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NORTH ATLANTIC MILITARY COMMITTEE
COMITE MILITAIRE DE L'ATLANTIQUE NORD



3 February 2014

MC 0249/3 (Final)

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FINAL DECISION ON MC 0249/3

THE NATO COMMITTEE ON GENDER PERSPECTIVES (NCGP)

1. On 30 Jan 14, the Military Committee approved MC 249/3 which is effective immediately.
2. This document supersedes MC 249/2 (Final), 20 May 09, and also clears IMSWM-0354-13.

FOR THE MILITARY COMMITTEE:

For

Sir Christopher Harper N. VÄLI
Air Marshal Major General, ESTAR
Director General IMS Director
International Military Staff Staff and Policy Division

NOTE: This Final Decision Sheet shall now be attached to MC 0249/3 as the top sheet. Page numbering of the complete document when this decision is attached is as follows:

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MC 0249/3

THE NATO COMMITTEE ON GENDER PERSPECTIVES (NCGP)

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INTRODUCTION

1. General. Military operations in today's world require a diversity of qualifications and resources to ensure that peace and security are achieved and maintained. The complementary skills of both male and female personnel are essential for the operational effectiveness of NATO operations, especially in light of the increasing complexity of civil-military interaction, public relations and intelligence gathering. The integration of gender perspectives into all aspects of NATO operations can be beneficial and exert an influence on increased operational effectiveness. On 31 Oct 00, the United Nations Security Council (UNSC) adopted Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security. UNSCR 1325 recognises the distinct impact that war and conflict have on men, women, boys and girls and brings to the forefront that women have been historically omitted in the peace process and nation stabilization. UNSCR 1325 calls for full and equal participation of women at all levels in issues ranging from early conflict prevention to post-conflict reconstruction, peace and security. Since then, The UN Security Council has adopted 6 additional Related Resolutions. The Military Committee (MC) recognises the need to promote gender mainstreaming as a strategy for making womens' as well as mens' concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies, programmes and military operations. Therefore, in 2009, the mandate of the Committee on Women in the NATO Forces (CWINF) was extended to include this dimension when the CWINF evolved into the NATO Committee on Gender Perspectives (NCGP).

2. Aim. The purpose of this document is:

a. To provide authority for the NCGP and the IMS Office of the Gender Advisor.

b. To provide a conceptual reference to the NCGP as a sub-committee of the MC, defining the responsibilities of the NCGP related to gender mainstreaming and related to the support of the integration of gender perspectives into NATO's military operations, specifically to the implementation of the UNSCR 1325 and Related Resolutions.

3. History. Initiatives by senior national military women in NATO during the 1960s and 1970s led to ad hoc conferences. In 1973, a committee was formed and the first Terms Of Reference (TORs) were made. Since its official recognition (MC 249 of 1976 and MC 281 of 1977) the Committee has met once a year. In 1998, a permanent office, the OWINF, was established in the International Military Staff (IMS) to provide information on gender and diversity issues and support the work of CWINF. In 2009, in order to extend the CWINF's mandate to support the integration of gender perspectives into NATO's operations specifically to support the implementation of UNSCR 1325 and Related Resolutions, the Executive Committee (EC) decided to revise MC 249/1 including the existing TORs of the Committee and the Office.

PURPOSE

4. As per the TOR, the purpose of the NCGP is to be a consultative body to promote gender mainstreaming as a strategy for making womens' as well as mens' concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies, programmes and military operations.

5. The Committee also has a role as an advisory body to the MC on gender related policies for the Armed Forces of the Alliance.

TERMINOLOGY AND APPLICATION

6. To the largest extent possible, AAP-6 and AAP-15 are used for terminology.

OTHER ASPECTS

7. The IMS Office of the Gender Advisor provides and supports information to NATO upon request, within its means and capabilities.

8. Other Nations may be invited to attend meetings and conferences as per MC approval.

Annexes:

- A. Terms of Reference - The NATO Committee on Gender Perspectives.
- B. Terms of Reference - IMS Office of the Gender Advisor.

TERMS OF REFERENCE - THE NATO COMMITTEE ON GENDER PERSPECTIVES

1. Mission Statement. The NATO Committee on Gender Perspectives (NCGP) advises NATO leadership and Member Nations on gender related issues in order to enhance organizational effectiveness in support of Alliance objectives and priorities, including the implementation of relevant United Nations Security Council Resolutions (UNSCRs).
2. Purpose and Responsibility.
 - a. Purpose. The Committee:
 - (1) Is an advisory body to the Military Committee (MC) on gender related policies for the Armed Forces of the Alliance.
 - (2) Promotes gender mainstreaming as a strategy for making womens' as well as mens' concerns and experiences an integral part of the design, implementation, monitoring and evaluation of policies, programmes and military operations.
 - b. Responsibilities. The Committee's responsibilities are to:
 - (1) Prepare the report of the annual Conference for the MC prior to the end of the Conference. This may include recommendations and objectives.
 - (2) Facilitate the exchange of information among NATO Nations on gender related policies and gender mainstreaming.
 - (3) Ensure appropriate coordination on gender issues with the NATO Command Structure (NCS) and the NATO HQ.
 - (4) Collaborate with international organizations and agencies concerned with the integration of a gender perspective into military operations as well as with gender related issues, in accordance with approved documents¹.
 - (5) Collect and disseminate relevant gender information from NATO and Partner Nations, as the NATO focal point.
 - (6) Provide advice to the MC on gender issues, including the implementation of UNSCR 1325 and Related Resolutions.
 - (7) Advise on and support specific gender related issues as requested by the MC or other NATO structures.
 - (8) Serve in a gender advisory capacity to the MC.

1. C-M(2008)0029 COR 1; C-M(2011)0022; and PO(2011)0045 - AS 1.

3. Organisation of the NCGP.

a. The NCGP is composed of senior national representatives from member countries. The NCGP is governed by an Executive Committee (EC) and supported by the IMS Office of the Gender Advisor.

b. Each NATO Nation is entitled to designate one delegate to the NCGP. Delegates should be active duty officers of senior rank or civilian equivalent. They should be familiar with the latest national developments in gender methods, approaches and tools for gender mainstreaming. They should also be familiar with NATO policies, UNSCR 1325 and Related Resolutions as well as national policies or actions taken to implement these Resolutions.

c. Non-NATO Nations may be invited to contribute to the activities of the NCGP.

d. The MC or EC can task the NCGP on specific gender related issues.

4. Organisation of the EC.

a. The EC is comprised of the Chair, the Chair-Elect, three Deputy Chairs and the IMS Gender Advisor. The EC must have at least one member of each gender.

(1) The Chair, the Chair-Elect and the Deputy Chairs are designated nationally, are non-voting members of the NCGP and should be active duty officers of senior rank. They are elected for a two-year period and are in addition to the Nation's designated delegate. The Chair-Elect becomes the Chair of the Committee after a 2 year co-chairing period.

(2) The two year term of the EC members begins at the end of the annual Conference.

(3) The EC represents the Committee on international fora.

(4) All EC members should be familiar with:

(a) The latest international developments in gender methods, approaches and tools for gender mainstreaming.

(b) UNSCR 1325 and Related Resolutions, and with national and international policies or actions taken to implement these resolutions.

(c) NATO gender policies.

(5) The IMS Gender Advisor is the non-voting Secretary. The Secretary acts as the point of contact between the EC and NATO authorities within NATO HQ.

5. Elections of New Representatives to the EC. Every year during the annual Conference, elections of new representatives to the EC are to be held. Prior to the meeting, NATO Nations are requested to nominate a candidate and submit the candidature to the IMS Office of the Gender Advisor. Only National Delegates are entitled to vote. In the event of a tie, delegates vote again until a majority is reached.

6. Methods of Work and Taskings.

a. The NCGP can be tasked by the MC or by the EC.

b. To ensure enough time is provided for collaboration among NATO Nations, the EC will submit the Conference topic to the MC not later than 31 Oct each year for approval.

c. Relevant tasking is to be sent out to National Delegates.

d. Based on national inputs and from other subject experts, a draft document is to be developed by the EC and circulated among Nations for further development. The final draft is to be presented and discussed during the annual NCGP Conference, before being presented to the MC.

e. In order to resolve issues and tasking requiring speedy resolution, the Chair is authorised to call special meetings or clear them by correspondence.

7. Frequency of Meetings, Venue and Scheduling.

a. Frequency of the NCGP Conference. The NCGP is to meet once a year as a minimum or as required by the Chair. The Conference will normally be held in May. The duration of the Conference is to be determined by the agenda, with a maximum length of five working days.

b. Ad-Hoc Working Group. The Chair of the NCGP, the Chair-Elect or the IMS Gender Advisor, on behalf of the Chair, can call for an Ad-Hoc Working Group meeting if required.

c. Location. The NCGP Conference will take place in the NATO HQ in Brussels in order to maintain and reinforce interaction with the IMS and the MC. Additional meetings may be held in Brussels or other locations.

d. Frequency of the EC meeting. The EC is to meet once a year as a minimum or as directed by the Chair. The EC meetings can take place at NATO HQ in Brussels or in another country.

8. Communication Channels.

- a. On an annual basis, the Chair, the Chair-Elect, or the IMS Gender Advisor formally briefs the MC on the results of the Committee's work.
- b. The Secretary, NCGP is the coordinator of any communication with NATO Military Authorities on gender issues.
- c. Distribution and circulation of NCGP correspondence and documentation should be facilitated via the NATO webpage http://www.nato.int/cps/en/natolive/topics_50327.htm to the maximum practical extent within NATO's security guidelines.

TERMS OF REFERENCE - IMS OFFICE OF THE GENDER ADVISOR

1. Aim. The IMS Office of the Gender Advisor is the Office of Primary Responsibility (OPR) within the International Military Staff (IMS) providing information and advice on gender issues and on the implementation of the United Nations Security Council Resolution 1325 and Related Resolutions. It also serves as the Secretariat for the NATO Committee on Gender Perspectives (NCGP).
2. Organisation and Composition.
 - a. The personnel forming the IMS Office of the Gender Advisor report directly to the Director General (DGIMS), and are responsible to:
 - (1) the DGIMS to carry out the duties and responsibilities as outlined in Para 3; and
 - (2) the NCGP to carry out the duties and responsibilities as outlined in Para 4.
 - b. The composition of the IMS Office of the Gender Advisor is as promulgated in MC 500, the authorised Peacetime Establishment for the IMS.
3. OPR Staff Duties and Responsibilities.
 - a. Provides advice and support to the DGIMS on gender issues, including the implementation of UNSCR 1325 and Related Resolutions. The Chief of the Office represents the IMS in Committees, Working Groups and HQ Task Forces and maintains liaison with the International Staff (IS) and the NATO Military Authorities (NMAs).
 - b. Promotes awareness on the effective integration of a gender perspective into military operations.
 - c. Facilitates the dialogue with Partner countries on relevant gender issues.
 - d. Provides briefings on significant milestones and the status of integration of the gender perspective within the Alliance.
 - e. Responds to internal and external requests for information.
4. NCGP Duties and Responsibilities.
 - a. The IMS Gender Advisor advises the Committee Chairperson.

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- b. Collects and disseminates information from NATO and Partner Nations regarding national programmes, policies and procedures on gender related issues, including the implementation of UNSCRs 1325 and Related Resolutions.
- c. Liaises with international organizations and agencies concerned with the integration of a gender perspective into military operations, as well as with gender related issues, in accordance with approved documents
- d. ¹.
- e. Coordinates the organization of NCGP and EC meetings in accordance with NATO protocol.
- f. Disseminates NCGP recommendations.
- g. Facilitates the exchange of information among NATO Nations, on gender related policies and gender mainstreaming.

1. C-M(2008)0029 COR 1; C-M(2011)0022; and PO(2011)0045 - AS 1.