



Office of NATO Secretary General's
Special Representative for Women,
Peace and Security



Concepts and Definitions

Women, Peace and Security in NATO

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This document is designed to serve as a practical working guide for WPS practitioners or those interested in the WPS arena, in NATO. Its purpose is to simplify terms used frequently in discussions of the WPS agenda and, where possible, to highlight NATO-specific examples for clarification purposes.



B

BEIJING DECLARATION AND PLATFORM FOR ACTION

The Beijing Platform for Action is a landmark document that emanated from the Fourth World Conference on Women, convened in Beijing, China in September 1995. Member States and civil society participants from around the world reviewed progress and outlined new requirements to accelerate gender equality and the empowerment of women.

12 critical areas of concern are outlined in the resulting Beijing Declaration; Women and Poverty; Education and Training of Women; Women and Health; Violence against Women; the Girl-Child; Women and the Economy; Women in Power and Decision-making; Institutional Mechanism for the Advancement of Women; Human Rights of Women; Women and the Media; Women and the Environment; Women and Armed Conflict.

The Platform for Action reaffirms the fundamental principle that the human rights of women and girls are an inalienable, integral and indivisible part of universal human rights. As an agenda for action, the Platform seeks to promote and protect the full enjoyment of all human rights and the fundamental freedoms of all women.

One of the areas of concern for NATO is the attention on women and armed conflict, which laid the foundation for UN Security Council Resolution 1325 (2000). NATO has included the guiding principles of the Beijing Platform for Action in the NATO/EAPC Policy and Action Plan on Women, Peace and Security.



CIVIL SOCIETY

Civil society is a community of citizens linked by common interest and/or collective activity. It includes a wide array of groups including, but not limited to, non-governmental, faith based, women's social organisations and charities.

CIVIL SOCIETY ADVISORY PANEL (CSAP)

As affirmed at the Brussels Summit in 2018, NATO continues to recognise the instrumental role of civil society in promoting the Women, Peace and Security agenda. In June 2014, the Euro-Atlantic Partnership Council first recommended the establishment of a Civil Society Advisory Panel (CSAP) as a way to strengthen dialogue between NATO and civil society on topics relating to Women, Peace and Security. CSAP was formally established in 2016.

CSAP serves as a forum for regular consultation and dialogue between civil society and NATO. CSAP is an entity external to the organisational and governance structures of NATO and does not have any authority regarding NATO decision-making processes. CSAP works with NATO through the Secretary General's Special Representative for Women, Peace and Security.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in 1979 by the UN General Assembly, is the only international bill of rights for women. It is the second most ratified convention, following the Rights of the Child.

CEDAW articulates the nature and meaning of sex-based discrimination and gender equality, and lays out State obligations to eliminate discrimination. The Convention covers not only discriminatory laws, but also practices and customs, and it applies not only to state action, but also to state responsibility to address discrimination against women by private actors.

The Convention covers both civil and political rights:

- Rights to vote, to participate in public life, to acquire, change or retain their nationality, equality before the law and freedom of movement
- Economic, social and cultural rights (rights to education, work, health and financial credit).

28 NATO nations are signatories to CEDAW.

The Committee on the Elimination of Discrimination Against Women is the United Nations (UN) treaty body that oversees CEDAW. The formation of this committee was outlined in Article 17 of the CEDAW, which also established the rules, purpose, and operating procedures of the committee.

UN Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) are both critical tools for moving gender equality forward in conflict and post-conflict situations. UNSCR 1325 helps to broaden the scope of CEDAW's application by clarifying its relevance to all parties in conflict and in peace. CEDAW, in turn, provides concrete strategic guidance for actions to be taken on the broad commitments outlined in UNSCR 1325. Drawing on these instruments together enables maximisation of the impact of norms and standards for gender equality in all conflict and post-conflict interventions.

CONFLICT-RELATED SEXUAL VIOLENCE (CRSV)

Sexual violence, when used or commissioned as a tactic of war in order to deliberately target civilians or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate situations of armed conflict and may impede the restoration of international peace and security.

Under international law there are eight different forms of conflict-related sexual violence: rape; sexual slavery; prostitution; forced pregnancy; forced abortion; enforced sterilisation; forced marriage; any other form of sexual violence of comparable gravity.

United Nations Security Council Resolution 1820 (2008) on Women, Peace and Security highlighted that sexual violence may threaten international security when used or commissioned as a tactic of war in order to deliberately target civilians, or as part of a widespread or systematic attack against civilian populations.

CONFLICT-RELATED SEXUAL and Gender based VIOLENCE (CR-SGBV)

The term 'Conflict-Related Sexual and Gender Based Violence' (CR-SGBV) is used in NATO. NATO defines conflict-related sexual and gender based violence as 'any sexual and/or gender-based violence against an individual or group of individuals, used or commissioned in relation to a crisis or an armed conflict'.¹

NATO addresses CR-SGBV through issuance of guidance documents (specifically the Military Guidelines on the Prevention of, and Response to, Conflict-Related Sexual and Gender Based Violence, 2015 and the NATO Protection of Civilians Policy, endorsed in July 2016).

1 NSO, The Official NATO Terminology Database

D

DISCRIMINATION

Discrimination is defined as *'any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field'*.²

Discrimination can stem from both law (de jure) or from practice (de facto). The CEDAW Convention recognises and addresses both forms of discrimination, whether contained in laws, policies, procedures or practice:

- *'De jure discrimination'*, for example, in some countries, a woman is not allowed to leave the country or hold a job without the consent of her husband.
- *'De facto discrimination'*, for example, a man and woman may hold the same job position and perform the same duties, but their respective benefits may differ.

E

EMPOWERMENT

The core of empowerment lies in the ability of people to control their own destiny. This is often referred to as having **agency**. This implies that to be empowered, women and girls must not only have equal opportunities (such as education and health) and equal access to resources and opportunities (such as land and employment opportunities), but they must also have the agency to exercise these rights and utilise opportunities to make strategic choices and decisions (such as is provided through leadership opportunities and participation in political institutions).

² United Nations, 1979. 'Convention on the Elimination of all forms of Discrimination Against Women,' Article 1.



F

FEMINISM

'A feminist is an advocate or supporter of the rights and equality of women'.

The Oxford English Dictionary

The first recorded use of the word 'feminist' in English is from 1852. The term, however, soon gained international currency in the 19th-century women's rights movements.

Feminism is generally defined as a social movement and ideology that fights for the political, economic and social rights for women. Feminists believe that men and women are equal, and that women deserve the same rights as men in society.

Though the issues related to feminism may differ for different societies and cultures, they are broadly tied together with the underlying philosophy of achieving equality of gender in every sphere of life. Thus the concept of feminism cannot be tied to any narrow definitions based on a particular class, race or religion.

Not all women are feminist and men can also identify as feminist, if they subscribe to the notion of gender equality.

There are three 'accepted' waves of feminism recorded in mainstream literature:

The first wave of feminism happened in the late 19th and early 20th centuries across Europe and North America. First wave feminists were known as the suffragettes and campaigned for women's right to vote. It is difficult to imagine living in a democracy where only half the population could vote.

The second wave of feminism came in the 1960s and 1970s. These activists campaigned for a much broader scope of rights, including the right to equal pay, the right to live free from both physical and sexual violence and reproductive rights including access to contraception and safe and legal abortion.

The third wave of feminism started during the 1990s and continues today. The third wave is a more inclusive form of feminism that considers race, ethnicity and sexual identity. It recognises that every woman's experiences are different, but continues to fight for the same rights and principles as the second wave.

As with all ideologies, there are a number of schools of thoughts and sub-sets of alignments within feminism: including cultural feminism; differential feminism; eco-feminism; liberal feminism; Marxist feminism; radical feminism; post-modern feminism; among others.

FEMININITY

The terms 'feminine' and 'femininity' are related to a set of attributes, behaviors, and roles generally associated with girls and women. The concept of femininity is partially socially constructed, being made up of both socially-defined and biologically-created factors. While the defining characteristics

of femininity are not universally identical, some patterns exist, for example, the traits of nurturing, gentleness, empathy, sensitivity, and caring are often identified as predominantly feminine traits.

FEMALE ENGAGEMENT TEAMS (FETs)

Female Engagement Teams (FETs), were introduced initially by the International Security Assistance Forces (ISAF) to engage with women in Afghanistan.

FETs were comprised of volunteer female members of appropriate rank, experience and maturity to develop trust-based and enduring relationships with the Afghan women they encountered on patrols. The theory was premised on better engagement with the Afghan population to access information and build trust within the local community.

More recently in NATO Missions, there is a tendency to utilise Mixed Engagement Teams (METs) or Gender Mixed Teams (GMTs).³



GENDER

Gender refers to the social attributes associated with being a female or male, which is learned through socialisation and how society/culture interprets what is permissible for women and what is permissible for men. Gender determines what is expected, permitted and valued in a woman or in a man in a given context. In most societies there are differences and inequalities between women and men in many areas. Gender does not mean women.

[See DISCRIMINATION]

Although the terms 'sex' and 'gender' are often used interchangeably, they have slightly different but distinctive connotations; 'sex' tends to See biological differences – the individual's designation at birth – girl/boy; while 'gender' more often refers to cultural and social differences and sometimes encompasses a broader range of identities.

Gender norms and cultural gender identify change over time. For example, the cultural practice of *baad* in Afghanistan is nowadays supported less than previously. [*Baad* is the traditional practice of giving away a daughter to another party as a penalty or payment to settle a debt or resolve a dispute, grievance, or conflict between families.]

3 Bi-SC Directive 40-1 mentions that troop contributing nations should maintain gender diversity within their troops to ensure, "inclusion of obligations under UNSCR 1325 and related Resolutions, when identifying human resources and capacities required to complement a mission including to increase its responsiveness. Force Generation should also specify gender-related requirements (i.e. GENADs, composition of engagement teams, medics)."



GENDER ADVISOR (GENAD)

A Gender Advisor provides advice and guidance on how to integrate gender into any function. While responsibility for implementation of gender mainstreaming lies with senior management, a specially trained Gender Advisor supports an organisation in implementing gender mainstreaming. Therefore a Gender Advisor is responsible for facilitating gender mainstreaming processes to advance gender equality.

In NATO, Gender Advisors are military and/ or civilian personnel deployed to NATO Commands, operations and missions. Gender Advisors operate at a strategic and operational level and are a valuable resource to the Commander, who is responsible for the overall integration of gender perspectives into planning, execution and evaluation.

Gender Advisors are deployed by Nations to support the Women, Peace and Security mandate in an operational setting. Gender Advisors are expected to provide advice and guidance to the Commander and Branches on how to integrate gender into all operational planning and mission execution.

In NATO HQ, a Gender Advisor also provides direct support to the Director General of the International Military Staff (IMS). On the political side of NATO, the Secretary General has appointed a Special Representative on Women, Peace and Security (SGSR) whose team facilitates the implementation of a gender and Women, Peace and Security agenda across the Alliance. The SGSR works to develop policy which the Gender Advisors are then tasked to implement at the operational level.

GENDER ANALYSIS

In NATO, gender analysis is the systematic gathering and examination of information on gender differences and on social relations between men and women in order to identify and understand inequities based on gender.⁴

Gender analysis involves a critical examination of how differences in gender roles, activities, opportunities and rights affect women and men. It examines the relationships between women and men and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all assessments or situational analyses to ensure that gender-based injustices and inequalities are not perpetuated and/or exacerbated.

Gender analysis is the starting point for gender mainstreaming. Before cooperation processes begin, any decisions are made and plans are outlined, the gender equality situation in a given context must be analysed and expected results identified.

For example, gender analysis examines differences in laws and traditions for women and men as regards inheritance rights in different countries. One such example is in Kosovo, where although there are no legal differences in inheritance between men and women, when it comes to local traditions, particularly in rural areas, women are expected to hand over property to their brothers. Likewise in Afghanistan, while civil law grants women the right to inherit land, few women, especially daughters, inherit in practice. A gender analysis would reveal such information.

From a military perspective, a gender analysis of a patrol route, for example, can detect potential security risks such as in the case of male soldiers entering a female bazaar, a situation which could

4 NSO, The Official NATO Terminology Database

present a potential risk to both patrol troops as well as to local national women in the bazaar. Deploying women and providing gender balanced patrol units could, in this case, be a way to minimise the risk in such situations.

A main purpose of gender analysis is to reveal political, social and economic inequalities between men and women by highlighting the gender-based roots of these inequalities. Thus, gender analysis can:

- Lead to an understanding of the underlying causes of power imbalances and inequalities between men and women [structural inequalities];
- Explain how men and women are experiencing threats, vulnerabilities and conflict differently [conflict related inequalities]. Gender analysis can demonstrate how different roles for men and women during and after conflict will also impact their contribution to conflict-prevention and post-conflict reconstruction.

NATO's Allied Command Operations (ACO) utilises a Gender Analysis Tool that follows the PMESII model which highlights factors that can serve as triggers.

'PMESII model gender analysis can be conducted addressing the goals, strengths, weaknesses and interdependencies of main actors in the Political, Military, Economic, Social, Infrastructure and Information domains'.⁵

In order to carry out a gender analysis, sex-disaggregated data must be gathered.

[See GENDER DISAGGREGATED DATA].

GENDER BIAS

Gender bias is the inclination to favour/support or prefer one gender over another. Gender bias can be unconscious and unintentional, but it still may result in discrimination, if not acknowledged and addressed proactively.

Gender bias can take the form of preference of recruiting men or women for specific types of jobs. Stereotypes can play into the unconscious acceptance of women and men's aptitude for certain functions, for example, women make up higher numbers of teachers, health care professionals and administrative staff and men as leaders in politics, business and military spheres. This is often attributed to gender bias in recruitment.

GENDER BLINDNESS

Gender blindness is the term used to refer to the failure to recognise that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programs, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations⁶.

⁵ ACO Gender Functional Planning Guide (2015).

⁶ Gender Equality Glossary - UN Women Training Centre

For example, a failure to recognise and respond to the physiological differences between male and female soldiers may lead to the procurement and provision of inadequate or ill-fitting items of kit and/or equipment for women which may not, ultimately, be fit for purpose.

GENDER BUDGETS

The term 'gender budgets' refers to a variety of processes and tools, which attempt to assess the impact of government budgets, mainly at national level, on different groups of men and women, through recognising the ways in which gender relations underpin society and the economy.

Gender budgets are not separate budgets for women but include analysis of gender targeted allocations (for example, special programs designed and implemented to target women specifically); disaggregate by gender the impact of mainstream expenditures across all sectors and services; and they review equal opportunities policies and allocations within government services.

GENDER DISAGGREGATED DATA

Gender Disaggregated Data uses sex-disaggregated data to further break down statistics to make an assessment of the differences between women and men on various social and economic dimensions.

While sex disaggregated data counts the numbers of women versus men; gender disaggregated data makes further analysis of the gender roles, relations and inequalities in society.

Gender statistics uses data to understand how gender issues affect individuals and society. NATO Missions, for example, capture gender-disaggregated data to understand their respective areas of operations, and to enhance situational awareness.

GENDERED EARLY WARNING

Warning is, fundamentally, '*...the communication of a threat to a decision-maker*'.⁷

Typically, early warning systems involve the collection and analysis of open source information to enhance prevention or early response. An early warning system is the systematic collection and analysis of information from areas of crisis to anticipate the escalation of armed conflict. The process involves the collection and analysis of data using indicators, as well as the development of appropriate response options, which are communicated 'up' to policy-makers and 'down' to communities for the purposes of decision-making and action.

Early warning systems can provide a broad range of actors with the necessary information and strategies to be proactive and not reactive to conflict, to be prepared for conflict, and to invite early action for the prevention of conflict.

A gender-blind early warning system could lead to a response that is inadvertently harmful to women or detrimental to gender relations. For example, weapons accumulation and proliferation may be one of the principal signs of impending conflict, and local women often know about the location of arms caches, and the routes utilised to transport them.

7 NATO Intel document

Some early warning and assessment frameworks contain not only potential triggers or accelerators, but also intervening conditions that may diminish the likelihood of conflict or enhance the capacity of a society or a community to settle disputes and diffuse tension. For example, the weakness of women's civil society in a particular context could indicate that women do not feel secure and that civil society is not strong enough to play a helpful role in conflict management and conflict resolution.

Incorporating gender-sensitive indicators into information collection and subsequent analysis allows for previously overlooked signs of instability to be taken into account and concentrates early warning at a grassroots level.

To address this important issue, NATO is developing a series of indicators to enhance early warning activities for nations, in order to make early warning more comprehensive, 'earlier,' and preventive actions more effective and permanent. As more comprehensive and quality early warning (including gender analysis) increases the likelihood of political will, engendering early warning has far-reaching benefits that go beyond the protection of vulnerable groups.

GENDER EQUALITY

Gender equality refers to the equal rights, responsibilities and opportunities of women and men. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality recognises the diversity perceptions between women and men, but allows for both women and men to advance equally across all spheres – social, political, economic, and cultural. Notably, gender equality is not solely a 'women's issue' but is a concern for both men and women.

For NATO, gender equality is at the core of the Alliance work. It provides the basis for the NATO/EAPC Policy and Action Plan on Women, Peace and Security.

GENDER EQUITY

Gender equity involves treatment for women and men, according to their respective needs. This may include treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender Equity is the process of allocating resources, programs and decision-making **fairly** to both women and men. This requires ensuring that everyone has access to a full range of opportunities and therefore may need specific actions adopted to support achievement of gender equality.

Gender Equity is not the same as gender equality. Equity is developing specific and different strategies for women and men based on requirement (fairness). Equality is providing the same opportunities equally (sameness).

Equity measures are sometimes called for when women are unable to achieve equality without specific and targeted intervention. These measures are commonly referred to as positive discrimination or affirmative discrimination. Establishing quotas for women's participation is an example of a positive discrimination measure. Quotas are seen as a technique to improve gender balance. This can be seen through the lens of gender equity.





GENDER FOCAL POINT (GFP)

Gender Focal Points (GFPs) are staff members appointed to support, advocate and facilitate communication and connections related to an organisation's policy on gender equality. GFPs are usually double-hatted, carrying out the role in addition to their normal tasks and responsibilities, supporting the Gender Advisor and implementing the gender mandate on a part time basis. Men and women have volunteered to take on the role of GFP.

NATO has GFPs appointed in each Division who actively support the implementation of the NATO/EAPC Policy and Action Plan on WPS. GFPs are also appointed across the Commands to support the Gender Advisors in ACO and ACT, as well as in all NATO missions and operations.

GENDER INDICATORS

Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings).

Indicators play a crucial role in the gender mainstreaming process throughout the policy cycle. Quantitative and qualitative indicators must enable ongoing monitoring and evaluation of whether the project's gender equality objectives are being met and assessing the gender effect of project activities.

Gender-sensitive indicators allow measuring changes in the relations between women and men in regards to a certain policy area, a specific programme or activity, or changes in the status or situation of women and men respectively.

The NATO/EAPC Action Plan incorporates a series of indicators that have been developed to measure progress on the implementation of the WPS Plan. These indicators track NATO civilian and military activities to monitor progress and to ensure accountability on the part of the Alliance members in terms of its commitments to WPS.

GENDER-INCLUSIVE LANGUAGE

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex and does not perpetuate gender stereotypes. Given the key role of language in shaping cultural, political and social attitudes, using gender-inclusive language is a powerful way to promote gender equality and eradicate gender bias.

For example, the use of the term 'Chair' instead of 'Chairman' is gender-inclusive language.

GENDER MAINSTREAMING

In NATO, gender mainstreaming is a strategy used to achieve gender equality by assessing the implications for women and men of any planned action, in all areas and at all levels, in order to assure that the concerns and experiences of both sexes are taken into account.⁸

8 NSO, The Official NATO Terminology Database

Gender mainstreaming is a process undertaken to achieve greater gender equality. It is not a goal or objective on its own. It is a strategy for implementing greater equality by assessing the implications for men and women of any planned action in order to ensure that the concerns and experiences of both men and women are taken into account. The term 'gender mainstreaming' is often used interchangeably with the term 'gender integration'.

Mainstreaming a gender perspective is simply promoting the different perspectives of women and men in every legislation, policy or program, in all areas and at all levels. Commitment to the use of gender inclusive language when drafting these various legislation/policy documents is also an essential part of mainstreaming. Mainstreaming is therefore a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and that inequality is not perpetuated. The ultimate goal of gender mainstreaming is to achieve gender equality.

[See INTEGRATION]

GENDER PARITY

Gender parity is another term for gender balance/equal representation of women and men in a given area, for example, the concept of gender parity in organisational leadership. Working toward gender parity (equal representation) is half of the dual process of achieving gender equality, alongside gender mainstreaming.

NATO does not have a parity quota to increase numbers of women in the international staff, or a quota to increase numbers of women in forces deployed to NATO operations and missions. However, efforts are made by NATO Allies to increase the number of women in deployments to crisis management situations in line with the NATO/EAPC Policy on WPS on inclusiveness.

GENDER PERSPECTIVE

*A gender perspective is 'a strategy to understand the power relationships between men/boys and women/girls. A gender perspective sheds light on who has access to and control of resources, and who participates fully in decision-making in a society'. [Implementing a gender perspective can only be done following a gender analysis of the human terrain within the area of operations.]*⁹

UNSCR 1325 calls for integrating a gender perspective into all activities undertaken by national militaries, security forces, humanitarian agencies, peacekeepers, and other key stakeholders who engage women in peace and security efforts. NATO has integrated a gender perspective as an essential component of military operational effectiveness in three key areas: human security; meaningful and equal participation of military women in national defence and security institutions and by increasing operational effectiveness through the inclusion of women in the prevention, management and resolution of conflict.

In NATO, the NATO Committee on Gender Perspectives (NCGP) refers to gender perspective as 'the consideration of gender-based differences between women and men as reflected in their social roles

9 UN Economic and Social Council (1997)

and interactions, in the distribution of power and the access to resources.’¹⁰

NATO has directly linked the role of gender perspective and women’s equality to more effective and sustainable peace and security efforts.

GENDER-BASED VIOLENCE (GBV)

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow disinheritance.

There are different kinds of violence, including (but not limited to) physical, verbal, sexual, psychological, and socioeconomic violence.

1. **Physical violence:** Physical violence is any act attempting to or resulting in pain and/or physical injury. It includes beating, burning, kicking, punching, biting, maiming, etc.
2. **Verbal violence:** Verbal abuse can include any words or terms used to intimidate or threaten. On other occasions the verbal abuse is related to the background of the victim, insulting or threatening her on the basis of her religion, culture, language, (perceived) sexual orientation or traditions.
3. **Sexual violence:** Sexual violence can include rape, marital rape and/or attempted rape, forced pregnancy, forced abortion, forced sterilisation.
4. **Psychological violence:** Psychological violence can include, for example, threatening behaviors that do not necessarily involve physical violence or even verbal abuse. Psychological violence may also be perpetrated through isolation or confinement, withholding information, disinformation, etc.

10 NSO, The Official NATO Terminology Database

H

HUMAN SECURITY

*'Human security is an approach to assist Member States in identifying and addressing widespread and cross-cutting challenges to the survival, livelihood and dignity of their people. It calls for 'people-centered', comprehensive, context-specific and prevention-oriented responses that strengthen the protection and empowerment of all people.'*¹¹

Human security responds to complexity and the interrelatedness of both old and new security threats – from chronic and persistent poverty to ethnic violence, human trafficking, climate change, international terrorism, and sudden economic and financial downturns. Such threats tend to acquire transnational dimensions and move beyond traditional notions of security that focus on external military aggressions alone. Human Security therefore requires a comprehensive approach that utilises the wide range of new opportunities to tackle such threats in an integrated manner. Human security threats cannot be tackled through conventional mechanisms alone. Human Security is really the nexus between security, development and human rights, with the focus being on how the individual can feel secure.

Human Security therefore requires a comprehensive approach that utilises the wide range of new opportunities to tackle such threats in an integrated manner.

In NATO, 'Human Security' is the term applied to all the cross cutting agendas that support NATO's work such as Protection of Civilians (POC), Children and Armed Conflict (CAAC), Cultural Property Protection (CPP), Human Trafficking (HT), and Conflict-Related Sexual and Gender Based Violence (CR-SGBV).

I

INCLUSIVENESS

The first of three principles of NATO/EAPC Policy on WPS, inclusiveness as regards gender in NATO, refers to promoting an increased representation of women across NATO and in national forces to enhance operational effectiveness and success. This principle will act as a driving force in dismantling all existing barriers standing in the way of the full implementation of the WPS agenda in NATO and

11 General Assembly Resolution 66/290





its forces alike. With this principle, NATO recognises the changing nature of missions nowadays that demand broader engagement with local populations and strategies requiring gender diversity and the indispensable role women play in this context.

NATO is committed to achieving a better gender balance within the organisation not only as goal in itself but also as a means to improve performance. The Alliance will continue to support efforts to increase the number of women at all levels, including in decision making and leadership roles.

NATO recognises the value of appropriate education, training and exercises to the implementation of the WPS agenda within security and defence institutions and in operations and missions. NATO will therefore continue to develop appropriate education and training programmes and tools to better integrate gender perspectives, to be used within the alliance framework or by nations. Internal education and training encompasses also a further developed and accentuated role of the network of Gender Focal Points (GFPs) across NATO tasked with gender mainstreaming in their respective branches.

However, inclusiveness requires going beyond a better gender balance. NATO is committed to remain responsible and accessible to the needs of both men and women and will ensure a safe and respectful environment for all. In order to fulfil this mandate, topics dealing with recognition, prevention and response to conflict-related sexual and gender-based violence will continue to be included in NATO training and education curricula for armed forces as well as for all other NATO personnel.

INTEGRATION

The second of the three principles of NATO/EAPC Policy on WPS, integration, as regards gender in NATO, is the mainstreaming of a gender perspective into every stage of policy processes – design, implementation, monitoring and evaluation. Often used interchangeably with the term ‘mainstreaming’, integration is the process of guaranteeing that every activity includes a gender perspective.

NATO uses the term integration, in the context of WPS, as a way of promoting gender perspectives into and across its three core tasks - Collective Defence, Crisis Management and Cooperative Security. Gender integration is a concerted effort to make gender equality an underlying element of all NATO’s work at HQ and in operations and missions. In NATO HQ, each Division is responsible for integrating a gender perspective into their respective areas of responsibility through the drafting and execution of a divisional implementation plan, which is monitored and evaluated on a bi-annual basis.

INTEGRITY

The third of the three principles of NATO/EAPC Policy on WPS, integrity, as regards gender in NATO, is the about enhancing accountability with the intent to increase awareness and implementation of the WPS agenda in accordance with international frameworks.

In particular, NATO and its partners have committed to undertake measures to prevent and respond to sexual violence in all operations and to ensure that troops in NATO-led operations and missions live up to the highest standard of professionalism.

It is envisaged that the development and implementation of a Policy on Combatting Sexual Exploitation and Abuse in NATO will carry the Alliance’s commitment of zero tolerance forward.

INTERNALLY DISPLACED PERSONS (IDPs)

Internally Displaced Persons, who are overwhelmingly women and children, are, by NATO definition, *'persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of or in order to avoid the effects of armed conflict, situations of generalised violence, violation of human rights or natural or human-made disasters, and who have not crossed an internationally recognised State border'*.¹²

The United Nations report that more than 75% of displaced persons are women and children. Displaced women, in particular, are often at risk of physical and sexual violence as much during their flight as when they arrive in the country of asylum.

Being a displaced person is not the same as being a refugee. A refugee is any person who, owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/her nationality and is unable, or owing to such fear, is unwilling to avail of the protection of that country.

It is estimated over 1 million people in Afghanistan are internally displaced due to the conflict and subsequent natural disasters. The number of people internally displaced by conflict has been on the rise since 2009, driven by the violence of non-state armed groups and counter-insurgency operations. Natural disasters, famine and disease are also major factors. Disasters often exacerbate the effects of conflict, and it is frequently a combination of both factors that forces people to flee.

M

MASCULINITY

The term 'Masculinity' refers to the social meaning of manhood, which is constructed and defined socially, historically and politically, rather than being biologically driven. There are many socially constructed definitions for being a man and these can change over time and from place to place. The term relates to perceived notions and ideals about how men should or are expected to behave in a given setting. Masculinities are not just about men; women perform and produce the meaning and practices of the masculine as well.

¹² NSO, The Official NATO Terminology Database

N

NATIONAL ACTION PLANS ON 1325 (NAPs)

Referenced in UN Security Council Resolution 1325, National Action Plans (NAPs) are one critical part of localising commitments contained in the Resolution and turning them into concrete action. NAPs are documents outlining domestic and/ or foreign policy of a country to meet the Women, Peace and Security objectives: women's participation, protection from sexual violence, conflict prevention and post-conflict peacebuilding.

National governments have been developing their Action Plans on Women, Peace and Security since 2005. Denmark was the first nation to develop a NAP closely followed by Sweden, Norway and the United Kingdom who all launched their plans as early as in 2005 and 2006.

In 2008 and 2009 the first plans were introduced in conflict-affected countries in Africa, e.g. Uganda, Cote d'Ivoire, Rwanda and Liberia. Chile was the first country in Americas to release the plan in 2009.

Regional organisations have all drafted and endorsed NAPs.

NATO/EAPC POLICY ON WOMEN, PEACE AND SECURITY - NATO and the 3 I's

The framework of the 3 I's - Integration, Inclusiveness and Integrity - was introduced in the revised NATO/EAPC Policy and Action Plan on Women, Peace and Security 2018, and endorsed by the Heads of State and Government at the Brussels Summit in 2018.

These guiding principles of the 3 I's - Integration, Inclusiveness and Integrity - draw upon previous commitments of NATO and its Allies to the WPS agenda.

The principle of 3 I's represents NATO's continuous recognition of the integration of gender perspectives in its three core tasks of Collective Defence, Crisis Management and Cooperative Security, which will improve operational effectiveness and contribute, ultimately, to a more modern, agile, ready and responsive Alliance.

[See INCLUSIVENESS; INTEGRATION; INTEGRITY]



P

PATRIARCHY

'A system of society or government in which men hold the power and women are largely excluded from it'

The Oxford English Dictionary

The term 'patriarchy' refers to a traditional form of organising society which often lies at the root of gender inequality. According to this kind of social system, men or masculine, is accorded more importance than women, or what is considered feminine. Traditionally, societies have been organised in such a way that property, residence, and descent, as well as decision-making regarding most areas of life, have been the domain of men. This is often based on appeals to biological reasoning (women are perceived as more naturally suited to be caregivers, for example) and continues to underlie many kinds of gender discrimination.

POLITICAL PARTICIPATION

Women's political participation refers to women's ability to participate equally with men, at all levels, and in all aspects of political life and decision-making. Women's participation and access to formal political power structures varies across countries. There is a steady upward trend in women's political participation and representation in developed countries, particularly in Nordic countries. Recent research has highlighted that out of twelve countries where women representation in parliament is more than 33%, nine of them are ranked in the high human development category.

The structural and functional constraints faced by women are shaped by social and political relations in a society. The common pattern of women's political exclusion stems from (a) social and political discourses (b) political structures and institutions (c) the socio-cultural and functional constraints that put limits on women's individual and collective agency.

Participation is a core element of gender equality. Eliminating discrimination against women in political and public life means ensuring women have the right to vote in all elections, be eligible for election to all publicly elected bodies, to participate in the formulation of government policy and to hold public office.

Q

QUOTAS

Quota systems have been viewed as one of the most effective special measures or affirmative actions for increasing women's political participation. In countries where women's issues had always been relegated to the lowest priority, increases in the number of women in decision-making positions help move women's agendas up to a higher priority level.

[See GENDER PARITY].

S

SEX

Sex refers to the biological characteristics of women and men. These characteristics are usually permanent and immutable biological characteristics common to individuals in all societies and cultures. Gender refers to the social attributes associated with being male and female, which are learned through socialisation and determine a person's position and value in any given context.

Gender, although it originates in objective biological divergences, goes far beyond the physiological and biological specifics of the two sexes in terms of the roles each is expected to play. Gender differences are social constructs, inculcated on the basis of a specific society's particular perceptions of the physical differences and the assumed tastes, tendencies and capabilities of men and women. Gender differences, unlike the immutable characteristics of sex, are universally conceded in historical and comparative social analyses to be variants that are transformed over time and from one culture to the next, as societies change and evolve.

[See GENDER].

SEX-DISAGREGGATED DATA

Sex-disaggregated data is data that is cross-classified by sex, presenting information separately for men and women, boys and girls. Sex-disaggregated data reflects roles, real situations, general conditions of women and men, girls and boys in every aspect of a given society.

Gender disaggregated data goes even further by unpacking the intersectional differences between

women and men. This type of analysis looks at the differences between older women and younger women, women across ethnicities and regions etc. It provides for a deeper analysis of data.

In order to carry out a gender analysis, sex-disaggregated data must be gathered. Sex-disaggregated data involves the separate collection and presentation of statistical information on women, men, girls and boys. Gender is just one of a range of factors determining individuals' roles in any given society, others include age, religion, and ethnicity.

For example, by using a gender perspective (a gender analysis coupled with sex-disaggregated data), situational awareness in any military mission area of operation can be significantly enhanced.

[See SEX DISAGGREGATED DATA]

SEXUAL EXPLOITATION AND ABUSE (SEA)

SEA involves the abuse of a position of power.

The UN defines sexual abuse as any abuse of position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially, or politically from the sexual exploitation of another.

NATO defines exploitation (whether sexual or gender based) as including, at a minimum, taking advantage of the prostitution of others or other forms of sexual exploitation, forced labour, or services, slavery or practices similar to slavery, as well as threat of use of force or other forms of coercion, of abduction, of deception, of the abuse of power or of a position of vulnerability or the giving or receiving of payments or benefits to obtain the consent of a person having control over another person, for the purposes of such exploitation.¹³

NATO is currently developing a policy on preventing and responding to sexual exploitation and abuse, this policy will define SEA in a NATO context.

SEXUAL HARASSMENT

Sexual harassment is a form of sexual violence. The term refers to unwanted and unwelcome behaviour where sexuality and/or varied cultural constructions of sexuality are used as the means to oppress and position people and to produce or maintain vulnerability among them.

Sexual harassment is often divided into two types: *quid pro quo harassment* and *hostile environment harassment*. The difference between these two types of harassment is that in *quid pro quo harassment*, sex is provided in exchange for things such as employment or educational benefit, job promotion or good grades. *Hostile environment harassment* refers to sexual harassment that creates an intimidating, hostile or offensive environment generally for a whole group of people including women, young women, some ethnic groupings of women or some groups of men, for example. Sexual harassment can range from acts of unsolicited physical contact to actual assaults.

13 As referenced in BI-SCD 40-1, 17 Oct 17; and IMSM-0217-2011, NATO Policy on Combating Trafficking in Human Beings, 21 Apr 11

T

TEMPORARY SPECIAL MEASURES

The term 'Temporary Special Measures' refers to actions aimed at accelerating *de facto* equality between women and men that may, in the short term, favor women. The term 'Temporary Special Measures' is often used interchangeably with the term 'quotas'.

Other terms that are often used to describe such 'special measures' are 'affirmative action'; 'positive action'; 'positive measures'; 'reverse discrimination'; and 'positive discrimination'.

The CEDAW Convention (Article 4, paragraph 1) clarifies that 'Adoption by States parties of temporary special measures aimed at accelerating *de facto* equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.'¹⁴

U

UNITED NATIONS SECURITY COUNCIL RESOLUTIONS ON WOMEN PEACE AND SECURITY

United Nations Security Council Resolution 1325 (UNSCR 1325), on Women, Peace, and Security, was adopted unanimously by the UN Security Council on 31 October 2000. This ground-breaking Resolution acknowledged the disproportionate and unique impact of armed conflict on women and girls.

The Resolution reaffirms the important role of women in the prevention and resolution of conflicts, peace negotiations, peace-building, peacekeeping, humanitarian response and in post-conflict reconstruction and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.

UNSCR 1325 urges all actors to increase the participation of women and incorporate gender perspectives in all United Nations peace and security efforts. It also calls on all parties to conflict to

14 The CEDAW Convention (Article 4, paragraph 1)

take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, in situations of armed conflict.

UNSCR 1325 provides the basis for the NATO/EAPC Policy on WPS. The principles enshrined in UNSCR 1325 are mirrored in the 3 I's of the NATO Policy: Integration, Inclusiveness and Integrity. The principle of 3 I's represents NATO's continuous recognition of the integration of gender perspectives in its three core tasks of **Collective Defence**, **Crisis Management** and **Cooperative Security**, which will improve operational effectiveness and contribute to a more modern, agile, ready and responsive Alliance.

Eight subsequent resolutions have since clarified and deepened the WPS programme – UNSCR 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2467 respectively.

Collectively, the nine resolutions make up the WPS agenda.

The Security Council Resolutions on WPS include:

- **UNSCR 1325 (2000):** Stresses the importance of women's equal and full participation as active agents in preventing and resolving conflicts, peacebuilding and peacekeeping. Resolution 1325 addresses two major points – the inordinate impact of violent conflict and war on women and girls, as well as the crucial role that women should, and already do play in conflict prevention, conflict resolution, peacemaking and peacebuilding. The Resolution has four main pillars: participation, protection, prevention and relief and recovery.
- **UNSCR 1820 (2008):** Reinforces resolution 1325 by directly linking sexual violence as a tactic of war with women peace and security issues.
- **UNSCR 1888 (2009):** Calls for the UN to deploy Women Protection Advisors (WPAs); sets up the Special Representative of the Secretary-General on Sexual Violence in Conflict (SRSG-SVC). A follow up to Resolution 1820.
- **UNSCR 1889 (2009):** Calls for the development of indicators to monitor and measure progress on Resolution 1325.
- **UNSCR 1960 (2010):** Focuses on Monitoring, Analysis and Reporting Arrangements (MARA) on conflict-related sexual violence (CRSV).
- **UNSCR 2106 (2013):** Focuses on protection; builds on and deepens the WPS agenda on CRSV.
- **UNSCR 2122 (2013):** Focuses on participation; calls for further strengthening of women's engagement at all levels of decision-making.
- **UNSCR 2242 (2015):** Focuses on using gender analysis at all stages of the mission from start-up to draw-down, and increased accountability by senior mission leader on gender equality.
- **UNSCR 2467 (2019):** Focuses on sexual violence in conflict. The new resolution concentrates on recognizing children born of rape, taking a survivor-centered approach, imposing of sanctions, ensuring justice and accountability, and providing reparations for victims of sexual violence in conflict.



WOMEN, PEACE AND SECURITY AGENDA (WPS)

The Women, Peace and Security agenda (conventionally abbreviated as WPS) is a global policy architecture supporting gender equality and today a significant reference point in the management and resolution of, as well as recovery from, violent conflict.

The WPS Agenda builds on the international agreements of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW, 1979); Beijing Declaration and Platform for Action (1985); Rome Statute of the International Criminal Court (2002); and UN Security Council Resolutions on WPS. The WPS agenda has pushed for the integration of gender considerations into all areas of peace and security.

Since 2007, with the first NATO/EAPC Policy on the implementation of Women, Peace and Security, NATO has made significant progress integrating a gender perspective, aligned with its three essential core tasks - collective defence, crisis management and cooperative security and highlighting the fundamental role women play in crisis prevention and response.

Gender mechanisms have been adopted and monitoring mechanisms developed in order to support the implementation of WPS throughout NATO's entire structure. A significant and symbolically important step was taken, with the appointment of the Special Representative of the Secretary General on WPS in 2012.

The continued translation of the principles of the WPS mandate into practical tools and targets and their implementation is fundamental to the realisation of common values and obligations. NATO will ensure that the WPS agenda continues to receive the appropriate level of attention in the analysis, planning, conduct, execution and assessment across all of its operations, missions, training and exercises.





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