



Integrating UNSCR 1325 on Women, Peace and Security, in NATO Operations

Lt Col Pierre DUCHESNE
SHAPE Human Resources Management Directorate
25 May 2010

- BACKGROUND
- Bi-SC DIRECTIVE 40-1
- ACTIONS AREAS
- THE WAY AHEAD
- QUESTIONS



SHARE OUR
CURRENT
CONSIDERATIONS
WITH YOU



BACKGROUND REMARKS



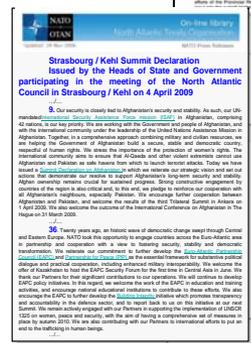
- UNSCR1325 and profusion of documents
 - A need for synthesis?
- A set of concrete recommendations
 - Implementation depends on political will
- EU early and actual commitment
- NATO/EAPC Policy from Dec. 2007
 - National policies are significant
- Strasbourg / Kehl NATO's Summit in 2009
 - Firm commitment by heads of states ; fixed the timeframe ; only a minor outcome?
- Joint Letter to SECGEN in Jan 2010
 - More pressure?



31 OCT 2000



10 DEC 2007

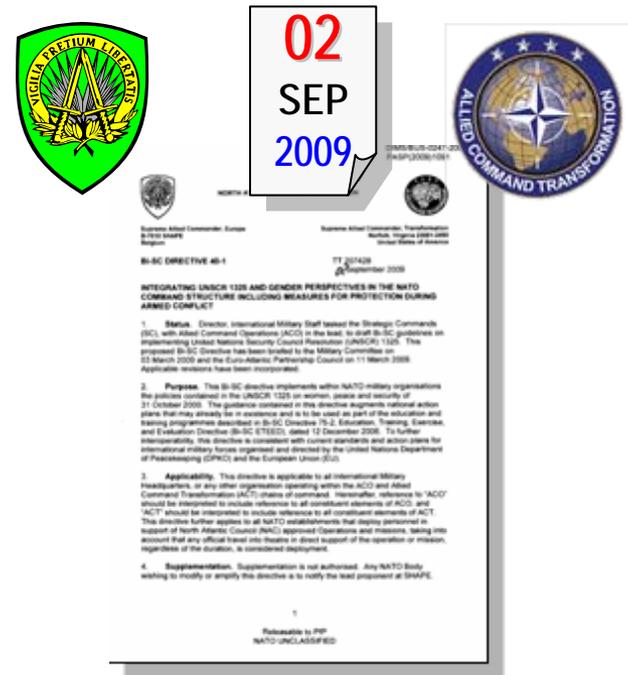


04 APR 2009

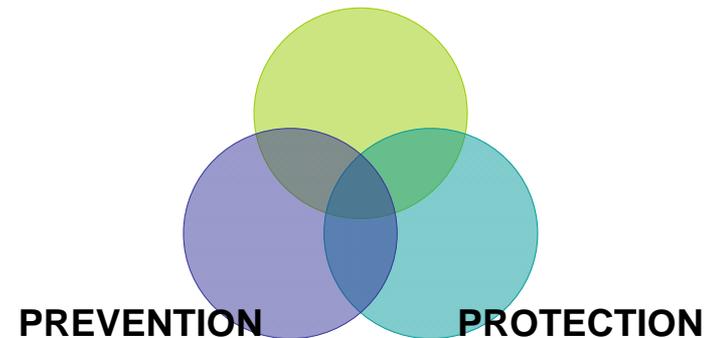


12 JAN 2010

- Bi-SC Directive published 02 Sep 2009
 - issued to NATO military Commanders and Allied and PfP nations
 - incorporates work from EU, UN, NATO and national inputs (NATO/PfP)
- 3P:
 - **Prevent** disproportionate impact on women and children in armed conflict
 - **Protect** women and children
 - **Participation** of women in all aspects of operations and levels of command
- Content
 - **NATO standards of behavior for operations and missions**
 - Measures for the protection of women and girls in armed conflict
 - Glossary of Terms
 - References
 - Operational Planning Checklist



PARTICIPATION



- Bi-SC 40-1 is:
 - the unique approved reference used for operations
 - A ‘very good’ document... but ...
- Need to ‘operationalize’ it



THE WAY AHEAD

KEY POINTS AND CHALLENGES



(UNSCR 1325)

NATO POLICY

RULES OF ARMED CONFLICTS / LEGAL ISSUES

NATIONAL WILL / LAWS / POLICIES / CAVEATS

OPERATIONAL CDRs / NATO KEY LEADERS EAGERNESS

STAFF CONVINCED AND FULLY COMMITTED

(Gender perspective is the norm)

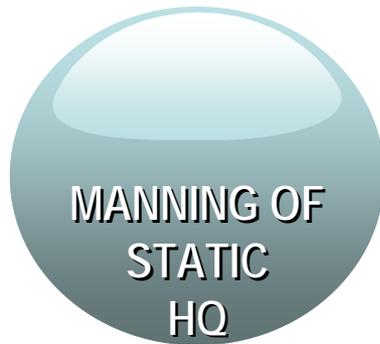
Nations to increase participation of women in NATO 'Gender balancing'



NATO to focus on 'Gender Factor'



5 ACTION AREAS TO OPERATIONALIZE BI-SC 40-1



Manning of Operations' HQ

GENDER ADVISORS – DEPLOYMENT



- ISAF
 - ISAF HQ : NOR bid, from Oct. 09 (nominated until Dec. 11, 6 months tour)
 - ISAF IJC/DCOS STAB: NLD bid, from Dec. 09 (up to Nov. 10, now 6 months tour)
- KFOR
 - GA position in HQ KFOR CE17 (implementation in Sep. 10). MCC on **02 June** at SHAPE.



BIDS welcome
≠ from ISAF

- Manning of subordinate HQs and Units
 - ‘Gender Field Advisors’ in RCs/PRTs
 - RC North will open a GFA position (SWE bid)
 - ‘Gender Focal Points’ in Units
- Specific Units (FET)?
- A **National Prerogative** and Policy
 - Can be a red line for some nations.
 - Demonstrate value-added by sharing LL, develop NATO policies and plans, recommendations during Force Generation and Manning Conferences ...
 - Recommendation is neither tasking nor acting!
- ISAF PRTs – SWE PRT
 - 14 ‘Gender Field Advisors’ since 2006
 - ‘the value added for Gender Advisors is when male and female have a different perspective on a matter’



Manning of Operations' HQ

GENDER ADVISORS – LESSONS IDENTIFIED



- 1st ever GA in a NATO Ops HQ
 - Since 2005 in EU-led OPs
- Pre-deployment training is a must
 - Ad-hoc training + handover / takeover
 - 6 months tour highly desirable to establish and maintain network
- Initial efforts:
 - ‘staff education’
 - ‘build-up the network’
- NATO GAs are recognised by:
 - NATO HQ staff / soldiers
 - IOs (UN, OSCE, EU, ICRC) and NGOs (e.g. Amnesty International)
 - male and female Afghans
- **Continuous effort until it will be the rule**
- ...



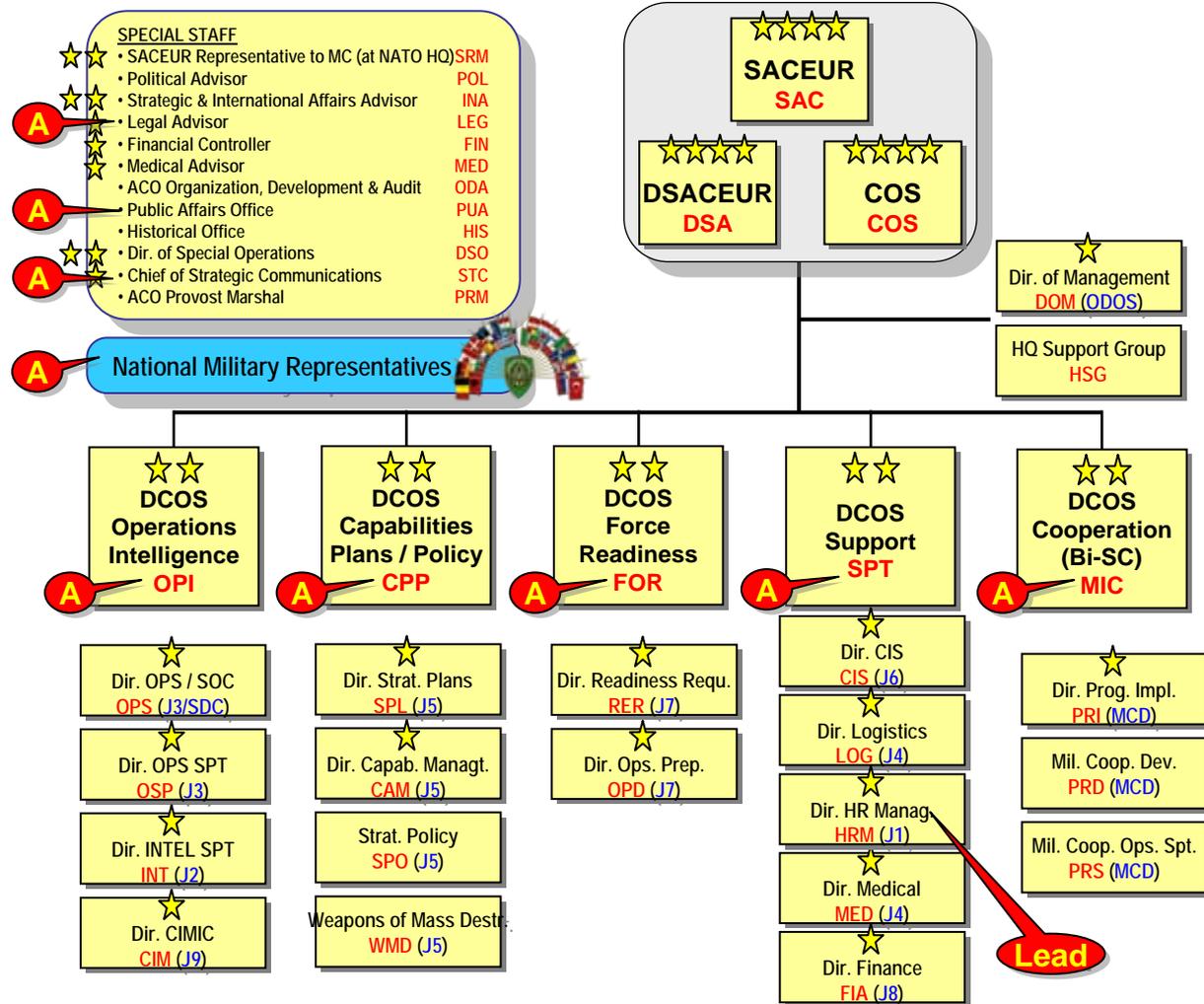
Don't forget
this is a new
'force-multiplier'

NATO Operational procedures

ESTABLISH A FUNCTIONAL WORKING GROUP



- Bi-SC WG
 - TORs TBD
 - 1st meeting in June?
- ACO on lead
- SHAPE
 - HRM on lead
 - Reps fm SS
 - Reps fm DIV
- SACT
 - GAs
- JFCs
 - POCs
- ISAF
 - GAs
- Consult with
 - IMS+IS
 - Nations



- Advance Planning
- Crisis Response Planning
 - Amend Comprehensive Operational Planning Guidelines?
- Develop / adapt Functional Planning Guides
 - Similar to CIMIC functional guidelines?
- Develop a specific annex to OPLANs?
- Other NATO Documents
 - Any specific Intelligence Tool?
 - Directives
 - Standing Operating Procedures
 - Doctrines (Allied Joint Publications)
 - Concepts (in broad terms to address fundamental OPS principles)



A long standing process ...
The future framework

NATO Operational procedures

CONDUCT OF OPERATIONS



- Force Generation
- NATO Forces / Specialized Forces? Partners?
 - ➔ ACO Forces Standards?
- Conduct of OPS
 - Actions / tasks to prevent violence against women and girls
 - Clear definition of what is 'gender-based' violence and what subsequent actions by NATO Forces
 - Direct or Indirect Actions, 'Hard Power' to 'Soft Power' Actions / Targeting
 - ➔ OPORD, FRAGO
 - ➔ New set of ROEs?
 - ➔ Legal and Caveats concerns
- Reporting and assessment system
 - ➔ Periodic Mission Review?
- Resources
 - Mentioned in UNSCR1325
 - Dedicated or shared?
 - ➔ New CP?



The medium term
... what is feasible?

- **HQ SACT on lead**, multiple actors
 - NATO School Oberammergau
 - NATO Defense College
 - JWC
 - JALLC
 - CIMIC COE ...
- Gender module integrated in most courses
 - Pre-deployment Training
 - Key Leaders Training
 - In theatre / induction training
- Dedicated / specific / functional Courses
 - GA, GFA, GFP Course ...
- Education and Cultural Awareness
- Staff training / exercises
 - Steadfast Joist 2011 (ACO lead)
 - CMX11?
- **NATO ⇔ Nations**
 - **NATO 'template' / framework / facilities for National training**
 - **NATO to use / certify national training**



Key role for NATO
and other IOs

- 25-26 March 2010 – Seminar hosted by Spanish MoD.
- 16 April – ACO Director HRM presentation at **PCG** Meeting.
- 26 April – Meeting with future ISAF GAs (NOR) at NATO HQ.
- 24-28 May – NATO Committee on Gender Perspectives
- 27 May – NATO IS UNSCR 1325 10th anniversary Information Fair.
- 07 June – **OESC** Security Committee Seminar on "Benefits of Gender perspectives and involvement of women in security matters", in Vienna.
- 21-24 June – International Lessons Learned Conference, hosted by Swedish MoD in Stockholm.
- Second half 2010 – UNSCR 1325 event upon the Belgium EU Presidency?
- 30 Oct 2010 – **10th Anniversary** of UNSCR 1325
- 19 Nov – **NATO's Summit** in Lisbon
 - The process was initiated in 2009, during Strasbourg / Kehl Summit
 - Opportunity for a strong political message



Questions ?