

INDICATORS

(adapted during the Ad-Hoc Working Group meeting – Rome 30 Nov 2011)

During its annual meeting of 2011, the NATO Committee on Gender Perspectives developed a set of indicators to measure the effectiveness of gender integration into military operations. These indicators were published in the brochure “How can Gender make a difference to Security in Operations”

In discussions during the meeting, it became clear that the indicators were very general and basic and that they needed to be fine-tuned in order to suit a particular situation or mission. The delegates agreed on a Ad-Hoc meeting to adjust the indicators to NATO’s ongoing missions.

The Ad-Hoc meeting was organized in Rome on 30 October 2011, inviting the national delegates and military and civilian gender advisors working for NATO to gather their expertise and redefine the indicators in order to make them better applicable in a static headquarter as well as in an operational headquarters.

Below are the indicators from the Ad-Hoc meeting in Rome.

Indicators related to Procedures and Directives

1. Number and percentage of all gender experts (advisors – field advisor – focal point) who report directly and have access to the Chief of Staff or commander or who are included in the command group.
2. Is the gender advisor included in the operational planning processes and standardized reporting processes?
3. Percentage of units on tactical level that include trained personnel (gender focal points) dealing with gender in the operation.
4. Is there a guidance document on how to engage female population and with what objectives?
5. Do the next documents include gender where appropriate:
Concepts of Operations (CONOPS),
Operational Orders,
Fragmentation Orders (FRAGOS),
Tactics, Techniques, and Procedures (TTPs)
6. Do Final Mission Reports include information of engagement (if any) with local population (men and women)?
Do Lessons Identified / reports include information of engagement (if any) with local population (men and women)?

Indicators related to Operational Impact

1. Does the mission have sufficient resources on female interpreters to engage all levels of the local populations?
2. Does the mission have sufficient resources on male interpreters to engage all levels of the local populations?
3. Number and percentage of women consulted who initiate or allow subsequent engagement by NATO personnel within x period of time
4. Are women engaged and consulted at all levels of society? Which level do you engage and how, and for which outcome?
5. Is there a female engagement capacity in the operation?
6. Has the engagement of the whole population resulted in increased situational awareness and impacted on force protection?

Indicators related to Training

1. Number and percentage of deployed personnel who receive
 - i) Pre-deployment training
 - ii) Specific in-theatre trainingOn how to engage with local population and incorporate gender perspective.
2. Number and percentage of deployed personnel (i.e., Commanders, Gender Advisors, Civil-Military Affairs, Engagement Teams) responsible for incorporating gender perspectives who receive specific training.
3. Number and percentage of non-deployed personnel (i.e., HQ, staff elements) responsible for incorporating gender perspectives in the operational documents who receive specific training for that role or responsibility.
4. Are Lessons Learned on gender integrated in training?

Indicators related to Human Resources

1. Number of all Gender Advisors, Gender Field Advisors and Gender Focal Points in each NATO-led operation, full-time or additional duty.
2. Number and place of Gender Advisors in the NATO Command Structure.
3. The total number and percentage of women deployed in each NATO-led operation (Officers, NCO's, enlisted).
4. The total number and percentage of women deployed in each NATO-led operations that are in key positions?