



NATO
OTAN

GENDER TRAINING
& EDUCATION

RECOMMENDATIONS ON IMPLEMENTATION OF UNSCR 1325



**RECOMMENDATIONS
ON IMPLEMENTATION
OF UNSCR 1325**





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Soldiers from 100 Pioneer Squadron and 45 Signal Squadron «Tiger Team», visited three local schools bearing gifts donated from schools in England. Local teachers and community leaders, turned out to welcome the soldiers. Shoe boxes containing small cuddly toys and a variety of other little gifts, and a selection of footwear ranging from flip flops to trainers, were given to the children 30/11/2003

INTRODUCTION



INTRODUCTION

Today's conflicts not only call for military responses; other capacities and resources need to be addressed to bear in crisis and post-crisis situations. In recognising the important and distinctive role that women can play in conflict resolution and peace settlement, NATO seeks to improve its effectiveness to contribute to its overall mission success.

NATO's mission is to contribute to sustainable and lasting peace, within which gender equality is a key factor. Including the gender dimension in all stages of the operational process - in the design, planning, implementation, monitoring and evaluation of policies and programmes – is beneficial to achieving NATO's mission. Effectiveness in complex security environments means respecting and fully embracing the diversity of backgrounds, skills and experiences of all. Adopting a gender perspective into intervening and solving modern conflicts contributes to enduring peace and mission success.

In 2009 the NATO Committee on Women in NATO Forces (CWINF) had its Terms of Reference revised and extended to include the implementation of the United Nations Security Council Resolution 1325 (UNSCR 1325) and UNSCR 1820 on Women, Peace and Security, as well as related and future UNSCR's dealing with gender issues. Since that moment, the Committee is recognized under the name of NATO Committee on Gender Perspectives (NCGP).

As per the TOR, the NCGP is an advisory body to the Military Committee (MC) on gender related policies for the Armed Forces of the Alliance. The purpose of the Committee is to promote gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programs and military operations.





Two MPs search automobiles at a checkpoint.

BACKGROUND



BACKGROUND

In October 2000, the United Nations Security Council adopted the resolution 1325 on Women, Peace and Security. By agreeing the resolution, the International Community recognizes that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflicts.

The resolution calls for the implementation of international humanitarian and human rights law, institutional arrangements to guarantee the protection of women and girls and their full participation in peace processes. It requests member states to increase the representation of women at all levels of decision making for prevention, management and resolution of conflict. It seeks to expand the role of women in field-based operations and supports the inclusion of a gender perspective in peacekeeping operations.

Since the adoption of the resolution in 2000, other organizations and partnerships, such as the EU and the OSCE, have endorsed its principles. Nations all over the world are developing national action plans to implement the resolutions, followed by their defense institutions.

In 2007, according to its mission, the CWINF developed a set of recommendations “CWINF Guidance for NATO Gender Mainstreaming”, in order to contribute to the development of a general approach to the mainstreaming of a gender perspective in NATO’s military operations.

In 2008, the CWINF published a selected list of essential best practices based on national lessons learned to improve gender balance, covering domains such as recruitment, employment, career development, operational planning and operations in addition to education and training, entitled: “Best practices to improve the gender balance”.

This year’s Committee meeting focused on the implementation of UNSCR 1325 and gender training and education. Based on national and international experiences, the domains that need to be developed to improve the implementation of UNSCR 1325 were identified. The NCGP then developed recommendations that are published in this brochure, which is available along with previous Committee publications on the Committee’s website.



Sergeant from Hereford, a nurse with the Queen Alexander's Royal Army Nursing Corps, comforts a refugee who is thought to be over 100 years old, but cannot remember her exact birthday. She was one of twenty three very old people who were rescued by the British Army at the Blace' crossing point. 08/04/1999

GENDER TRAINING AND EDUCATION

RECOMMENDATIONS ON IMPLEMENTATION OF UNSCR 1325



1. Implementation of UNSCR 1325

The NCGP found that the UNSCR 1325 is implemented in an inconsistent way across nations. Some of them have well developed plans and directives and are organizing training and education sessions prior to deployment as well as in the theatre. Others have just started to consider the topic.

Yet in 2007, NATO adopted a Euro-Atlantic Partnership Counsel (EAPC) policy, tasking the member states to develop practical proposals for the implementation of UNSCR 1325. The NAC and the EAPC are to keep progress on this implementation under constant review, and report on an annual basis.

In September 2009, NATO approved a Bi-SC (Bi-Strategic Command) Directive 40-1 on “Integrating UNSCR 1325 and Gender Perspectives in the NATO Command structures including measures for protection during armed conflict”. The directive is applicable to all international Military Headquarters or any other organizations operating with NATO chains of command. It includes NATO standards of Behaviour for operations and missions and an Operational Planning checklist.

The NCGP assessed that some nations do not yet comply with these NATO policies and directives. Consequently the NCGP recommends nations to develop a National Action Plan (NAP) and directives to promote gender mainstreaming. It is important that the NAP is updated and reviewed in order to maintain validity.

Nations who do not have a NAP are advised to enhance coordination and consultation mechanisms with other players such as NATO International Staff and international organizations or research institutes involved in gender matters.

2. Senior Leadership Involvement

To have a gender approach to military operations, it is essential and of the utmost importance that senior leaders are committed. Good will and support are not enough, active involvement is needed.

Although the Bi-SC directive 40-1 formally tasks NATO the structure with the implementation of the Resolution, and thus puts the onus on the participants to ensure compliance in peacekeeping operations, the senior leadership involvement should go beyond that; it requests for a personal commitment of the leaders.

Commitment at the highest level is a key factor for the full implementation of UNSCR 1325.



In order to increase commitment from senior leaders and commanders they should be held accountable for progress. They should be conscious that gender is a force multiplier for operational success.

The acknowledged¹ benefits of applying a gender perspective into military operations are:

- More extensive information gathering capacities to improve access and communication with the local population in order to make better and more balanced decisions;
- Overall situational awareness of all parties involved in the conflict to increase credibility and acceptance of the operation and the troops in theatre;
- Enhanced mutual understanding and respect to assure a better force protection.

The NCGP recommends senior leaders to commit and to actively support the implementation of a gender perspective at NATO and national levels.

3. Education and Training

It was stated at the 2008 CWINF's conference that education and training is considered to be a catalyst for improving the awareness on gender and for the successful implementation of a gender perspective into operations, nations are recommended to develop their own national education and/or training programs.

Even though education and training are distinguished as different, they are complementary.

Education is mainly for operational planners and decision makers, aiming on creating gender awareness. Education is non-specific and theoretical, and contributes to directives, operational plans and national plans including a gender perspective.

Training is more concrete, interactive and should be scenario based for clearly defined and realistic situations. The gender training is practical and specific to the mission. The basis of good training is comprehensive directives. Therefore all training should be based on education.

1 "Operational Effectiveness and UN Resolution 1325 – Practices and Lessons Learned from Afghanistan"
See: Reference texts



The Committee believes that gender training should be included in pre-deployment and induction training for all NATO-led operations, even if this is a national concern. To assure interoperability and consistency throughout the Nations, the Committee recommends that:

- NATO offers a gender training template to enable a greater coherence of gender training across NATO nations. The template should be free for adaptation to concur with the specific operational context or for nations to emphasize points of particular national interest;
- NATO offers a “train-the-trainer” program to meet the requirement for standardization and interoperability within gender;
- NATO and nations provide appropriate resources in terms of funding, time and personnel;

It is NATO’s responsibility to ensure standardization and interoperability in gender training and education for troops of different nations working together in a NATO operation. The recommended programs would enable the essential coherence of gender training across NATO.

In order to achieve the training goals, the CWINF agreed in 2008 that the following points should be taken into consideration when organizing the national training:

- Education and training should be ongoing throughout the career;
- Specific training should be organized for senior leaders and mission commanders;
- The training should be given by military teams, mixed in gender;
- The training should be integrated in pre-deployment and in-mission training rather than consist of a stand-alone module. i.e. emphasize the gender perspective throughout every phase of the operation;
- The training should be based on clear directives. It is intended to enforce standard behaviour (Code of conduct, rules of engagement, standing operating procedures).

4. Gender Expertise

The NCGP acknowledges that there is a lot of gender expertise gathered over time, but it is not structured and made available to gender advisers. Consequently the Committee concludes that there is a need for a gender focal point network to exchange knowledge and share best practices with the gender advisers. Additionally, a centralized database with lessons learned, mission successes

and failures is another recommended tool. This gender focal point network and the database should be used to develop, adapt or update training programs, as they are essential tools for effective training.

A second conclusion of the Committee is that the gender advisor, as a counselor, has to be integrated into the military structure to support the Commander. The exact location in the organization of the staff – be it attached to the Commander directly or to his Executing Officer, or embedded in staff cells such as Operations (J3), Plans (J5) or CIMIC (J9) – is to be determined case by case.

5. Communication

Communication is another key factor to successfully implement the gender perspective. Spreading and sharing information about gender issues is an important way to enhance gender awareness and to improve education and training.

Pushing information can be achieved by organizing and maintaining a network of gender experts – advisers or focal points – that allows an easy exchange of experiences and best practices.

Sharing information is to be achieved by a gender related database including lessons learned, mission successes and failures. In addition, the centralized repertoire can be used to improve already developed training programs.

As stated above, the network of gender experts and the gender related database are not only tools for exchanging expertise. They are indispensable instruments for better communication, because they are helpful to communicate experiences, best practices and lessons learned.

Lessons learned concerning gender should become an integral part of the hand-over/take-over process of responsible personnel such as troop commanders or heads of mission.

When soldiers are in contact with the local population, they should be able to communicate goals and mission objectives to their counterparts. These goals and mission objectives must have been communicated to them at the beginning of their deployment in order to explain the reason of the mission to win hearts and minds.

The NCGP recognizes that communication is an important issue within its own organization, at all levels. It is ready to act as a part in organizing a network of gender experts to actively push information for NATO nations.



CONCLUSION:

**SUMMARY OF
THE RECOMMENDATIONS**



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SUMMARY OF THE RECOMMENDATIONS

The NATO Committee on Gender Perspectives recommends:

- Nations to develop a National Action Plan (NAP) and directives to promote gender mainstreaming;
- Senior leaders to be committed and to actively support the implementation of a gender perspective at NATO and national levels;
- NATO to offer a gender training template to enable a greater coherence of gender training across NATO nations;
- NATO to offer a “train-the-trainer” program to meet the requirement for standardization and interoperability within gender;
- NATO and nations to provide appropriate resources in terms of funding, time and personnel;
- A gender focal point network to exchange knowledge and share best practices with the gender advisers;
- A centralized database with lessons learned, mission successes and failures;
- The gender advisor, as a counselor, to be integrated into the military structure to support the Commander.



BEL - DG IPR Vincent Bordignon

During international operations, the military personnel look for their self security but also for the security of the local population, always with respect for natives. The picture shows a female lance corporal of the Belgian" Regiment des Chasseurs ardennais", a member of KFOR, controlling a Kosovar woman during a security operation in the area of Mitrovica.

PREVIOUS PUBLICATIONS



PREVIOUS PUBLICATIONS

Available on the official Committee web site:
http://www.nato.int/issues/women_nato/index.html

- 1. CWINF Guidance for NATO Gender Mainstreaming**
- published in 2007;
- 2. Best Practices to improve Gender Balance**
- published in 2008;



A Lance Corporal with Monty from the Shaibah Dog Section, Theatre Military Working Dog Support Unit, based in Basra, south east Iraq. The dogs are used to protect camps, detect drugs and any form of explosives contained in vehicles and homes. There are 20 specialist and protection dogs stationed in the Shaibah unit.
27/12/2003

ABBREVIATIONS



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Bi-SC	Bi-Strategic Command
CWINF	Committee on Women in NATO Forces
EAPC	Euro-Atlantic Partnership Council
EU	European Union
MC	Military Committee
NAC	North Atlantic Council
NAP	National action Plan
NCGP	NATO Committee on Gender Perspectives
OSCE	Organization for Security and Co-operation in Europe
UNSCR	United Nations Security Council Resolution



Nightpatrol: a female MP can be seen at left as part of this night patrol

REFERENCE TEXTS



REFERENCE TEXTS

- UNSCR 1325 on Women, Peace and Security, 31 Oct 2000
- Bi-SC 40-1 on the integration of UNSCR 1325 and gender perspectives in the NATO Command structure including measures for protection during armed conflict. (See: “Pdf library” on the “Women, Peace and Security” page of the NATO website)
- Euro-Atlantic Partnership Council document EAPC(C)D(2007)0022, Implementing UNSCR 1325 on Women, Peace and Security, 10 Dec 2007
- Terms of Reference of the NATO Committee on Gender Perspectives MC 0249/2, 20 May 2009 (See: “Gender Perspectives, Committee on”, under “Topics” on the “Women, Peace and Security” page of the NATO website)
- “Operational Effectiveness and UN Resolution 1325 – Practices and Lessons Learned from Afghanistan” by different authors. (See: “Links” on the “Women, Peace and Security” page of the NATO website)





**More information related to the Committee on
Women in the NATO Forces can be found on the web page:**

http://www.nato.int/issues/women_nato/index.html