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ISAF Gender Advisor
(October 2009 – March 2010)



ISAF JOINT COMMAND (IJC)



Gender Advisor

Basis:

UNSC Resolution 1325
on 'Women, Peace & Security'

3 P's:

Prevention, Protection, Participation

NATO / ISAF

2000: UNSCR1325

2004: Dutch Actionplan Gender (MoD NLD)

2007: National Actionplan 1325 (NLD)

2009: NATO Directive on Gender
Perspectives +

Decision: Gender Advisors HQ ISAF

Oct 2009: Gender Advisor ISAF IJC (NLD)

Dec 2009: Gender Advisor ISAF HQ (NOR)

Preparation

- Deployment Afghanistan (2005/2006)
Provincial Reconstruction Team
- 3 years Gender advisor MoD NLD
- Gender Courses / Dep. Chair NCGP
- Pre-deployment training
- Gender Field Advisor Course Sweden

The Gender Advisor

- Ideal situation: advisor commander
 - Guidance: adding a genderperspective to the operations
- *To have a gender perspective is to be able to detect if and when men and women are being affected differently by an operation due to their gender*

Where to start?

Internal

- Manning policies and work environment
- Raising gender awareness among ISAF personnel (starting in the IJC)

External

- Interaction with local women and men
- Cooperation with local women's organizations

Working Plan

- Advising commanders + key-leaders to add the genderperspective to ISAF operations
- Supporting Gender Field Advisors
- Stimulating + supporting PRT's to pay more attention to local women (organizations)
- Building up relations with local women's organizations in Kabul
- Gender training in theater (briefings etc)
- Spreading the 'gender-message'
everywhere, everytime!

The message

- Incorporating the genderperspective in the operations is the most logical way to act
 - If you want to get closer to the people of Afghanistan you should include the whole population
 - Ask the men AND ask the women
- It will enhance the operational effectiveness

Some examples ...



Fashion parade in Kabul



Certificates for all the participants



The Afghan Women Business Federation presenting in the CUA



The first women's market on the ISAF base













Annual Conference Growing Women
2010 In celebration of 8th Ma

سالانه ، پیشرفت های تجارتي زنان
انتخاب روز جهان مارچ
حوت



محترمه ایلوان دن هیول

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به



'Together we're strong'



And

- Working group on recruitment of women for the Afghan National Army (ANA)
 - goal: 10.000 women!
- Meetings with employees of the Ministry of Women Affairs
 - situation of women has got worse
- Meetings with keyleaders CJ2 and COIN
- Co-operation with other gender advisors (EUPOL / UNIFEM / USAID / Embassies)

Current situation (ISAF)

- Gender Awareness among ISAF personnel on a low level (incl. ISAF HQ + IJC)
- Pre-deployment training ??
- Tasks Gender Advisor requires a lot of explanation
- Position Gender Advisor in CJ1: wrong!
- Lonely position Gender Advisor
- Starting point: 0

Some results (after 4.5 months)

- Moving position Gender Advisor
CJ1 → Stability Operations (01-02-2010)
- Growing reputation Gender Advisor
- Growing gender awareness in ISAF HQ + IJC
- Appreciation by Leadership IJC
- Support NATO / SHAPE
- Gratitude from local women's organizations:
gender advisor = official ISAF focal point
- Wanted: the gender advisor! 😊

My conclusions

- Accept babysteps
 - Know how to deal with resistance
 - ‘Sell’ your job
 - Be an expert – act like an expert
 - Keep on educating all personnel:
pre-deployment gendertraining +
gendertraining in the theatre
- Essential: committment of the leadership

What about pre-deployment training?

- Pre-deployment training should include gender training
- Gender training is NOT a part of cultural awareness training
- Don't tell them what they cannot do.
Tell them what they CAN do and HOW
- Pre-deployment training must be given by experts

Questions?

