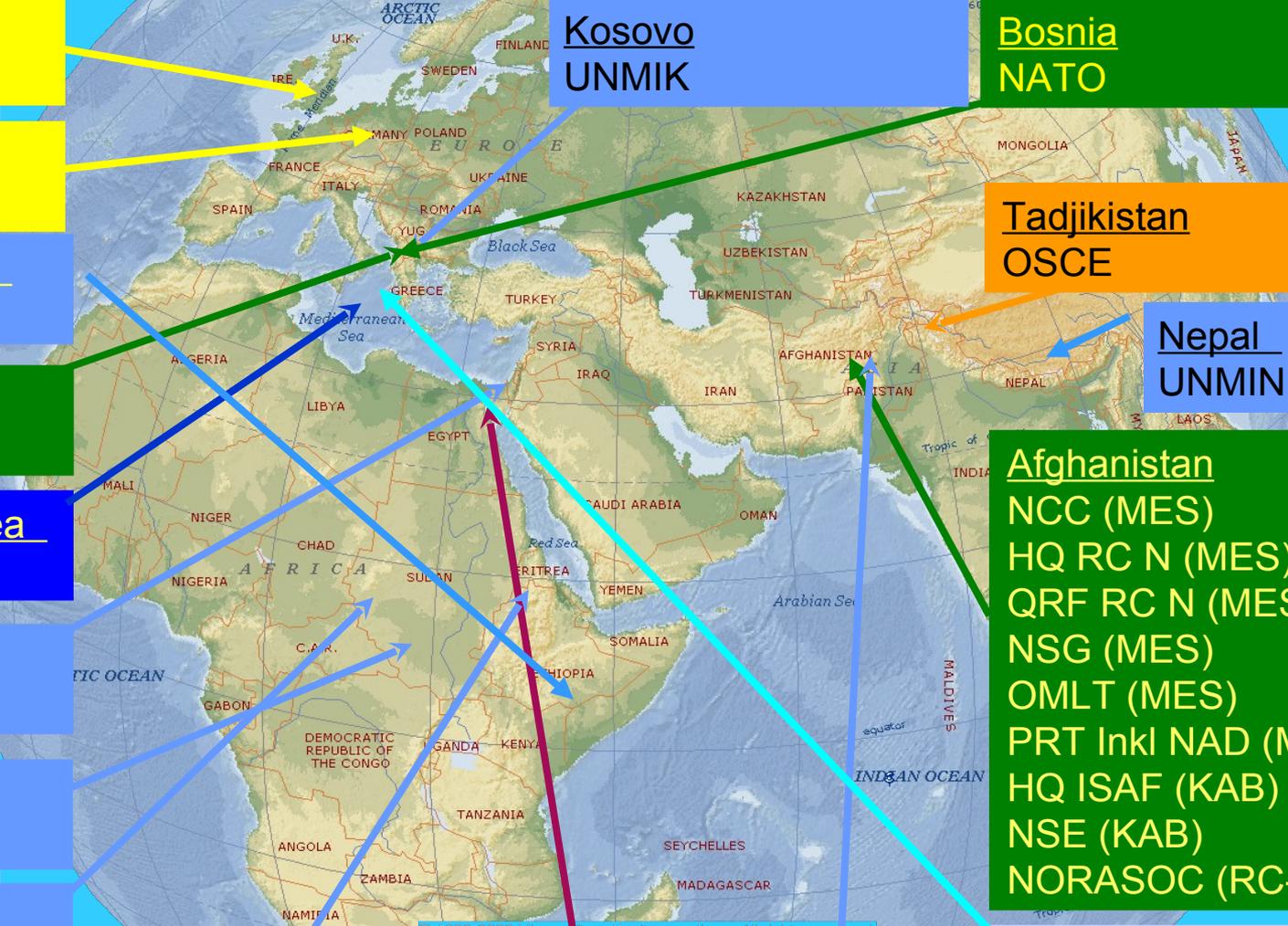
Kosovo
KFOR HQ

Mediterranean Sea
OAE

Middle East
UNTSO

Sudan
UNMIS

Sudan / Darfur
UNAMID





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Deployment and experiences



Tactical level

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Deployment and experiences

Provincial Reconstruction Team (PRT):

- Building crisis centre for women
- English education by using the interpreters
- Building sanitary and accommodation facility for women in connection with the hospital
- Building a women's prison
- With coordination from the prison adviser giving education and arranging different activities for women in prison
- Patrolling women's areas with our own women

Tactical level



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Conclusion – Best Practice

- Specify training and educational measures and tasks in the curricula for international operations course and training
- Train on mission-specific gender cases, in initial training for operations abroad
- Educate and enable all the participants (level specific) on gender subjects, and clarify which responsibility they have
- Give a clear guidance on which gender issues the mission has to consider
- Create reporting routine on gender issues, as an integrated part of the existing routine

Tactical level



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Final Conclusion – Best Practice

- TOP – DOWN, and on all levels (Political to tactical)
- Strong focus with dedicated and clear role models on all levels in the organization
- Implementation with specified goals, measurements and tasks on all levels
- Formalization of the area in already existing systems and processes
- Evaluate, measure, report, document



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Q & A



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