

# Women, Peace and Security at NATO: Integration, Inclusiveness, Integrity

The Women, Peace and Security agenda, adopted in October 2000 with United Nations Security Council Resolution 1325, highlights the disproportionate impact of conflict on women and girls and the vital roles they play in peace and security. NATO's approach to the Women, Peace and Security agenda is based on 3 I's – Integration, Inclusiveness, and Integrity. With these guiding principles, we are changing the way we think and the way we act – contributing to a more effective – and more gender equal – Alliance.

## Integration

NATO is examining the gendered aspects of all the Alliance does and is integrating this approach to ensure that the commitment made in principle is reflected in practice.



### What does this mean?

- 1 We are changing how we work as an institution
- 2 We are part of the International Community – and we are working together to enhance our ability to make meaningful change
- 3 We work with women's civil society organizations to better understand the experiences of communities across the world
- 4 We apply a gender perspective to all aspects of NATO-led military activities, operations, and missions – before, during, and after
- 5 We include gender perspectives in defense planning processes



### What does this look like?

- 1 We have identified gendered early warning signs of crisis or conflict and are incorporating them into our intelligence requirements. We are enhancing our work on WPS with our partners. Partners have been essential to NATO's work on WPS from the beginning. Today our cooperation is evident across the board – from incorporating gender in work on arms control to training gender advisors at the Nordic Centre for Gender Mainstreaming in Sweden.
- 2 NATO works with a range of organizations to identify good practices applicable for strategic and tactical application. We launched a platform together with the United Nations, the European Union, and the African Union to share best practices and lessons learned on WPS, as we have on how best to support women's participation in elections in Afghanistan.
- 3 We have a Civil Society Advisory Panel with representatives from organizations in NATO member countries, partner countries, and countries affected by conflict. Through regular discussions, we learn about the issues that are of most concern to these communities. We also seek advice from this group when developing NATO policies related to WPS.
- 4 Gender Advisers are present in all NATO military headquarters as well as in our missions and operations, providing direct, tailored advice on everything from working with the Afghan government to reduce obstacles faced by women joining their security forces to engaging with women in the KFOR area of operation to identify areas for cooperation.
- 5 Since 2013, gender and WPS-related considerations are included in NATO's bi-annual Defence Planning Capability Survey, which informs capability program plans. For example, this concerns the percentage of full-time female military personnel and women deployed in operations, but also requires nations to fully integrate the gender perspective in their training and operations. We are also working to ensure that capabilities are designed with all potential users in mind. This is the case, for example, with personal protective equipment, which needs to fit properly to be effective, and with bullet-proof vests, which can present risks to women because they were initially designed for the average man.

## Inclusiveness

NATO is promoting an environment conducive to the full and meaningful participation of women. This is not just a numbers game, but we still count, knowing that there is a likely tipping point for cultural change.



### What does this mean?

- 1 We're improving gender balance across NATO
- 2 We're using more gender-inclusive language
- 3 We're sharing what we know about gender-inclusive practices with others through our defence capacity building efforts



### What does this look like?

- 1 The number of women in the NATO International Staff has increased from 37% in 2010 to 41% in 2020. The ratio of women in senior management has reached 30%. This is progress but there is more to do, so we are reviewing barriers to women's entry and retention.
- 2 We have created guidance on using inclusive language and changed how we communicate. Using "Chair" instead of "Chairman", "staffing" instead of "manning" or "work-hours" instead of "man-hours" in documents, meetings and public engagements contributes to a cultural change within NATO, as well as a change in public perception of the Alliance as one made for and open to men and women equally.
- 3 We are helping Jordan increase the number of women in its armed forces, notably with the opening of a new Military Women's Training Center.



## Integrity

Integrity is about accountability – putting in place the tools we need to uphold the highest standards of behaviour.



### What does this mean?

- 1 We put policies in place to make our standards clear
- 2 We ensure that we have effective measures in place to prevent and respond to sexual harassment



### What does this look like?

- 1 In 2019, NATO agreed a policy on preventing and responding to sexual exploitation and abuse – making clear our zero-tolerance approach.
- 2 We continually look for ways to improve our policies and our procedures so that they work for women and men alike.

Do you wish to learn more NATO's work on Women, Peace and Security? Contact us: [mbx.womenpeaceandsecurity@hq.nato.int](mailto:mbx.womenpeaceandsecurity@hq.nato.int)

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