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Women in Peace Operations

Part Three: Women's Participation and Leadership in Military Components of Peace

BLUE HELMET FORUM AUSTRIA 2018

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Foreword

The Association of Austrian Peacekeepers (AAP) annually organizes the Blue Helmet Forum Austria (BHFA) in cooperation with the Austrian Ministry of Defence, especially the Directorate General for Security Policy and the National Defence Academy. The BHFA brings together international, regional and local experts of the peacekeeping community to discuss issues that are at the heart of their agenda.

In 2016 the AAP started a series of three BHFA dealing with the complex issue of women in peace operations as inspired by UNSCR 1325 (2000) on Women, Peace and Security (WPS) – the first formal and legal document from the UN Security Council and the first UN resolution to specifically focus on women – and a number of studies, which have revealed the positive impact of women on the peacekeeping environment.

Kick-starting the series, the BHFA 2016 looked at the mission experience of military, police and civilian members of past and current peace operations reflecting on the gender dimension of such operations. The forum revealed that gender aspects are a concern to all actors in peace operations - the military, police and civilian components alike. Participants found that gender stereotypes continue to embody a massive obstacle for sustainable change, which prompts the need for diversity to be understood, valued and embraced as a vital security asset.

The BHFA 2017 then widened the scope of the discussion by addressing the role of women in reconciliation and peacebuilding. Participants' contributions showed that women's empowerment and leadership engagement is key for the effective implementation of UNSCR 1325. They further emphasized the importance of decision-making power for the real integration of gender aspects into peacebuilding and reiterated the need to uphold the zero tolerance standards regarding conflict-related sexual violence in all peacebuilding and reconciliation efforts.

The BHFA 2018 will finally take stock of national and international developments regarding women's participation and leadership in peace operations and will look ahead to future challenges.

A series of UN Security Council resolutions relevant to the BHFA 2018 include:

- UNSCR 1325 (2000), which stresses the importance of women's equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase women's role in decision-making with regard to conflict prevention and resolution.
- UNSCR 1889 (2009), in which the Secretary-General is requested to submit to the Security Council a set of indicators for use at the global level to track implementation of UNSCR 1325 (2000), one of them being women's participation in peace operations including at senior level.

- UNSCR 2242 (2015), which aims to improve implementation of UNSCR 1325 including efforts to incentivize greater numbers of women in militaries and police deployed to UN peacekeeping operations and by calling upon the Secretary-General to initiate in collaboration with Member States a revised strategy to double the numbers of women in military and police contingents of UN peacekeeping operations over the next five years.
- UNSCR 2282 (2016), which underscores the importance of women's leadership and participation in conflict prevention, resolution and peacebuilding, as well as the need to increase representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention and resolution of conflict.

Within this framework the forum is set out to discuss the UN Secretariat's recently introduced measure of a 15% quota for the deployment of women as staff officers and military observers in an attempt to increase women's participation in UN peace operations.

As the Secretary-General's Global Study (2015) found, the percentage of women in the armed forces of member states has despite some minor increases over the last years¹

¹ Also NATO has used UNSCR 1325 to increase the levels of women in the military and has influenced many of its Member States to increase women's participation in the military through the integration of a gender perspective in military organisations and forces in the NATO Command

remained relatively low. This includes the armed forces of the largest troop-contributing countries (TCC) such as India, Bangladesh and Ethiopia, and has been reflected in the deployments to peacekeeping operations.

A high-level review of UNSCR 1325 (2015) further revealed that although the inclusion of women in peacebuilding processes has gained momentum in policy discussions over the last 15 years, the number of women in decision-making positions remains relatively low.

The Secretary-General thus emphasized in his Report on WPS to the Security Council (2016) the need to bring women's participation and leadership to the core of peace and security efforts and called to prioritize gender equality and women's empowerment in peace and security settings as a continued effort in the long term.

At the same time, three major reviews of peace operations, the peacebuilding architecture and WPS have made their case for major reforms to include gender equality and women's leadership as central ingredients.

The latest Report of the Secretary-General on WPS to the UN Security Council (2017) sheds light on the fact that only little progress has been made ever since the Global Study (2015) was published. Although women's representation among uniformed components of peacekeeping operations

Structure and NATO Force Structure of the Alliance and within NATO-led operations.

contributes to mission success, women are still deployed at remarkably low levels:

- As of 31 December 2016, women constituted 7.4% of military observers and staff officers. Women's overall representation among military troops, however, remained at 4%.
- Women constituted only 10% of all police officers, with 17% among individual police officers and only 7% among formed police units, similar to the level in 2015.

To strengthen and expedite measures to achieve gender equality the UN Secretariat promoted in 1999 already an Administrative Instruction on "Special Measures for the Achievement Of Gender Equality" (ST/AI/1999/9) The aim was to design procedures to accelerate the achievement of gender parity at the professional levels and above to ensure gender balance in recruitment and promotion.

Furthermore, the UN Committee on the Elimination of Discrimination against Women (CEDAW) adopted in 2004 its General Recommendation 25 to facilitate and ensure the implementation of temporary special measures and to accelerate progress in achieving gender equality in employment and professional fields.

Endeavoring to increase women's participation and leadership in UN peace operations as promulgated in a number of documents and fora, and move forward the Secretary-General's System-wide Strategy on Gender Parity (2017) the Secretariat has requested Member States to deploy 15%

women officers and has announced the following provisions as part of a two year pilot:

- Women warrant officers and lieutenants with five years' experience may now be deployed as military observers;
- Women from the same Member State who are deploying as military observers may be so-located in the same military observer team site;
- Women officers with children under the age of seven may be deployed for six months;
- Women officers may apply for funded military observer and staff officer training through the Office of Military Affairs and then deploy to a mission
- At the request of the Heads of Military Components, some Force and Sector headquarters posts will be designated for women only.

If a Member State is unable to deploy women officers and meet the 15% figure, some of their posts will be re-assigned to TCC already meeting the target. The rationale behind this consequence rests upon the fact that male-dominated peacekeeping missions are not as effective as an inclusive and diverse military component that reflects the communities the Department for Peacekeeping Operations (DPKO) has been mandated to protect.

As per the September 2017 statistics addressing the gender gap in peacekeeping provided by DPKO the majority of

Member States still seems to have a long way to go in rolling out a strategy to meet the 15% target.

The BHFA 2018 thus provides a forum to discuss the provisions set out by the UN Secretariat and to compare Member States' best practices regarding the UN provisions on the operational level (i.e. implementation of National Action Plans, specific recruitment measures, training concepts and methods for the armed forces). Therefore, the overall aim is firstly, to elaborate the usability of the UN provisions on the operational level and secondly, to find best practice models based on the practical experience of Member States' armed forces on the operational level.

Due to the Austrian Presidency of the Council of the European Union in the second half of 2018² and the existing 'EU-UN Strategic Partnership on Peacekeeping and Crisis Management'³, the BHFA 2018 will focus on UN Member States' experiences that are part of the European Union or form part of the European neighbourhood. The different panels will be composed of representatives of Member States coming from practical backgrounds (i.e. having served in peace operations, working in the recruitment or training sections, etc.).

² <https://www.bmeia.gv.at/en/european-foreign-policy/european-policy/eu-presidency-2018/>.

³ https://eeas.europa.eu/headquarters/headquarters-homepage/41563/un-eu-partnership-peacekeeping-crisis-management-2015-2018-priorities-next-steps_en.

This way, the BHFA 2018 provides practitioners from the operational level a forum to address the challenges faced in light of the provisions set out by the UN Secretariat as well as to come up with tools and models to achieve a better participation of women in military components of peace operations.

General (ret) Günther Greindl,
President of the Association of Austrian Peacekeepers

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Daniela Scheiblhofer

Summary of the 2016 and 2017 Blue Helmet Forum Austria (BHFA) „Women in Peace Operations“ - Part One and Two -
A Short Flashback

General Overview

In 2016, the first event of the three-year-long series “Women in Peace Operations” took place under the heading “Mission Experience” of military, police and civilian members of past and current peace operations. In 2017, the Blue Helmet Forum Austria focussed on the topic of “Women in Peacebuilding and Reconciliation”, reflecting on the role of regional mechanisms and field experience regarding past and current peace operations. In 2018, the Blue Helmet Forum Austria concluded the series and looked at “Women’s Participation and Leadership in Military Components of Peace”. During each part of the series, participants discussed different aspects in panel discussions. After the discussions in 2017 and 2018, participants formed syndicates and discussed questions concerning the respective annual topic of the BHFA.

The following presents the main findings of part one and two of the three-year-long series on “Women in Peace Operations” to give a short flashback on previous discussions.

Main Findings

Women in Peace Operations: Mission Experience (2016) and Women in Peace Operations: Women in Peacebuilding and Reconciliation (2017)

Participants of the BHFA 2016 and 2017 identified the following common challenges that require continuous civil-military attention and support:

1. Security is more than just the absence of violence and women's empowerment at all levels is the basis for their inclusion in peacebuilding and reconciliation.

Gender equality is linked to security, which is directly linked to how inclusive societies are. It is necessary to understand diversity as strength and to aim for the real inclusion of women, men, girls and boys throughout all peace processes to create a sustainable peace and build sustainable and resilient societies.

2. Women have roles in conflict other than being victims and recipients of protection.

Participants agreed that it is important to shift the focus from viewing women as passive victims to viewing women as active members of society. Women might act as perpetrators or combatants. They might also work as peace negotiators or as part of a peace operation.

3. Gender aspects are a concern to all actors (civilian, police and military) in peace operations.

Gender aspects are not a 'women's issue' but a security concern, and impact on the operational effectiveness and the success of peace operations. Therefore, gender needs to be streamlined into national training, as part of the basic curricula for civilian, police and military personnel and as part of the pre-deployment training for peace operations. A special focus should be put on the situational context of gender sensitive aspects (i.e. when and how to observe/report/react).

4. Leadership is key for the successful integration of gender aspects into peace operations and for the effective implementation of UNSCR 1325.

Successfully integrating gender aspects into peace operations requires individuals in high-level and commanding positions to lead the way. Therefore, key leaders such as the Force Commander or the Head of Mission need to openly and continuously address gender equality and related topics (e.g. SEA). The best structures and mechanisms to implement UNSCR 1325 at the programming level (i.e. to include women in strategic planning or to employ a gender parity principle) are of little use without credible commitment at the national and international level.

5. Diversity needs to be understood, valued and embraced as a vital asset.

As peace operations become more complex, a broader approach to peace operations and conflict management needs

to be applied. Diversity should be seen as normal (accepting different persons and their behaviour) as well as an inherent strength of any peace operation (different talents are needed in peace operations).

6. Both genders have to be visible at all times and all levels in peace operations.

The conceptual approach of gender equality aims for the equal representation of women and men in different roles and at different levels. The consistent engagement with women in junior branches is needed to open opportunities for women in lower-ranking positions and to place women in positions correlating to their level of training and experience. This will contribute to a better transition into leadership positions.

7. Gender stereotypes are a massive obstacle for sustainable change.

Actors in peace operations need to be aware about socialization processes and how these processes produce stereotypes regarding gender roles which in turn influence the way conflict prevention, management and resolution look like. To achieve this, to break with traditional images and to empower women as well as entire societies in a transitioning period, role models in civilian, police and military components of peace operations need to be encouraged.

8. Decision-making power is essential for real integration of gender aspects into peacebuilding.

Including women in peacebuilding is a decisive step towards gender parity, yet falls short of realizing the broader aim of gender equality. Also, women need to be equipped with the decision-making power to be able to effect real change.

9. Peacebuilding and reconciliation efforts need to uphold the zero tolerance regarding conflict-related sexual violence.

Throughout the different stages of peacebuilding and reconciliation efforts, peace operations should promote the understanding of sexual violence in conflict as a tactic of war and terrorism for which the perpetrators need to be held accountable.

10. The decisive role of mothers needs to be understood, valued and embraced as a vital asset in both the prevention of conflict and in peacebuilding.

With regards to countering terrorism and violent extremism the decisive role of mothers needs to be understood, valued and embraced. Mothers play a significant role in transmitting ideas and values to the next generation and thus enjoy a unique position as both a barrier and first responder to any form of radicalization.

11. Gender-responsive development aid makes a difference to the safety and security of women in (post-) conflict societies.

To overcome rigid bureaucratic structures, delegating authority to the field might enhance swifter aid delivery for women. Similarly, gender-responsive budgeting and gender mainstreaming of development projects might lead to a more effective aid delivery.

12. Women's civil society organizations, taking an active part in peacebuilding, need to be appreciated and supported.

Women's civil society organizations (CSOs) have been a driving force for women's engagement in peacebuilding. Peace operations should strive to keep local CSOs afloat during times of crisis in order to minimize development costs in the long-term and guarantee for a durable peace.

13. Tackling gender issues in the medical field is essential to the recovery of conflict-torn societies.

Women in (post-)conflict societies are especially prone and most vulnerable to conflict related illnesses, injuries, and traumas. Women's health issues need to be included already at the planning stage of any peace operation.

Clare Hutchinson

“Women’s Participation and Leadership in
Military Components of Peace Operations”
in the frame of the panel
“Women in Peace Operations”

The WPS Agenda and NATO

The United Nations Security Council Resolution 1325 on Women, Peace and Security was adopted in October 2000, which for the first time put women at the center of the dialogue on peace and security. The resolution recognizes the under-valued and under-appreciated contributions women make to conflict prevention, resolution, and peacebuilding and stresses the importance of women’s equal and full participation in peace and security.

Since 2000, an additional eight resolutions have been adopted, making up the WPS family, each widening the scope and breadth of gendered peace and security. Ultimately, the resolutions on WPS have changed the philosophy and rhetoric around conflict and gender equality and thereby have challenged the international community, including NATO to step up and do more.

So here at NATO, we have taken up that challenge. From the first NATO Policy and Action Plan on WPS in 2007 to the current iteration that was endorsed by the Heads of State and Government at the Brussels Summit last year, we have

reaffirmed our commitment to the principles of WPS by putting those principles into practice.

We are committed to guaranteeing that all our tasks are infused with gender and gender perspectives are weaved through all our work. For NATO integrating gender is a matter of both credibility and capability, a matter of institutional excellence and operational effectiveness. Gender equality is not optional – it is fundamental: it allows us to recognize, understand and respond to the many complex security challenges we face today.

NATO's commitment to WPS is stronger than ever and this is reaffirmed through our revised Policy and Action Plan on WPS where we are making sure that gender equality is considered an integral part of NATO policies, programs and projects and we are promoting inclusivity of women across NATO and in national armed forces.

The NATO Policy on Women, Peace and Security is the blueprint outlining the route we will take to mainstream gender across our three core tasks of collective defense, cooperative security and crisis management. Our policy outlines our principles of Integration, Inclusiveness and Integrity, which draw from the Alliance's values of individual liberty, democracy, human rights and rule of law.

First, integration. This is about integrating gender equality as a core part of all NATO policies, programs and projects. It means looking at everything we do as an Alliance, and recognizing how it affects both women and men.

Our goal is to make sure that gender equality is considered as an integral part of NATO policies, programs and projects guided by effective gender mainstreaming practices. Advancing the Women, Peace and Security Agenda demands a coordinated effort and consultations with other important stakeholders.

We will integrate a gender perspective across all NATO policy and doctrine; from cyber security to human resources there is no part of NATO that does not lend itself to gender equality.

The second 'I' is inclusiveness. The representation of women across NATO and in national forces, as well as the percentage of women in leadership positions, is vital to enhancing our effectiveness in the field. We want to increase the participation of women in all tasks and at all levels.

Increasing the number of women at NATO makes our Alliance stronger and better prepared to deal with the security challenges we face. Women participate in NATO's decisions on all levels, and their voices are heard more clearly than ever.

We have made some real progress in this area:

- The average percentage of women in the armed forces of NATO Allies was 10.9% in 2016, and hovers around that same statistic today. In 2015, the average percentage of women in the armed forces was 10.8% and in 2014 it was 10.3%.
- 85% of NATO members now have all positions in their armed forces open to women.

- Nine women currently serve as ambassadors to NATO's North Atlantic Council, and we are seeing greater numbers of women in leadership positions – including in our military structures.
- Within the International Staff, which is the civilian body that supports the North Atlantic Council – NATO's top political decision-making body – women make up 39% of the workforce.
- We have our first female Deputy Secretary General.
- Seven women serve as Ministers of Defense in NATO nations – the Ministers of Defense of Albania, France, Germany, Italy, the Netherlands, Spain and the United Kingdom.
- We have more women military commanders than ever:
 - US Brigadier General Bissell at NATO HQ Sarajevo,
 - Canadian Lt-Gen. Whitecross at the NATO Defense College in Rome,
 - Major General Alenka Ermenc from Slovenia, the first woman Chief of Defense Staff.

But let me give you some examples of why women's participation is so crucial. Focusing on Provincial Reconstruction Teams in Afghanistan, NATO found that:

- Negotiations conducted by female soldiers are more successful than those conducted by male soldiers;
- Informants in some places divulge more information to Western women than to Western men, and

- it is often more appropriate for female soldiers to address issues related to women with local tribal leaders than for male soldiers to do so.

That is why NATO believes in the key role that women can play in securing peace and security and why NATO is committed to making gender equality an integral part of political, civilian and military life, in operations and missions. Gender equality is an essential element of sustainable peace.

The final 'I' in our Policy is integrity. This is critical to the way we build trust and faith in our Alliance and in the way we conduct ourselves.

NATO has a responsibility to make sure that those deployed observe the very highest of standards of behavior, whatever the circumstances. That is why, as part of our Action Plan, we are in the process of developing the first ever comprehensive NATO policy to prevent and respond to sexual exploitation and abuse.

Women and girls are disproportionately affected by sexual and gender-based violence, exploitation and abuse. At NATO, we believe that equal treatment, dignity and respect should be imperatives both in times of war and peace, and we aim to achieve this by applying a zero-tolerance policy that is in line with international norms and standards. The platinum standard of prevention, response and accountability in all NATO's actions in its operations, missions as well as its daily work is of paramount importance to the whole Alliance.

The priority is to ensure that all NATO troops who deploy to missions, and not just Platoon Commanders or Commanding Officers, are adequately equipped and have undergone mandatory training on preventing and responding to conflict-related sexual violence. Our NATO Policy on Sexual Exploitation and Abuse will mark another important milestone in promoting the principle of integrity among our members and partners who are primarily responsible for its implementation.

To genuinely advance gender equality, we must be vigilant in promoting the integration of gender perspectives into all our functions and enabling the participation of women and enhancing their protection.

It is only when gender becomes an integral part of our thinking that the way of doing business will change.

Giovanni Sottile

Gender Perspectives in Italian Defence

Since the adoption of UNSCR 1325 (2000), Italy has strongly supported the “Women, Peace and Security” Agenda. In our fast-changing world and the current international scenario, Italy confirms its efforts in this regard, also in line with the outcomes of relevant international conferences, starting from the breakthrough of the Fourth World Conference on Women, held in Beijing in 1995.

Italian Defence firmly believes that the incorporation of gender analysis and gender perspectives in all aspects of military operations is a crucial aspect in all modern international and national scenarios. For this reason, gender issues have now been integrated in all major national security strategies and policy directives, including military directives and guidance documents, based on the international framework.

Around 15,000 out of the 280,000 military personnel are women, i. e. around 5.3% of the total number. Furthermore, there are no differences in the recruitment criteria for males and females and no preclusions or limitations. The only differences are related to the biological differences between men and women, and for this reason there are different parameters in the physical selection. The enlisting procedures are the same at all levels (military academy and colleges, etc.) and for all different roles/corps and specialties and there are no limitations applying to careers and employment with regard to international operations. Concerning the participation of

women in peacekeeping operations and humanitarian missions it must be stressed that deployment is not planned on the basis of gender. Italian female soldiers have positively impacted peacekeeping operations, especially in building more confidence and trust among local women and children. Moreover, in Afghanistan and Lebanon some gender specificities have been developed as force multipliers: the Female Engagement Teams (FET), battle field enablers who listen to, inform and interact with the local population, primarily women, to build enduring trust, confidence and increased support towards the host nation government and the multinational force.

ACTIONS TAKEN BY ITALIAN DEFENCE

In order to increase operational effectiveness, Italian Defence put in place a number of actions aimed to mainstream the gender perspective culture among its armed forces.

In 2012, an organization called "Equal Opportunities and Gender Perspective" was set up within the 1st Division of the Defence General Staff, which is composed of both male and female personnel. It was created to provide guidelines on gender issues for the Army, Navy, Air Force and Carabinieri Corps. Since 2013 a Focal Point Unit has been established within each armed force.

A "Joint Council on Gender Perspectives" has also been established by law to advise the CHOD on the adoption of the best initiatives to spread gender perspectives and to implement UNSCR 1325 and related documents. The Council is composed of seven members: three men and three women, in

order to guarantee the gender balance and a chairperson who can be either a man or a woman.

The Joint council on gender perspectives is the National Focal Point for NATO-related activities and for other national and international organizations and stakeholders dealing with these specific topics.

This body aims to the improvement of the organizational structure of the military sector and acts in particular in the following ways:

- assisting the CHOD in the planning, coordination and evaluation of the integration of both sexes in the Armed Forces and in the Carabinieri Corps;
- advising on how to provide assistance to the families of military personnel, primarily those engaged in international missions, and on the adoption of gender perspective, according to UNSC 1325 and related;
- assisting in the preparation and monitoring of the effectiveness of guidelines on gender issues, on the integration of personnel, on equal opportunities, on eradicating discrimination, on ensuring the well-being of staff members, on the protection of family and parenting;
- providing advice on communication-related activities of the Ministry of Defence, aimed at spreading the culture of gender equality and integration among the Armed Forces and the Carabinieri Corps.

In order to foresee the right work-life balance in the military, legal social support is given through pregnancy and parental leaves, breast-feeding breaks, breaks to assist ill children, exception from the assignment to specific duties and deployments, the possibility to apply for temporary deployment in the area where the child lives. There are also some specific types of leaves or breaks Italian military personnel can access (i.e. to graduate, political mandate, marriage, exemption from night duty for those assisting disabled persons, etc.). Extra support and facilitations are provided for single and divorced parents, widows/widowers looking after children.

In 2012, Italian Defence released the Guidelines on Gender Perspective and Equal Opportunities. The guidelines, constantly updated in accordance with the current national and international framework, refer to the following topics:

- the legal framework of family and parental care and equal opportunities within the armed forces;
- education and training of gender perspectives and guidelines for GENAD's role, creation of a formal permanent position within the Defence organization;
- fair treatment and interpersonal relationships.

Italy is also highly committed in NATO-related activities and since 2014, an Italian Officer has held the position of Deputy Chair of the Executive Committee of the NATO Committee on Gender Perspectives, the advisory body to the NATO Military Committee (MC) on gender related policies for the Armed Forces of the Alliance.

After the adoption of UNSCR 2272 (2016), Italian Defence, following the suggestion of the Office of the Special Coordinator on improving UN Response to Sexual Exploitation and Abuse (SEA), adopted a set of regulations addressing these crimes. In particular, a National Investigation Officer (NIO) was appointed in order to investigate and eventually prosecute the perpetrators.

EDUCATION AND TRAINING

Gender awareness training is included in the basic and advanced military training at all levels and ranks and is delivered by both male and female personnel. Various initiatives, such as short courses and seminars, are put in place in order to prompt all personnel to respect the core values of equal opportunities and gender equality, as a fundamental part of interpersonal relationships based on a respect for differences.

Advanced gender awareness training is included into leadership training. In particular the Italian Defence Higher Studies Institute, which trains senior officers (OF5 – OF6) for higher appointments, and the Joint Services Staff College include in their programs lessons on gender perspective as well as the Women, Peace and Security Agenda.

Before and during deployment, specific training is delivered to all military personnel. Programmes offer an explanation of the key aspects of Gender Perspective Milestones (namely UNSCR 1325 and NATO Bi-SC 40-1, but also touch on national publications as well), understanding key terms and definitions (e.g.: What is gender, gender perspective, gender

mainstreaming etc.) and how gender is structured within international organizations (i.e. UN, NATO, EU, etc.). Particular emphasis is placed on the relevance of the subject in operations by explaining how the gender perspective contributes to enhancing efficiency and military effectiveness and how it must be applied both within the forces and outside in the field.

Furthermore, Italian officers and NCOs attend the Italian Gender Advisor Course and Gender Focal Point Course as well as the NCGM and ESDC courses.

In June 2014, the first Gender Advisor course has been put in place in order to enable Italian officers to become commanders' advisors on gender equality within the Italian Armed Forces and on gender perspective implementation in operations.

Italian Gender Advisors have received the following lessons and trainings:

- 'Women, Peace and Security' Agenda, UNSCR 1325 and related;
- NATO BI-SCD 40-1;
- Gender Terms and Definitions;
- Human Rights and International Humanitarian Law;
- Integrating the Gender Perspective on the Strategic, Operational and Tactical level;
- Gender Analysis;
- Conflict Related – Sexual Gender Based Violence (CR-SGBV);

- Sexual Exploitation and Abuse (SEA);
- Children and Armed Conflict (CAAC);
- Protection of Civilians (POC).

Moreover, Italian Gender Advisors receive specific training during pre-deployment exercises/activities: They take part, for example, in Command Post Exercises, actively engaging the staff and the commander with gender related issues and filling out planning documents such as the Gender Annex "RR".

As lessons learned from operational activities and based on the NATO doctrine, it has been decided that the Gender Advisor be established as a specialist who will be working in units/divisions/schools both as a Commanders' Advisor for gender perspectives in operation and as advisor for gender equality and equal opportunities to all military personnel.

Since February 2014, the above-mentioned Gender Advisors have been deployed in Afghanistan (Regional Command West – RC-W and Training Advisory and Assistance Command West in Herat - TAAC-W) and in Lebanon (Sector West).

In November 2017, the first Gender Focal Point Course for NCOs was put in place to enable Italian NCOs to act as GENAD's Focal Point. Italian Gender Focal Point members have received the following lessons and trainings on:

- The 'Women, Peace and Security' Agenda, UNSCR 1325 and related NATO BI-SCD 40-1;

- Gender Terms and Definitions;
- Gender mainstreaming into the daily work;
- Elements of: Human Rights, Gender analysis, CR – Sexual Gender Based Violence, Sexual Exploitation and Abuse, Children and Armed Conflict, Protection of Civilians.

Since 2014, the Italian Armed Forces have sent officers annually to attend the Gender Advisor Course and the Seminars on Gender Perspectives for Commanding Officers and Flag Officers at the Nordic Centre for Gender in Military Operations, the Swedish institute appointed as NATO's Department Head concerning gender. A number of officers have also been sent to the "Comprehensive Approach to Gender in Military Operations" course provided by the European Security Defence College, held in Spain and in the Netherlands.

In the north of Italy there is the Multinational CIMIC Group, a specialized unit composed of Greece, Hungary, Portugal, Slovenia and Italy, incumbent and solely responsible for civil – military cooperation. It offers a course that enables the above-mentioned Female Engagement Team (FET) specialized teams made up of female peacekeepers, to reach out to the population (particularly women and children) and act as role models in the local environment, inspiring women and girls who are the main victims of violence and abuse during wars and conflicts in male-dominated societies.

NATIONAL ACTION PLAN (UNSCR 1325) and Italian Defence Commitments:

The Italian Government attaches utmost importance to the women's role in a transforming society: that is the heart of UNSCR 1325 and confirms the importance Italy attaches to preventing all forms of discrimination and violence against women, with the understanding that gender equality and women's empowerment are key, both internationally and nationally, to prevent all forms of violence (e.g. domestic violence, sexual violence as a weapon and/or a tactic of war and in the context of mass atrocities).

Italy adopted the third National Action Plan (2016 - 2019) elaborated on the basis of the principles of transparency, dialogue and a multi-stakeholder approach. To this aim, a national open-ended Working Group (OEWG) on Women, Peace and Security, has been established. The group is led by the Inter-ministerial Committee for Human Rights within the Foreign Affairs Ministry.

The Action Plan is a living document which will be enriched over the next three years and thanks to which the WPS agenda will be pushed forward, also in accordance with the 2030 Agenda's goals.

Italian Defence has contributed to the development and drafting of the third National Action Plan regarding UNSCR 1325, which includes the following commitments and related actions:

- continuing to promote the gender perspective in peace operations;
- supporting and ensuring the presence of gender advisors in peace missions;
- increasing the number of Gender Advisors/Gender Focal Points;
- continuing to ensure specific trainings on the different cross-cutting aspects of UNSCR 1325, in particular to personnel taking part in peace operations;
- increasing the representation and the participation of women in the Police and Defence sectors, including at senior decision-making and leadership levels;
- further incorporating the “Women, Peace and Security” agenda as a key theme of engagement;
- supporting the engagement of male personnel in promoting gender equality and other initiatives on the principles of WPS;
- increasing the number of female military personnel and female staff deployment;
- increasing the number of Female Engagement Teams deployed.

DPKO’S PROJECT

During the UN Defence Ministerial held in Vancouver in November 2017, the Chair of the Joint Council on Gender Perspectives was appointed as Gender Champion for Italian Defence in the Military Gender Champion Network. This initiative for senior military leaders was launched during the ministerial meeting, with the aim to create a forum to share

information, best practices, and experience and discuss the challenges of implementing the commitments made under UNSCR 1325 and related.

Italian Defence ensures its commitment to support the Department of Peacekeeping Operations project to reach 15% of the women in UN missions as observers and staff officers, promoting the appointment of female military personnel.

Even if the Italian military personnel employment policy (and then the appointment of observers/staff officers) is not based on gender "quota" but meets skills/knowledge requirements, Italian Defence has ensured the presence of uniformed women in peace operations since the very beginning and their involvement in civil-military coordination projects. This has ensured that local activities were conceived and developed after consulting the local female population.

Furthermore, Italy is going to start a sociological research on Italian women facing military careers, in order to increase the number of women in the armed forces and in peacekeeping missions.

CONCLUSIONS

Italian Defence is highly committed to the implementation of the UNSCR 1325 and related resolutions. During the last few years, a huge amount of work was done to integrate gender perspectives at all military levels and branches.

Therefore, the focus is now to meet the different needs of men, women, boys and girls, especially in military operations.

Regarding internal activities in support of all personnel, the gender approach could become the natural *modus operandi* of Italian military servicemen/servicewomen.

In conclusion, the Italian Armed Forces are aware that the gender perspective, integrated at all levels, in everyday work and throughout all ranges of military activities, can be an important resource that increases their own effectiveness.

Matthias Hirsch

Implementing a Gender Perspective in an International Mission

The main task of a gender advisor in an international mission's staff is not to focus on implementing an internal gender perspective. National or bi-lateral matters of equality or increasing the number of female soldiers within the different units and branches is the responsibility of the troop-contributing nations and the commanders of the deployed troops.

The main focus is directed on the population of the mission area and the possible and necessary interactions between the different gender groups within the population and the force and the effects these actors have on each other.

Due to this the tasks and activities of a gender advisor vary from direct contact with the population, national and international organizations to the integration of the function as a tactical and operational advisory "tool" for the force commander, the headquarters staff and if necessary for the sub-elements, too. The internal and external internationality as well as the different levels of awareness and understanding of the topic "gender" makes this function very complex but on the other hand also very interesting and diverse.

The following article is going to answer these questions based on the practice and the experiences of thirteen months as Chief Gender Advisor to the NATO Mission in Kosovo (KFOR).

DIFFERENT JOBS – DIFFERENT PERSPECTIVES

In 2011, the position of the Gender Advisor (GENAD) was implemented into the NATO KFOR mission structure. Two nations (Austria and Sweden) agreed to take over the responsibility to provide trained officers to fill this position. Until the end of 2017, all in all five officers (three female and two male) worked as heads of the GENAD-office.

The GENAD-office of KFOR is directly subordinate to the Commander of the Kosovo Force (COM KFOR) and is part of the Advisory Group within the headquarters structure. Aside to the Political Advisor, the Legal Advisor, the Medical Advisor and the Public Affairs Officer, the GENAD functions as one of the main advisory tools to the commander, his/her deputy as well as the Chief of Staff of the mission.

The office itself comprises three personnel: the Chief Gender Advisor, the Special Officer to the Gender Advisor and the administrative assistant to the GENAD-office.

The Chief Gender Advisor is in charge of leading the office and providing support to the mission's leadership with the main efforts of mainstreaming the topic gender and implementing a gender perspective in the mission's tasks and activities.

The Special Officer the Gender Advisor should provide support with all activities of the office. Unfortunately, this position has never been staffed since it was created.

The Administrative Assistant coordinates the daily routines regarding timetables, travel arrangements and supports in setting meetings with national and international organisations and point of contacts within and outside of KFOR.

In order to reach out to all subordinate elements of KFOR as the Multinational Battle Groups, the Joint Regional Detachments and other military elements, including the different branches of the headquarters, the GENAD-office helps itself by maintaining a network of Gender Focal Points within these units. A Gender Focal Point (GFP) functions as the “extended arm, eyes and ears” of the Gender Advisor and is in charge of supporting the GENAD’s work all over KFOR, when it comes to gathering and sharing information and implementing gender related concerns. This internal network is necessary to sustain the situational awareness of the GENAD. Overall, about 30 GFPs were trained by the Gender Advisor and are continuously available. Within this number, the nominated GFPs of the Liaison Monitoring Teams (LMT) were of high importance. As LMTs, tasked to “feel the pulse of the population”, are embedded within the different municipalities of Kosovo, they are able to provide essential information about inequalities and grievances at first hand.

Integrating a gender perspective means to assess “gender-based differences between women and men as reflected

in their social roles and interactions”⁴. In other words, a gender perspective means to have the ability to detect, whether and when men, women, boys and girls⁵ are being affected differently by a situation due to their gender. According to this task, the main focus of a GENAD’s work lies on identifying and analysing how the mission’s activities affect the different gender groups within the population and vice versa how the situation of the population affects the mission’s execution. Although the GENAD-office is involved in some force-internal activities (i.e. celebration of International Women’s Day) the external perspective is of priority. In addition, the trainings and most of the revisions of Standard Operating Procedures (SOP) have the focus on the integration of a gender perspective with an external effect.

Besides conducting various trainings for different levels of audiences and units of KFOR, the big part of the work load pertains to the conducting of analysis, in order to provide proper advice in planning procedures or executions. The other part involves the interaction and observation with the population and the support and cooperation with regional, national and international organisations.

Main international organisations the GENAD keeps in contact with are UNMIK (United Nations Mission in Ko-

⁴ NATO Bi-Strategic Command Directive 40-1: Integrating UNSCR 1325 and gender perspective into NATO command structure, dated 17 October 2017.

⁵ Referring to men, women, boys and girls as the gender groups within a population.

sovo), EULEX (European Union Rule of Law Mission in Kosovo) and the NALT (NATO Advisory and Liaison Team to the Kosovo Security Force). This international exchange of information is a very good practice to keep updated with the different developments and engagements of the international community. It also eases the coordination and mutual support of parallel activities.

Even more important is the connection to the national population of Kosovo, national organizations and local NGOs (non-governmental organizations). This interaction makes it possible to receive information first hand or at least from local representatives, who were born in Kosovo and have a native understanding of the issues and the social, economic and political development of their country. Some of the organizations the GENAD is in good and close contact with have built their own network not only in Kosovo, but also in the neighboring countries, such as Serbia, Albania and North Macedonia. They are also focusing on different areas of gender related topics. The Kosovo Women's Network for example functions as an umbrella organization for more than 100 different organizations focusing on women's issues, discrimination and all forms of sexual violence. UN Women is supporting the process of Security Sector Reform in Kosovo. The Peer Education Network (PEN) does a lot of street work and tries to change the stereotypical mindset of young men.

All these different tasks, activities and contacts maintained by the Gender Advisor on different levels, reaching from face-to-face contact with the civilian population in the streets of a rural village up to military operational analysis and

planning procedures, make the work connected with the function very complex. Adjusting to the different forms of scenarios, persons and levels indicates different jobs, and although the person and the position stays the same, this variety of interactions requires further different perspectives to be applied.

AWARENESS IS KEY!

As a person's "gender" is constructed through socialization and influences by culture, education, religion and the place of living, it is obvious that already within KFOR consisting of 28 troop contributing nations and approximately 4,000 men and women the different gender values vary. Based on this fact the personnel serving in KFOR has a different awareness and understanding of what "gender" means.

Although the UN-Security Council decided on Resolution 1325 in October 2000, until now about three quarters of all NATO member states and partners have ratified this resolution. In regards to UNSCR 1325 and other related resolutions troop contributing states to NATO missions are obliged to provide pre-deployment trainings on the topic. Nevertheless, the knowledge of soldiers of all ranks, functions and sex differs.

Generally, knowledge and awareness increase with rank. However, this is not always the rule. In addition, a distinction between nations is not applicable. Most of the time, the level of awareness depends on a person's interest and specific training received. Sometimes there is the impression that there was

no pre-deployment training on general awareness and the necessity and benefits of implementing a gender perspective done at all. Very often, the average opinion was that gender is a women's topic and there is no use of integrating this topic into military operations and activities. In addition, some people are of the opinion that a male Gender Advisor might be gay or a woman should, if necessary, do this job.

In order to at least minimize this gap of awareness and make basic information about the topic and the military benefit understandable a "gender awareness soldiers' card" was designed and distributed among all members of the force. This soldiers' card includes all necessary bullets to understand:

- What gender and a gender perspective means;
- How to observe or identify gender relevant information;
- How to conduct a simple form of a gender analysis;
- How to identify gender discrimination or a gender dimension;
- How to report a detected gender related situation.

The problem with soldiers' cards is that there are so many of them, and all of them are considered as important. The effect is that not all of them are read or at a person's hand, if needed. In this case a pro-active attitude of the subject matter experts (Gender Advisor and Gender Focal Points) is crucial to get people involved and make them understand and think about where, when and how a gender perspective should be considered. Through the active engagement and self-initiated involvement of the GENAD, especially staff members within

the headquarters became more aware of integrating a gender perspective. The result was an increase in better cooperation with and inclusion of the GENAD and the respective GFPs in the staff's routines and specific tasks and activities. These efforts resulted in additional requests of subordinate units to the GENAD-office for special briefings and trainings. The KFOR Reserve Battalion for example asked for separate trainings on how to implement a gender perspective in their tactics, techniques and procedures for patrolling as well as crowd and riot control operations. Another example that should be mentioned was one of the Joint Regional Detachments taking the possibility to enhance the ability of integrating a gender perspective into the tasks of their Liaison Monitoring Teams.

Where there is light, there is shadow, too. In this case, some bad examples have to be mentioned as well; such as a Gender Focal Point who was appointed but not able to do his job. Because of his function of monitoring radio messages from a dark room in the cellars of the headquarters building, he was not integrated into the branch's routines. Another example of how a gender perspective is not integrated shows the attitude of some "old fashioned" soldiers, who in public speak out in a pro-gender way. However, behind closed doors they do not care much about the topic, not seeing or willing to accept the possible benefits of an integrated gender perspective as an operational capability.

It has to be emphasized that the responsibility in regard to gender mainstreaming and as part of this implementing a gender perspective in military operations and tasks does not

only affect function owners like the Gender Advisor, but it is a task for all members of a force. A Gender Advisor is supportive in preparation, planning and execution, but the GENAD is not an executive function. While the troops on the ground implement a gender perspective, in their tactics, techniques and procedures and by observing the environment and staff members do the planning and evaluation on the basis of gender related analysis, the responsibility of commanders on all levels rests in their leadership. This leadership role is essential. Subordinate to the Force Commander the GENAD's relation and exchange of information to his/her superior is not only a matter of hierarchy. If a commander does not support or, even worse, hampers the GENAD with his/her work, the related benefits of a proper integrated gender perspective will be minimized or all efforts undertaken will become inane. The same applies to Gender Focal Points and their commanders or superiors.

Without the awareness and the knowledge of how to make use of the additional information and perspectives that a mission can gain through implementing a gender perspective, the whole dimension of a forces capability will not be achieved!

JUST A MATTER OF TIME?

The concepts of "gender", "gender equality" or "integration of a gender perspective" are not new. Originating from feminist and emancipation movements in the first half of the 20th century, these concepts have developed further. Although there is still a lot of misunderstanding, supported by feminist

political and social protagonists gender has become an important topic for military forces.

Started and based on several Security Council Resolutions, all big international organisations like the United Nations, NATO, the European UNION and the OSCE (Organization for Security and Co-operation in Europe) have nowadays developed and launched different concepts and policies, describing the purpose, the implementation and the benefits of an integrated gender perspective. 79 states all over the world have issued a National Action Plan and many more are under development.⁶ However, many people still think that “gender” is a women’s topic and that “equality” means everybody becomes the same. However, gender mainstreaming must not be a political necessity to satisfy minorities and the sole presence of women does not make a gender perspective integrated.

The policies, the action plans, the resultant education and trainings have to be executed and people have to understand the matters of the topic. Times are changing and so is society and these changes have to be acknowledged in military forces and systems as well.

An international mission is designed to end conflicts and wars, provide and support a stable environment. In this environment, the local system and society should be able to develop and become resilient. If the core task of a mission has to be directed in support of the population, the mission will

⁶ <https://www.peacewomen.org/member-states>, dated 08 July 2019.

have to understand the population. The goal of integrating a gender perspective and with that making all gender groups within a population relevant could be accomplished more easily instead of supporting only the more powerful group in a shattered system – men.

Unfortunately, many minds are still set like “providing a safe and secure environment means soldiers and tanks”. Yes, soldiers and tanks may be part of such an engagement, but they are not the only tools available. Political and military square-heads have to realize that a mission must not end in itself. As you should know your enemy, like Sun Tzu once wrote in his book about “The Art of War”, you should also be aware of the needs and interests as well as the internal roles of the members of a population. Especially if the mission’s task is to provide a proper peaceful environment, you will have to consider and integrate this perspective in planning and execution.

An implemented gender perspective benefits as a force multiplier in a respective comprehensive situational awareness, the increase of force protection and a higher mission’s success. These benefits and other advantages are achieved, not by spending millions of money for highly developed equipment, but by the use of human capacity, an appropriate assessment, planning and execution in a pro-active and preventive manner.

The implementation of a gender perspective is in this regards not a matter of a person’s rank, position, age or sex. It is a matter of a person’s mindset and the topic itself. The topic

is evolving and so may the mindsets...in the end, it seems to be just a matter of time until a gender perspective managed to be fully recognized and integrated on all military levels of leadership, planning, execution and evaluation and the mainstream becomes normality, as a military capability with an operational impact!

Andrzej Kobielski & Barbara Drapikowska

Participation and Leadership of Female
Soldiers in Operations Outside the Country

Abstract

The article covers the problem of women serving in the Polish Armed Forces (PAF), particularly in Polish Military Contingents (PMC) in operations abroad.

The first part contains information about the gender equality policy in Poland.

The following parts are dedicated to:

- Military participation of women with special regard to their roles in PMC;
- Selected aspects of women's services in military contingents;
- The main factors affecting the participation of women in the military;
- A set of quantitative data about women and main conclusions;
- Finally, there is info about the Polish National Action Plan on Women, Peace and Security 2018 - 2021.

Introduction

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 effectiveness of such operations.

The strategic aim of the Polish Armed Forces is the participation in operations conducted by NATO and the EU, although participation in operations under the auspices of other organisations such as the UN or the OSCE (Organisation for Security and Co-operation in Europe) is now very seriously taken into consideration.

According to the Polish strategy, the optimal level of commitment of the Polish Armed Forces in international operations ranges between 3,200 and 3,800 soldiers and military personnel. Participation can be in missions led by international organisations or ad hoc coalitions of the willing.

Percentage of women: 15% as staff officers, military observers, privates etc.; in operations abroad: should be 480 – 570 soldiers.

Gender Policy in Poland

Joining NATO and the European Union was an important factor influencing the development of gender equality policy and reshaping the gender order. The UN, NATO and the European Union were seen as a source of legislation, good practices and institutional support. In this way, it was believed

that under the influence of those organisations, gender equality would become a fundamental value and policy goal.

The collapse of communism in Poland influenced the way how the Poles see gender policy. After 1989, gender policy was seen as a remnant of communism and state-socialist policies. As a result, the democratic transformation reinforced the traditional vision of women as mothers and wives. It is no surprise that the equality policy had only a weak chance of becoming a significant issue.

The Polish voice on “UN Peacekeeping” and UN Resolution 1325

Poland reaffirms its commitment to UN peacekeeping and the readiness to increase its involvement in peacekeeping operations.

As a response to indispensable needs Poland assigned staff and liaison officers as well as the EOD unit to the Peacekeeping Capabilities Readiness System (PCRS).

Poland attaches great importance to the implementation of SC resolution 1325 on women peace and security and we remain committed to the women's participation at all stages of the peace processes. Women play a crucial role in boosting conflict prevention and they are often the ones that trigger peace mechanisms.

Women Peace and Security (WPS)

Safety and security of peacekeeping staff are top priorities and Poland supports all UN efforts to enhance its capacities

aimed to assure that safety and security requirements are fulfilled. Combating sexual violence in armed conflicts remains an important issue.

Poland fully supports the need for implementation of the UN zero-tolerance policy with respect to sexual exploitation.

The women, peace and security agenda is often described in terms of four pillars: participation, prevention, protection, as well as relief and recovery. We are of the opinion that UN-wide coordinated efforts are needed to implement the WPS agenda.

Successful conflict resolution requires rapid response and, consequently, the capability to promptly deploy conflict prevention and mediation teams. Thus, more attention should be paid to the capability to create custom-tailored missions and to their ability to immediately establish good working contacts with all partners of peacekeeping operations. There is a need to maintain close co-operation and unity of effort of all actors in the conflict area. This is especially important and perhaps the most difficult to achieve.

Poland, based on our own experience is of the view that strengthening UN capacities in this area is of the utmost importance.

Taking into consideration the experience from the Iraq and Afghanistan missions, the participation of women brings the following benefits for the security process:

For civilians:

- The possibility of communication with local women and girls;
- The possibility of providing humanitarian aid, particularly to Muslim women;

For military forces:

- Calm and non-aggressive approach to problems;
- A comprehensive view at problems in international environmental issues;
- Communication with the civilians;

Cultural circumstances:

- Only women can talk with Islamic women;
- Only women can touch Islamic women;
- Girls who turn 13 have to follow the same rules as an adult Islamic woman;

In practise:

- Women soldiers are the only people who are allowed to provide medical and humanitarian aid to Islamic women.

A lack of women in a military contingent means a lower level of security and the exclusion of women from humanitarian and medical aid.

Military Servicewomen in Poland

Throughout history, brave women have distinguished themselves in battles against enemies, when necessary to defend their homes and their homeland. They have achieved high ranks in the military and served in combat units alongside men.

Polish military women have a long tradition of military service dating back to WWI and especially WWII.

Women were involved in:

- All Polish national uprisings, sanitary and logistic services, fought in male uniforms;
- The First World War (first regular female military formation);
- The Second World War (auxiliary military services, regular female sections in the country and fronts).

After the Second World War, women as soldiers were forgotten by the Polish governments and military authorities. The women's service wasn't formally recognised by law or regulation. It was not until 1988 that basic regulations concerning women in the military service were taken into consideration and established.

- Ban of discrimination of women in social life;
- European Cultural Convention (1954);
- United Nations Convention against Discrimination in Education (1964);

- International Convent on Economic, Social and Cultural Rights (1966);
- Convention on the Elimination of All Forms of Discriminations against Women (1979);
- United Nations law:
UN Security Council Resolutions on Women, Peace and Security 1325 (2000); 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013), 2122 (2013), 2242 (2015);
- Internal law in every country.

The objective is aimed at increasing the number of women in the armed forces.

The year 1999 was a year of tremendous change in the system of recruiting women into the military. In addition to other policy changes, women are now able to attend military schools and the service academies. The most important dates of this process were:

- 1988: first post – war recruitment to army (only after medical studies);
- 1999: joining NATO – open to military schools for women;
- 2003: after graduation in military schools women start to service in units;
- 2006: changes in law- introduction of maternity leaves, breaks for breastfeeding etc.;

- 2007: end of general recruitment. Setting up National Reserve Forces (NRF). Wider possibility for women to join army.

Within a relatively short period the evolution of the role of women in the Polish security process took place. The role of women changed from: mother of soldier to nurse, then to fund organizer, secret agent, auxiliary service officer, certain special tasks and finally to full-fledged soldier.

Although, due to regulations and cultural traditions, the process of integrating women into the Polish Armed Forces has been slow, there has been a significant increase in the numbers being accepted. Military officials state that women are interested in joining the military as contract soldiers and there will be more in the future.

Since 1989 the Polish Armed Forces (PAF) have been characterized by a growing number of female soldiers. It is however worth noticing that this ever growing percentage of women (5.73%) is still relatively low in relation to the majority of the member states of the North Atlantic Alliance. Due to the current gender policy it is important to approximate the role and scope of the tasks that are to be performed by women during peacekeeping and stabilization missions. The latter are some of the few areas, where soldiers face military action in terms of real challenges and threats.

So the question arises whether women should be able to occupy every position in the armed forces, even including the most dangerous positions.

At the end of 2017 there were 5,829 female soldiers in the Polish Armed Forces, which constitutes nearly six percent of all professional soldiers in service. The number of women deciding to don an army uniform is on a systematic rise. Since 2017 there has been an increase by over 850 individuals. Currently there are: 2,295 female soldiers in the Land Forces, 895 in the Air Force and over 458 in the Navy, 94 belong to the Special Forces, and 123 to the Territorial Defence Force. Around 500 female soldiers are commanders of teams, platoons, companies, medical evacuation units or the commanders of other formations. Unfortunately, there are very few high rank commanders, only 10 women in colonel rank.

The next question raised is: Who is the main opponent of women in the armed forces? To find the answer a group of men was asked, "What do you think about women in the military service? What is your attitude in this respect?" The answers were as follows:

- I am an opponent of women in army (16%);
- I accept women in the army but the reason is the changes in the social mentality, not my own conviction (28%);
- I accept women in the army but not in all military positions (35%);
- I accept women in the army in all military positions (9%);
- My attitude is neutral (12%).

Probably the sources of male disapproval are:

Stereotypes:

- Women are weaker than men;
- Women should be with the children all the time;
- Being a soldier is not an occupation for women;
- Women do not have predispositions and qualifications;

The belief in different treatment of males and females:

- Women get easier tasks in the army;
- Women have lower physical standards;

The mentality within society:

- Family roles of women in society;
- Stronger bond between a woman and a child than man and the child;
- Orphaned children in the case of death on a mission;

Belief that women are a problem for the armed forces:

- A long absence from work due to pregnancy and maternal leave;
- The need to adapt the military infrastructure – separate toilets, place to dress in uniform, place to sleep when on missions etc.

Participation of women in operations abroad

Poland has a long tradition of participating in international crisis management missions. Since the early 1950s

nearly 120,000 Polish military personnel and civilians have participated in 71 military operations abroad, the majority of which were UN-led missions which focused mainly on traditional peacekeeping tasks such as the separation of conflicting parties after the termination of hostilities.

From the first half of the fifties (since 1953) the Polish Army has been performing tasks in international peacekeeping operations. Even in the very beginning women were included in the Neutral Nations Supervisory Commission in Korea and the Neutral Nations Repatriation Commission by performing translation tasks. Similar projects were implemented in the Commission of Control and Supervision on the Indochinese Peninsula in 1954.

The first compact Polish military contingent took part in the international operation UNEF II in the Middle East in 1973.

The key positions though were occupied by the military doctors with officers' ranks, including women.

Until 1992 Polish contingents implemented mainly logistical tasks within the missions in the Middle East, Namibia and Cambodia. At that time already, an important role was played by the female officers. Particular emphasis was given to the operations of UNIFIL in Lebanon. The main tasks of female military personnel were to provide medical care to the entire mission staff within the field hospital and perform tasks related to the provision of humanitarian aid to the local population.

Since 1953 the Polish Armed Forces have been permanently engaged in international operations. Over a period of more than 65 years almost 120,000 soldiers and civilian workers have served in such missions.

- Participation: 120,000 soldiers and civilian workers;
- Killed/died: 120;
- Veteran status: 568 women, 17,844 men;
- Injured: 760 (12 women, 748 men).

Participation of women in the Iraq and Afghanistan missions

The real challenge for the Polish Army was, however, participation in the operations Enduring Freedom and Iraqi Freedom. It was also a great challenge for female soldiers.

a) Quantitative aspect

The participation of Polish women soldiers in "Operation Iraqi Freedom" was marginal. In most cases they were part of the medical service. In the mission in Iraq, as reported by the statistics, 193 women participated, who constituted 1.33% of all soldiers. Poland was involved in this operation for 5 years. Some women took part in the military operation in Iraq more than once. There were 24 females. This reduces the overall number of women soldiers to 138.

In the Afghanistan mission PAF involvement lasted for 10 years, 366 women participated, which was already 2.2%, thus more than in the case of PMC in Iraq. In fact, 74 women participated in the mission more than once. Due to the above,

the absolute number of women participating in Afghanistan is only 159.

The share of women soldiers in the implementation of operational tasks in Afghanistan and Iraq was limited. For the most part, they carried out tasks in medical and auxiliary groups. In Afghanistan they joined other groups in individual cases: psychological support, aviation, economic, justice and legal services, and CIMIC.

What is more, the women's involvement as commanders in both operations was only marginal. Quantitative data indicate that only 1% participated as low level commanders.

Generally, women were not designated for command posts during the preparatory period.

b) Quality aspect

In order to make qualitative findings regarding the relationship between gender and the implementation of operational tasks, participants (women and men) in the missions in Iraq and Afghanistan were asked to share their experiences and memories.

It should be noted that according to Polish legislation, soldiers do not apply any differentiation practices at the candidate or active stage. Nevertheless, based on the information obtained from respondents, indirect discriminatory practices could be found at the stage of preparing and creating a PMC (Polish Military Contingent).

They continued with delegating women to positions not related to direct participation in the fight. This rule was omitted only in the case of medical and civil-military personnel as well as translators. There were several examples of unwritten prohibitions regarding women being appointed to command positions that were justified because of various conditions, e.g.

- Culture studies: village elders, with which commanders often make contact, often do not talk to women - they do not treat them as equal partners for talks;
- Socially difficult: if a woman is killed on a mission, PR of the PAF and the opinion about the Afghanistan war suffer;
- Others: depending on the attitude and creativity of the person who justifies a woman's appointment.

During the whole period of both operations, the female soldier could not be the commander of a motorized platoon. There was only one such case, when a woman was praised by her soldiers, but there were also older officers who criticized her.

Women were also asked if they thought that tasks were assigned differently on the basis of a soldier's gender. A significant part of the surveyed women admitted to having noticed that in their surroundings. As a result, women were eliminated from some tasks or their participation in this area was limited. This rule concerned especially dangerous combat tasks requiring direct contact with the enemy. Respondents paid attention to the informal principle of avoidance of giving

women military tasks and sending them to positions in the headquarters. The women also admitted that among them were those who performed their tasks perfectly, sometimes even better than men, but some were also incompetent, playing the role of the so-called sweet idiot. The attitude of these last ones affected the opinions about the presence of women in the entire armed forces very negatively.

It is certain that women cannot do everything. Women by their very nature are more scrupulous, especially if they are subject to constant evaluation and opinion. Therefore, very often, though not as a rule, they put in twice as much work as men, to be rated at least average.

Taking into account the attitudes of male soldiers, as a result of compiling the results of quantitative and qualitative research, the conclusion is that men do accept the participation of women in foreign missions. However, most of them see the need to limit access to positions that women can fill in missions. The widest acceptance occurs in positions related to medical protection and CIMIC. In the case of qualitative research, the analysis shows that the attitudes of the male environment towards the participation of women in foreign missions are divided into three groups:

- Supporters of unlimited participation of women soldiers in the implementation of operational tasks - the smallest group;
- Advocating limited participation of women soldiers in the implementation of operational tasks - the largest group;

- Opponents of the participation of women soldiers in the implementation of operational tasks.

Most of the surveyed soldiers (three quarters of the respondents) expressed the view that women should be able to serve in missions abroad.

c) Limiting factors

They can be divided into:

- Mental barriers resulting from the lack of preparation of soldiers for serving with women, which led to the application of differentiation practices, which on the one hand protected women, and on the other affected their privilege - an element unexpected by soldiers of both genders. Analysis of the obtained results allows concluding that women did not expect dismissal from dangerous tasks and expressed a desire to perform command functions. The non-allocation of women to such positions, in their opinion, limited them in the performance of operational tasks;
- Logistic barriers: – a lack of proper uniforms tailored to the female shape, which made it difficult for women to perform the tasks entrusted to them. There was also a lack of sanitary and hygienic articles for women;
- Medical limits: a lack of gynaecologists in PMC whose presence was needed for frequent health monitoring.

How is the personality of women participating in the mission in Afghanistan and Iraq assessed?

This is the women's own assessment:

We can distinguish three personality types:

- Women with the majority of male traits - women who are identified as people who aspire to be perceived as more masculine than men, in other words, trying to emphasize that a female soldier performs tasks better than men;
- Women soldiers who do not stand out because of gender - "normal" type - they are people who perform tasks without expecting any distinction based on gender, they do not stand out particularly among the crew of contingents;
- Women exaggeratedly blinding with femininity - the "princess" type - are women who expect privileges, shine with femininity and create irritating problems for their comrades. These women discuss their femininity; they are worried that there might be no hot water, hair dryer or mascara, that you can't paint your nails. They also include the "classic sweet idiot" type.

Due to the fact that women in the armed forces have been functioning for more than half a century, their role in the profession also intensifies - from the subordinate executing the orders to the commander issuing them.

Participation in a mission or operation performed outside the country is an opportunity for female soldiers to verify their personal predispositions and professional qualifications. This

is a type of test showing how women cope in extreme situations, other than everyday domestic work.

Women soldiers have constituted a small percentage of soldiers carrying out operational tasks.

Most of them have had positions in the medical and support-military group, despite the lack of formal prohibitions. Such positions are most accepted by men and at the same time have the longest history in the service of women in the armed forces.

As far as the qualitative aspects of the performance of operational tasks by women soldiers on missions are concerned, it should be noted that, according to soldiers of both genders, there is no difference in the performance of official tasks.

On the basis of the conducted research, it was also established that discriminatory gender-based practices were used in Iraq to a greater extent than in Afghanistan, which might result from the increase in the women's combat experience, as well as from the fact that men had got accustomed to their presence, which indicates a small but positive change in attitude regarding the service of women in the military.

Although only a small group of Polish women participated in missions abroad, it can be stated that while the army continues to be engaged in foreign operations, more and more women will support them with their competences.

It is therefore necessary to understand that equality does not mean identity, but these differences cannot be an obstacle to the development of the individual. In the case of operational tasks, differences between the sexes should be used in an optimal way, e. g. in contact with local people.

Due to the different personalities and the social position of women, female employees can perform tasks at the negotiation stage, which is easier for them due to better communication skills.

A factor contributing to the participation of women in military contingents is also to give a good example for the local population, for which the female gender is not of subjective value. This position is accepted by everyone, both men who focus on keeping decision-making in their hands and on women who accept their social inferiority.

By representing examples of women from the Western world who are able to perform tasks just as well as men and have a good education, women in the military can be a model for Muslim women, demonstrating that they do not necessarily have to belong to an inferior social.

The last, but no less important argument for the participation of women in missions is the fact that only they can interact with local women. In many countries where international operations take place, the position of a woman is devalued due to patriarchal social relations, which prevent them from making conversations and getting medical help from people of a different gender. Such rules in the absence of female personnel in PMC may lead to the exclusion of women

living in conflict areas from humanitarian or medical aid, which in turn significantly reduces the efficiency of operations.

Polish National Action Plan (NAP) on Women, Peace and Security 2018 – 2021

Prior to the adoption of the National Action Plan, Poland implemented the provisions of the Women, Peace and Security agenda to a large extent within the framework of policies on equal treatment, development and humanitarian aid, bilateral cooperation and within international organisations.

With the adoption of the National Action Plan by the Council of Ministers on 22 October, Poland joined the group of nearly 80 countries that have action plans to implement provisions of UN Security Council Resolution 1325 and related resolutions.

The Polish National Action Plan on Women, Peace and Security (WPS) 2018 – 2021 was drawn up by the Ministry of Foreign Affairs, the Ministry of National Defence, the Ministry of the Interior and Administration, and the Government Plenipotentiary for Equal Treatment. It sets out the conceptual framework for Poland's implementation of the eight UN Security Council resolutions on women, peace, and security. The Plan's thrust is the need to increase women's participation in peace processes, peacekeeping missions and operations; the need to strengthen their role in decision-making processes related to ensuring peace, and the need to protect and support women and children in conflict and in post-conflict settings.

The Action Plan sets out four major outcomes. The first one involves meaningful participation of women in conflict prevention and peacekeeping. The second is about the implementation of the WPS agenda through Polish humanitarian and development aid. The next two outcomes include the protection and support of victims of conflict-related sexual and gender-based violence; and the promotion and development of the WPS agenda in Poland and through international cooperation.

The outcomes of the National Action Plan will be implemented in 18 areas, including participation of women in missions and operations abroad; women in uniformed services and in the foreign service; support for victims of conflict-related sexual violence; training on the WPS agenda; and measures intended to engage Polish scientists and students.

The draft National Action Plan on Women, Peace and Security 2018 - 2021 was a subject of public consultations. The implementation of activities set out in the document will be financed from the budgets of the relevant participating ministries.

The WPS agenda encompasses the following areas: ensuring international peace and security, protection of human rights, development cooperation, and equal treatment policies. First action plans to implement the agenda were adopted in 2005 and 2006 by Denmark, Norway, Sweden, and the United Kingdom.

Activities set out in the National Action Plan for the implementation of the UN Women, Peace and Security agenda

2018 - 2021 will be funded from the budgets of individual ministries without the need to increase them, and from the budgets of their subordinate units, academic centres, think-tanks and non-governmental organisations which implement it.

To ensure an effective implementation of the National Action Plan, the activities carried out within its framework will be evaluated and monitored. The implementation of the National Action Plan will be monitored in a continuous way to make sure that the process meets the Plan's objectives and that the activities are in line with its goals.

The institutions implementing the National Action Plan are responsible for its implementation, regular monitoring and annual evaluation. The Ministry of Foreign Affairs is tasked with coordinating the evaluation of the Action Plan and developing the Action Plan's next edition.

An important role in the implementation of the plan will be played by the Polish Armed Forces Women's Council which cooperates with governmental and non-governmental organisations, associations and foundations acting for gender equality and the promotion of women, and its representatives participate in conferences, training and initiatives regarding the strengthening of policies for the equal treatment of men and women.

Conclusion

The activities included in the National Action Plan for the participation of women in UN and CSDP missions and operations, NATO and OBW contribute to an increase in the number of women and their leadership in peacekeeping operations.

Since 1988, women have made great contributions to the military service.

The women are interested in joining the military as contract soldiers and there will be more in the future.

Polish mass media have shown an increased interest in the subject of women in the military service. Since 1998, the number of various publications pertaining to this topic has dramatically increased.

The current activities undertaken by the MOD, to evaluate the status of women in the military, will have a significant impact on the future recruitment and utilisation of female personnel within the Polish Armed Forces.

Miroslava Štenclová

Women in the Czech Armed Forces

WPS and National Action Plan

The gender agenda is relevant to the defence policy of our country. We believe that girls and women are not just survivors and victims of war; they are also leaders and peace builders. Conflict seen through a woman's eyes brings an invaluable perspective, which has often been ignored in our history. Participation of women at all levels is the key to operational effectiveness, success and sustainability of peace processes, peacebuilding and peacekeeping efforts.

The Czech Ministry of Defence adopted its own Action Plan to implement UN Security Council Resolution 1325 in 2015. Since then it has promoted the gender agenda within our ministry and the armed forces but also enables us to support military women in other armies with our specialized projects. In this capacity, we have become the "lead nation" in the NATO Trust Fund focused on the training of Jordanian female soldiers.

In addition, the government of the Czech Republic authorized a National Action Plan to implement UN Security Council Resolution 1325 on January 09 2017. A national WPS working group was established in 2016 and members participated in the creation of the NAP. The Ministry of Foreign Affairs was responsible for the coordination and the ensuing implementation of the NAP. Other participants were from

the Ministry of Defence, the Ministry of the Interior and the Office of the Government. Other participants were civil society representatives, such as non-profit-making organizations which focus primarily on gender.

The WPS group has met 2 - 4 times so far and its members share the accomplishment of defined tasks in the NAP.

The NAP is accessible to the public on the official website of the Ministry of Foreign Affairs.

In addition, a lot of relevant activities, discussions and meetings with other nations concerning WPS, UN Resolution 1325 and CZE NAP have been organized by the Ministry of Foreign Affairs. The MoD is also an important participant here.

The NAP contains concrete tasks concerning combating sexual violence and other forms of violence against women and girls, and has also set up a framework for training and programmes for military and civilian personnel in order to prevent risky behavior (together with the Ministry of Defence's Action Plan on Women, Peace and Security), and to strengthen the relevant UN and regional and national structures in their efforts to combat sexual violence.

Recruiting women to the Czech Armed Forces

The general policy aims at creating an environment with most favourable conditions for soldiers, both men and women, to combine professional and family life, thus enabling more women to enter the forces and build a successful career.

Nowadays, female soldiers steadily form nearly 13% of our armed forces (concretely around 3,000 women). In the long term, with this share of women in the military, the Czech Republic ranks 7th place among NATO's forces. It has been a great success since 2005, when our military became professional.

In 2017, a total of 1,253 women registered as being interested in a service relationship. The total number of men registered as being interested in a service relationship in 2017 was 8,461. From these numbers 457 women and 5,566 men were shortlisted for the selection process. Finally, 249 women and 1,924 men were selected and accepted into a service relationship in 2017.

Women shortlisted for the selection process are very conscientious in their preparation and overcome the difficulties they might face during the basic preparation course with courage, not willing to resign!

The only negative fact that comes to mind is that for filling posts such as those of technicians, electricians, operators or drivers, women often lack the necessary qualifications because in the civilian sphere, these skills are mainly learnt by men.

Now, women have made it to serve in positions that were formerly attributed to "men only", for instance: a pilot of the L-159 aircraft, an Airbus pilot, a helicopter pilot, an EOD specialist and two on-board shooters. A woman has been heading the Chemical Laboratory in Liberec, a female Military

chaplain serves in the Military Academy in Vyškov and a female Command Sergeant Major serves in the Engineer Battalion in Olomouc. Two female Chiefs of staff of squadrons serve in the Air Force Bases.

What service posts were women most accepted for this year except military university students? Gunmen, drivers, junior staff officers, cooks, nurses, squad operators and medical lab technicians.

In terms of lower military ranks, there are nearly no differences between men and women. Yet there is still work to be done in the higher ranks as the share of women in command positions has stayed below 10% in our armed forces.

Currently, we have four female colonels (two at Joint Staff and two at the University of Defence) and since May 2017 we have had our first female brigadier general. Furthermore, we also have excellent soldier-sportswomen – for example javelin thrower Bára Špotáková or Nikol Hájková from the Military Police, who swam across the English Channel in just 16 hours.

The MoD takes care of the possibility to combine professional and family life of soldiers: we have had children's centres for pre-school children of MoD employees in five garrisons (Prague, Bechyně, Čáslav, Brandýs nad Labem, Tábor). Three others will be prepared in the next two years.

Foreign operations

The Czech Republic is sensitive and responsive to the gender policy in UN peacekeeping operations.

Even in foreign deployments we do have women in command positions. For example, a woman led the Czech Deployable Communication Module (DCM) during operation Active Fence in Turkey in 2015, another one managed the Field Surgical Team in Afghanistan last year. Currently, our task force in Kosovo (KFOR) is also led by a female officer.

We support the efforts of the UN Secretary General to promote the active participation of women in conflict resolution because female input is more than valuable and can significantly contribute to finding solutions to a conflict. Therefore, among other things, we aim to increase the number of our female soldiers on foreign operations.

Today's share of women in our foreign deployments reaches 6% (most women are deployed in Afghanistan – 50 altogether) and we take concrete measures to advance female participation even further. One of them is an incentive responding to the new UN gender policy of maintaining at least 15% of women on UN staff and military observer positions.

Yet, generally, we sent four female military observers in 2018. We have registered an increased interest on the part of our military women to serve in United Nations peacekeeping operations which we try to support as much as we can. All our army commanders are encouraged to allow these women

to serve in peacekeeping operations if they are willing, qualified and able to do so.

The number of female applicants has risen since last year due to increasing awareness of UN peacekeeping operations among soldiers. It is a result of articles about UN peacekeeping operations and possibilities there which were published in the military journal. Women are aware of the importance of their participation and a necessity of female involvement on UN missions.

Once a year, the UN Military Observers Course (UN-MOC) with the capacity of 12 participants is held by the Foreign Operations and Special Training Branch of the Training Command – Military Academy Vyškov. The course answers the requirements for the national rotations of military observers for UN missions. In 2018, six participants were female soldiers and six were male soldiers. The course will be reinforced to take place twice a year with 16 participants.

We can proudly announce that the Czech Republic is among the very few troop contributing countries fulfilling this policy. Since the start of our involvement in UN peacekeeping operations we have sent 34 women to such operations. The majority of them were deployed in our contingent serving in UN peacekeeping operations in the Balkans in the 1990s. Currently, we are trying to maintain our national rule that one third of our UN military observers should be women.

Thanks to our servicewomen we are also able to steadily increase our participation in UN peacekeeping operations – on a yearly basis we offer to UN DPKO one or two prepared

servicewomen to become peacekeepers in any UN mission where there is a need. This is also the case for this year – we are increasing our contribution to the MINUSMA operation by sending two female military officers to the mission’s headquarters.

In the near future we will see more talented service-women carrying the Czech flag on their uniform while serving in some of the most challenging missions abroad. We do not have any limitations regarding the territory of our deployment - we send our female military observers to Kosovo, the Central African Republic, the Democratic Republic of Congo, or even to Mali.

Therefore, I am pleased to say that the Women, Peace and Security agenda has gained increased attention also on a high political level in the past years, and it is promoted within our ministry and armed forces but also enables us to support military women in other armed forces with our specialized projects.

Ladies and Gentlemen, the Czech Republic is committed to promote the empowerment of women, gender equality and the Women, Peace and Security agenda of the United Nations.

Ion Cozma

Designing Moldova's National Program

For Implementing UN Security Council Resolution
1325 on Women, Peace and Security

Abstract

The article refers to the evolution of the process of initiating, elaborating, promoting and approving the National Program of the Republic of Moldova for implementing UN Security Council Resolution 1325 (2000) on Women, Peace and Security.

It also reflects the difficulties and challenges encountered both in the elaboration process and at the current stage of implementation of this policy document within the National Army, as well as the prospects for the future. At the same time, specific issues regarding the provision of gender equality in the security and defense sector are also highlighted.

In 2000, the UN Security Council, by adopting Resolution 1325 on Women, Peace and Security, established through an official document that war has a direct impact on women and their contribution to conflict resolution and the achievement of a stable peace is very important.

National legislative guidelines on ensuring gender equality: Moldova's membership in international organizations such as the UN, and its cooperation with NATO, EU and

OSCE highlighted the need to implement UNSCR 1325 at the national level.

At the same time, the first references about the implementation of UN Security Council Resolution 1325 (2000) were contained in Moldova's Government Action Plan for the years 2015 - 2016, as well as in the Individual Partnership Action Plan Moldova - NATO for the years 2014 - 2016. These policy documents stated that the Republic of Moldova will take action to implement UN Security Council Resolution 1325 on the role of women in peace and security and will cooperate with the North Atlantic Alliance to implement the NATO policy in this area.

The Individual Partnership Action Plan Moldova-NATO for the years 2017 - 2019 ensures the continuity of this commitment and establishes the action related to cooperation on the implementation the UN Security Council Resolution 1325 on Women, Peace and Security.

At the political level, the document represents an important prerequisite for the adoption of a National Program for the Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018 - 2021 (hereinafter referred to as the National Program), but it constitutes not the only one.

Many people will wonder why there is a need for a national plan to implement the UNSCR 1325 if it is mandatory and does not require ratification. Because a well-formulated NAP is a platform for the inter-institutional coordination of efforts, reducing duplication and strengthening funding flows,

assigning clear deadlines and responsibilities for implementation.

The Action Plan will be the instrument setting out the implementation actions, the expected results and the indicators for the implementation of UNSCR 1325 on Women, Peace and Security at the level of the Government of the Republic of Moldova, or, respectively, at the national level.

The purpose of our Implementation Plan is to express the organizational will of the security and defense institutions regarding the implementation and application of the provisions of UNSCR 1325 and related resolutions and other complementary instruments to ensure gender mainstreaming within the concerned institutions to achieve the established missions.

Since our country wanted to develop a national plan for implementing UNSCR 1325, it proceeded to the following actions:

- assessment of the international commitments of the Republic of Moldova regarding the implementation of UNSCR 1325;
- identifying the relevant national legal framework for the implementation of UNSCR 1325;
- analysis of good practices and lessons learned from other countries;
- interviews with relevant individuals from the security and defense sector;
- collecting statistical data and conducting surveys.

Since 2015, a series of dialogues, roundtables and meetings have been held to increase the level of awareness of public authorities' representatives and civil society with the provisions of Resolution 1325. These events, attended by civil servants, women deputies, members of the Common Platform of Dialogue in the Parliament of the Republic of Moldova, activists in the field of gender equality, national and international experts etc. have created an appropriate framework to initiate the elaboration of the National Program.

An important foundation for the elaboration of a National Action Plan on the implementation of the 1325 Resolution in the Republic of Moldova was the process of gender inter-institutional self-assessment to evaluate gender responsiveness in the country's defense and security sector during the period 2015 - 2016, led by the Ministry of Defense.

The purpose of the assessment was to identify the status of gender responsiveness and use the data as a baseline to form the design of the country's NAP.

The self-assessment approach was dynamic, calling on representatives from security sector institutions to complete a detailed questionnaire that was originally designed by the Geneva Centre for the Democratic Control of Armed Forces' Gender Self-Assessment Guide for the Police, Armed Forces, and Justice Sector.

The questionnaires were distributed by the MoD to:

- departments within the MoD;
- the Ministry of Justice;

- the Ministry of Internal Affairs – Carabineers Department;
- the Customs Services;
- the National Anticorruption Center.

At the same time, this process allowed the identification of development partners, such as the UN Women in Moldova, OSCE Mission to Moldova, Information and Documentation Centre NATO in Moldova and Gender Center, which provided assistance in the self-assessment process. As a result, UN Women in Moldova provided support in drafting the legislative report on the analysis of international standards and the national legal framework in ensuring gender equality in the defense sector. On the other hand, the OSCE Mission has provided assistance in completing the “Community relations” part of the questionnaire.

The last report identified several more specific topics that could be addressed in Moldova’s action plan:

- most frameworks are „gender blind” or „gender equal”;
- efforts to increase gender responsiveness are focused on personnel training;
- due to the cycle of critical mass, women occupy junior or administrative positions;
- gender stereotypes influence the perception of men and women in the security and defense sector;
- interpreting data about sexual harassment is challenging.

On 6th October 2016, the project “National Plan of the Implementation of UN Security Council Resolution 1325 on

Women, Peace and Security” implemented by the Ministry of Defense of the Republic of Moldova in cooperation with the Institute for Inclusive Security and NATO Center for Information and Documentation in Moldova was successfully launched. The basic purpose of which was to assist the Government of the Republic of Moldova and the representatives of civil society to develop a National Action Plan for the implementation of UN Security Council Resolution 1325 (PNA) in Moldova. Fortunately, during the process donors and partners joined the process and provided assistance.

Another premise for elaborating Moldova’s NAP on UNSCR 1325 was the approval by Government Decision No. 259 of 28th April 2017 The Strategy on Ensuring Equality between Women and Men in Moldova for 2017 - 2021 establishes that one of the general objectives is the promotion of gender equality in the security and defense sector.

In the Action Plan for the implementation of this Strategy, the Specific Objective No. 4.2 “Gender mainstreaming in security and defense sectoral policies” sets out Action No. 5, which provides for “Ensuring the implementation of General Assembly Recommendation 30 of the CEDAW Committee and UN Security Council Resolution 1325 on Women, Peace and Security by developing a National Program in this regard”.

Major progress was achieved in May 2017 when Government Decision No. 54 of 29th May 2017 was adopted, which formally launched the process of drafting the National Action Plan. A working group was created which is led by the Deputy

Prime Minister for Reintegration of the Republic of Moldova and consists of state secretaries and vice directors of relevant ministries and institutions. The Ministry of Defense holds the secretariat within the working group. Subsequently, a technical working group was convened, including alternate members from each institution involved in the process, participating in technical activities.

As a result of a range of working sessions of the nominated group which took place during the previous year, the primary version of the draft National Action Plan on the implementation of UN Security Council Resolution 1325 on the role of women in peace and security was elaborated.

The analysis of women's participation in the security and defense sector highlighted two significant issues: 1) the low representation rate of women in this sector, and 2) the fact that the sector is not sufficiently inclusive.

Thus, there are 8 identified barriers that reduce the representation and influence of women in the security and defense sector (described below).

Barrier 1: Gender stereotypes persist within the sector (and outside it) regarding women's participation in the security and defense sector.

The areas of security and law enforcement are perceived as masculine. Approximately 20% of the citizens believe that security sector jobs are better suited to men. As for the Army, the ratio of those who believe that the Army is a sector for

men only is higher than the proportion of those who choose equal representation of women and men.

Generally, citizens consider that enlisting more women in the security and defense sector would add value to it, increase the trust of the population and improve the working process.

Barrier 2: The security and defense sector does not allow men and women to successfully combine work and family life.

The most important barrier which determines the women's underrepresentation in the security and defense sector is the burden of domestic responsibilities. Other reasons for the underrepresentation of women are psychological: women's self-confidence and also the fact that the sector is dominated by men and would be unfriendly to, and closed for women. There are no specific policies to support the balance between work and personal life of employees in the sector.

Barrier 3: The security and defense sector has no full capacity to prevent and fight discrimination, sexual harassment and gender-based violence.

Internal mechanisms for preventing and fighting harassment, discrimination and violence in the security and defense sector need to be more effective. At the moment, there are no comprehensive strategies to prevent sexual harassment and sexual abuse in the National Army and other security and defense institutions. However, there are programs related to the

prevention of sexual harassment. This topic is included in the annual training program for military personnel.

In addition, the Armed Forces personnel assigned to participate in missions are trained to adopt specific behavior in relation to women. This implies a set of rules and requirements that must be followed to avoid accusations of sexual harassment. Although there are no designated persons dealing with the investigation of sexual harassment, there are formal procedures that can be used by victims to report harassment.

Increasing the number of women in the security and defense sector without providing internal procedures for preventing and fighting discrimination and sexual harassment involves significant risks. The persistence of gender stereotypes and the specificity of Armed Forces structures that are more or less closed, determine the need for men's psychological training in accepting women in the sector, which will reduce the risk of discrimination and sexual harassment.

Barrier 4: The security and defense sector does not have an inclusive and proactive human resource management system.

With the exception of the Ministry of Internal Affairs, a proactive effort to hire women in the security and defense sector is basically missing.

For the most part, the reasons why women tend to leave the structures of the Armed Forces and other security and defense institutions are the difficulties in balancing work and family life, retirement, wages, and bad health.

Barrier 5: The security and defense sector does not apply a reasonable adaptation or positive measures to allow a wider representation of women.

The physical training requirements are not fully justified. These requirements are different for men and women within military training.

Physical infrastructure is not adjusted to the needs of women in the system. The equipment is the same for men and women. Most of the rooms for work, study, and recovery are not adapted to the specific needs of men and women.

Barrier 6: The security and defense sector is not sufficiently transparent and open to participation by civil society and women's organizations.

The level of transparency of the decision-making process is functional, but the participation of external stakeholders can be enhanced.

Cooperation with the civil society and the presence of the security sector in the community is generally low.

Collaboration with civil society organizations concerned about gender equality can be extended.

Barrier 7: Policies in the security and defense sector are insensitive to the gender topic.

The security needs of women and men are different. They have distinct priorities in the context of specific security threats. There is a tendency for women to be more affected

by the destruction of social assistance structures and support systems. Lack of access to resources in times of peace tends to worsen the situation during a crisis or conflict.

Policies relevant to the security and defense sector must also be evaluated in terms of gender impact. This issue is only addressed in terms of women's representation, and does not cover the specific gender, gender inequalities or the needs of the security sector.

The national legislative framework offers equal opportunities to all citizens, regardless of gender, but there are structural impediments or public attitudes that prevent the equal participation of men and women in the security and defense sector. For example, promoting women in certain positions requires a long-term tour of duties for training. Long journeys are not possible for some women that are breadwinners for the family and children. Although promotion is open to the men and women who have completed training, it can be a challenge for women.

Barrier 8: Limited policies to ensure equal participation in peacebuilding and peacekeeping missions.

There is evidence of an absence of women in peace talks and in the peacebuilding process. Mostly, women's limited access to peace and negotiation processes as well as decision-making processes is determined by the fact that there is no such approach to ensure the connection between presence and influence.

Women's participation in peacekeeping missions and peacekeeping operations should be encouraged. Studies show that when women account for at least 30% of the peacekeeping mission, local women are more likely to join the peace committees (Henry F. Carey. Women and peace and security: The politics of implementing gender sensitivity norms in peacekeeping. In: International Peacekeeping, vol. 8, 2001, p. 53). This contributes to increasing the credibility of peacekeeping forces, greater reporting of gender-based crimes and reducing cases of sexual exploitation and abuse by peacekeepers.

As a result of a multidimensional analysis of the barriers that reduce the representation and influence of women in the security and defense sector, several solutions have been identified that would help promote women and gender equality in the security and defense sector. These solutions have been grouped according to the eight mentioned barriers and are addressed through eight solutions/objectives in the Implementation Action Plan of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018 - 2021 (hereinafter "Action Plan").

It is an approach that will facilitate the development of ministerial action plans according to the institutional needs and capacities to ensure gender integration both from the internal perspective of the sector by increasing women's representation, and from an external perspective by ensuring an inclusive security and defense sector. These two perspectives

are the core objectives of the Action Plan. Their implementation will contribute to the intensification of inter-ministerial cooperation with non-governmental organizations and civil society, thus ensuring the visibility of the actions taken by these institutions to implement Resolution 1325.

Objective 1: Reducing the stereotypes about the role of women in the security and defense sector aims to increase women's participation by promoting the security culture at the institutional, local and national level. Enhancing the visibility of women in the sector at the national level, local awareness-raising campaigns and regular gender equality trainings will help to increase the positive perception of women's involvement in the security and defense sector and will, as a consequence, increase the population's confidence in security institutions.

Objective 2: Improving the opportunities for women and men from the system to reconcile professional and family life will allow institutional scrutiny of opportunities to introduce flexible working hours for parents (women and men) within the system as well as other measures that would offer them the opportunity to get more involved in family life. The actions under this program also aim to diminish the factors that generate women's mistrust in a male-dominated system unfriendly to women.

Objective 3: Preventing and responding to discrimination, harassment, and gender-based violence within the sector implies the development of institutional capacity

in this field by developing policies, establishing internal procedures for reporting cases of sexual harassment and violence etc., to prevent and fight discrimination. The current National Program will help to reduce the risk of discrimination and sexual harassment, thus increasing the number of women in the security and defense sector.

Objective 4: Developing an inclusive and pro-active human resources management system will ensure the functioning of security and defense institutions based on the principles of non-discrimination and gender equality, thus contributing to upholding women in the security and defense sector. One of the aims of this National Program will be to strengthen the transparency and integrity of the promotion system.

Objective 5: Implementing reasonable adjustment and special temporary measures in the security and defense system will allow specific actions to be taken to broaden the representation of women, including the revision of certain recruitment requirements, the adjustment of infrastructure within the sector to the needs of the staff and the launch of internal mentoring and leadership programs for women.

Objective 6: Strengthening the transparency and involvement of the civil society in the decisions taken by the security and defense system will facilitate the process of communication between institutions and civil society on gender issues in the security and defense sector. This National

Program is also a viable premise to create a civil society consultation platform for institutions and to initiate partnerships with women's rights organizations. For some institutions, the principle of transparency will be applied within the limits of the legal provisions.

Objective 7: Developing the institutional capacity for integrating gender in security and defense policies is primarily aimed at raising the awareness of gender policies in the sector, taking into account the different needs of women and men in the field of security and defense. The program will ensure the establishment of an internal procedure for ensuring gender integration in security and defense policies and examination of the gender-specific needs of the security and defense institutions.

Objective 8: Supporting the participation of women in peacebuilding and peacekeeping missions responds to the obvious need to encourage, through different mechanisms, the participation of women in peace and security at both the regional and the international level. These actions also seek to establish a program for the reintegration and rehabilitation of the military (men and women) who have participated in peacekeeping missions.

Finally, with the effort of all involved institutions and partners, by Government Decision no. 259 of 28th March 2018, the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2018 - 2021 and the Action Plan on its implementation, were approved.

After the entry into force of the respective document (published in the Official Journal "Monitorul Oficial" of the Republic of Moldova), has been initiated the process of development of the Action Plan of the Ministry of Defense (MoD) on the implementation of UN Security Council Resolution 1325 on Women, Peace and Security within the National Army of the Republic of Moldova.

The current situation in the National Army of the Republic of Moldova:

- out of the total number of all active duty military personnel of the National Army 81% are male and 19% are female;
- out of the total number of officers of the National Army 81% are male and 19% are female;
- out of the total number of female officers of National Army 53% are in senior positions;
- out of the total number of civilian employees of the National Army 37% are male and 63% are female;
- out of the total number of (military/civilian) personnel of the National Army 2% represent females in top-leadership positions.

In conclusion, I would like to mention that "Gender equality is not a women's issue: It's a human issue, it affects us all".

At the same time, I want to thank all those who have contributed to the development of the National Program of Republic of Moldova for the Implementation of UNSCR

1325 on Women, Peace and Security for the years 2018 - 2021, especially the UN Women Mission in Moldova, the Institute for Inclusive Security from Washington DC (USA), the Swedish Embassy in the Republic of Moldova, and international experts from Georgia, Ukraine, Serbia, Bosnia and Herzegovina.

Julia Streimelweger

Summary - Blue Helmet Forum Austria 2018

The Blue Helmet Forum Austria was opened by General (ret) Günther Greindl, President of the Association of Austrian Peacekeepers (AAP) and Lieutenant General Erich Csitkovits, Commander of the National Defence Academy (NDA). After a brief summary of the main findings of the previous events of 2016 and 2017 regarding "Women in Peace Operations" by Daniela Scheiblhofer of the Austrian Ministry of Defence, Clare Hutchinson provided an introductory presentation.

Input of Clare Hutchinson (NATO SGSR Women, Peace and Security)

Clare Hutchinson, NATO Secretary General's Special Representative for Women, Peace and Security, gave an input about her position at NATO and thanked the Austrian Ministry of Defence of its support. Hutchinson talked about progress and challenges regarding the implementation of the Women, Peace and Security Agenda.

She acknowledged the adoption of the United Nations Security Council Resolution 1325 (2000) as a milestone for bringing the topic of Women, Peace and Security on the political agenda. Through the years, guidance, strategies, training was developed and provided to adopt the different aims of the resolution. She also recognised the acknowledgement of

rape as a tactic of war. Hutchinson highlighted the related resolutions to UNSCR 1325, and specifically mentioned UNSCR 2242 (2015) because of its concrete claim to double the number of women in peace operations. At the same time she argued that sustainability with regard to long-term participation is essential. Moreover, Hutchinson claims that situational awareness is needed to understand how gender mainstreaming can be implemented. She gave a brief overview of NATO's policy and action plan for the implementation of Women, Peace and Security, which was adopted in July 2018 at the NATO Summit in Brussels. She referred to the restructuring of the Action Plan and the integration of the Sexual Exploitation and Abuse (SEA). In the future, Hutchinson predicts that there will be engagement concerning human trafficking, early warning signs of women in terrorist groups and cyber security.

“You cannot achieve equality by simply adding more women.”

Hutchinson also pointed out challenges and mentioned the lack of funding and resources for the implementation of the National Action Plans (NAP), that Gender Advisors need to have contact and report to the force commander, the lack of mandatory training on UNSCR 1325 and the fragmentation between International Organisations. She also emphasised that there is a need for women participation, but more so for active and well-qualified women participation. Additionally, she remarked, that only adding a number of women will not bring in a gender perspective. Increasing efforts for the implementation of gender mainstreaming into all aspects needs to be complemented.

Input of participants

The event was organised in three panels, of which the participants had the same overarching subjects as a guideline for their presentations:

- The respective National Action Plan (NAP);
- Current state of implementation, measures and problems regarding the NAP;
- Recruitment of women and associated problems;
- Measures to deploy the 15% share of women as staff officers and military observers in missions requested by UNDPKO.

Therefore, all presentations were framed around these questions. For that reason, there will be a brief summary of all presentations with respect to the nations.

Captain Matthias Hirsch presented his personal experience as Chief Gender Advisor (GENAD) in KFOR deployed by Austria. He gave an overview of his main tasks, which concluded to implement a gender perspective. As GENAD, he was advising, planning, training, interacting, observing and supporting efforts regarding the implementation of a gender perspective. He realised that awareness is key and therefore identified that pre-deployment training and an understanding of the comprehensive term gender is lacking. Captain Hirsch explained that he created an incentive (a special badge) for soldiers to complete gender training.

Lieutenant Giovanni Sottile of Italy of the "Equal opportunity and gender perspective" section of the Italian Defence General Staff Personnel Division, gave an overview of the efforts taken within the last few years. He mentioned that recruitment of women started in 2000 and that there are no differences made in the physical selection. At the same time, there are no limitations on careers and employment. In 2012 the Equal Opportunity and Gender Perspective Section was founded. Italy's engagement further stands out with the release of guidelines concerning gender equality, the establishment of a joint council on gender perspectives, which is the advisory body to the CHOD, the expansion of the training and education offers (GENAD course and Gender Focal Point Course for non-commissioned officers). Within the Italian Armed Forces Gender Advisors are established and advise military personnel as well as commanders. Currently, the third NAP (2016-2019) is in place. Regarding the increase of the share of women, a sociological research was just started.

Colonel Andrzej Kobielski of Poland spoke about the participation and leadership of female soldiers in operations abroad. It was remarked that gender policy in Poland is still new and is restricted because of traditional vision of women as mothers and wives and the remnant of communism. The top priority of the gender policy is the implementation of UNSCR 1325 as well as SEA. Colonel Kobielski gave a historical overview of women's rights and participation in the military and presented a study which pointed out reasons why men reject women in the military. One of the findings of the study

was that while there should no difference in the performance of the task should be made, differences between the sexes should be used.

Colonel Boženko Đevoić, MSc of Croatia gave an overview of the Croatian National Action Plan on UNSCR 1325. Gender related policies and plans, CHOD related implementation orders and an analysis of gender equality in the Croatian Armed Forces are in place or are conducted. The first NAP of Croatia focused on the three "P's" of UNSCR 1325 (Participation, Protection and Prevention), currently Croatia has endorsed its second NAP. Regarding enhancing the participation of women and the knowledge concerning gender, one learning of Colonel Đevoić was to personally contact qualified persons and make them aware of proposed training offers. The Colonel also mentioned the importance of the rank regarding the position of GENAD and the importance of gender-related inputs in education and training. An overview of the share of female soldiers was presented.

Major Ingrid Karásková, Mgr. of Slovakia outlined her personal carrier as a woman in the Slovakian military. Further, she gave an input of the application of UNSCR 1325 within the Slovakian Armed Forces and showed the number of female soldiers. She also presented a comparison of female participants in operations from 2016-2018.

Major Miroslava Štenclová of the Czech Republic presented the Czech NAP, which is endorsed since 2017. Regarding recruitment Mjr Štenclová notes that the physical tests are

the same of women and men. There are no restrictions regarding to position or field for women in the Czech Armed Forces. To enhance the willingness of women to be deployed to missions, articles in military magazines were published. These articles gave an impression of the work at an UN mission and included interviews. Regarding the pictures contained in the articles, it was taken care that and how women are depicted. To cope with the requested 15% share of female staff officers and military observers, a military observer course at the national training center was launched.

Lieutenant Colonel Ion Cozma of Moldova spoke about the national program of the Republic of Moldova for the implementation of UNSCR 1325. He gave an overview of how the NAP was developed. Further, the initiation-process was outlined. A working group was established to create the framework needed for the NAP. They identified barriers and objectives and solutions were formulated. In March 2018, the first National Action Plan for the Implementation of UNSCR 1325 was introduced.

Main findings

Two syndicates were formed and were tasked to discuss different topics such as recruitment, training, requirements and the proposed 15% share of women within UN peace-keeping missions. The following points of discussion and best practices were shared at the final presentation:

Recruitment: measures to increase the number of women

- In Moldova soldiers have the opportunity to use public transportation for free;
- Moldovan armed forces provide special flats for soldiers during their service within the armed forces;
- Need to have women in leadership positions within the armed forces to be role models;
- High ranked female soldiers at schools to promote service within the military;
- Women in leadership positions should be displayed in campaigns and different media channels like journals to create awareness within the society and to make them understand that women are agents within the armed forces and are able to achieve high leadership positions;
- Providing trainings for female soldiers to build capacities;
- Uniforms should be of high quality;
- Transparency about carrier options, internal processes and expectations;
- Emphasis during recruitment that men and women receive equal opportunities when in military service (contrasting to the private sector where different salaries between men and women are likely);

- Military service provides a secure job, because long term employment is expected (stability in terms of salary and duration);
- Maternal support should be provided;
- Information campaigns in media and providing open days to give an insight;
- Trustful and honest promoters with military experience (serving in the military should not be described as an adventure).

Training: approaches regarding to gender

- Basic training should be equal for both women and men, which indicates that no adjustments to physical tests should be made (physical standards should be the same or only adjusted according to age);
- It should be part of the training that women might have a different way of achieving the set goals (due to less physical strength);
- Important to have a mixed team because it would strengthen the team and create a team spirit and no competitive thinking;
- For the first few weeks women should be trained separately to men in groups as they will be able to gain a coherent idea of military service/training and how to fit into the system;

- Women might be able to contact local population easier in peacekeeping missions as they are perceived to be more trustworthy;
- Gender perspectives should be integrated in classes with practical examples and examples of how a gender perspective should be applied – no exclusive classes on gender in the military needed.

Requirements vs. Reality

- Exercises might do not prepare for deployments and it was identified that requirements and reality do not always fit.

15% share of women within UN missions

- Should not be pushed, but should be voluntary.

Authors



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Mag., GEN (ret)

was Force Commander of the United Nations Disengagement and Observer Force (UNDOF), of the United Nations Force in CYPRUS (UNFICYP) and of the United Nations IRAQ-KUWAIT Observation Mission (UNIKOM). Later he served as Director General for Security Policy in the Austrian Ministry of Defence. In 2000 he was appointed as the first Austrian Military Representative to the European Union and as Military Representative to NATO. He is now President of the Association of Austrian Peacekeepers.



Ion COZMA, LTC

Master in Security and Defence;

He is in the military since 1999. Currently working as Chief of Continuous Training Centre of the Armed Forces Military Academy.

He is primarily responsible to participate in promoting, management and monitoring the peacekeeping training process in the National Army of the Republic of Moldova; Drafts and reviews the training programs for NCOs, WOs, and Advanced Officers Course, Junior Staff Officers course and peacekeeping courses; Conducts lessons according to the existing curricula.

Establishing and developing distance education capabilities at the Military Academy and within the National Army; He is directly involved in training the National contingent for the Security Zone of Republic of Moldova (Transnistrian Region), as well as training the National contingent for international peacekeeping operations. During his military career he had the possibility to increase his professional qualification through many courses attended abroad related to peacekeeping. Also, he has participated in many international activities such as exercises, working groups and seminars. As professional experience he can mention his participation as a Military Observer in UN Mission in Sudan from June 2009 to June 2010, and as a Company commander (independent unit), deputy company commander in the Security Zone of Republic of Moldova (Transnistrian Region).



Barbara DRAPIKOWSKA

Academic teacher and researcher on War Studies University. Ph.D. science of defense, MSc sociology, national security and management. Polish national representative in NATO Research Task Group dedicated to gender and cultural perspectives. The author of many publications concerning sociology and psychology of security, especially women in security sector, e.g. women military services, participation of women in missions and operations.

publications concerning sociology and psychology of security, especially women in security sector, e.g. women military services, participation of women in missions and operations.



Matthias HIRSCH, CPT

Captain HIRSCH Matthias was born 1981 in the vicinity of Vienna. After taking the A-level he joined the Austrian Armed Forces volunteering for one year. In the following years he got trained as reserve officer in the infantry branch. In 2008 he decided to become an officer in professional army system and got commissioned in 2011. Although Capt Hirsch had completed the studies at the Austrian Military Academy in the branch of mechanized infantry he was transferred to the Reconnaissance and Artillery Battalion No. 3 in MISTELBACH and got additionally trained as reconnaissance officer.

Cpt Hirsch held different assignments as platoon leader, company commander and functions in the battalion's staff. At present he is assigned with the position of the deputy commander of the Headquarters Company in the Reconnaissance Battalion 3. He got two deployments in a mission abroad, as Chief of Staff and Deputy Contingent Commander of the Austrian Contingent in UNIFIL (LEBANON) in 2012-2013 and as Chief Gender Advisor to the Commander of KFOR (KOSOVO) in 2016-2017.

Since 2015 Cpt Hirsch is engaged with the topics gender, gender equality and gender mainstreaming on national and international levels.



Clare HUTCHINSON

has recently been appointed NATO Secretary General's Special Representative for Women, Peace and Security. She is the high focal point on all aspects of NATO's contribution to the Women, Peace and Security agenda, with the aim to facilitate coordination and consistency in NATO's policies and activities and to take forward the implementation of the NATO/EAPC Policy and Action Plan on the implementation of the United Nations Security Council Resolution 1325 and related resolutions.

Ms. Hutchinson is a seasoned gender advocate who has worked as a Senior Gender Adviser with the United Nations for over a decade. She has been instrumental in setting the strategic development of Women Peace and Security for the United Nations Department of Peacekeeping in New York. She has also directed the operationalization Kosovo and Lebanon.



Andrzej KOBIELSKI, COL (ret)

Col Andrzej Kobielski was born in Lodz in Poland on 3 April 1950. He joined the Polish Army as an Officer Cadet in 1968.

From 1978 to 1981 he attended Air Defense Staff Academy in Russia.

From 2004 to 2005 he attended National Defense University of PLA in China.

Following commissioning he served in a variety of posts including platoon leader, company commander, staff officer, commander of regiment, chief of Training Center for Peace-keeping Operations, chief of Ministry of Defense Crisis Management Center.

He participated in following peace keeping operations:

1987 and 1992 CO POLLOG UNDOF Syria

1994 Sector Commander UNIKOM Kuwait

1996 CMPO UNIKOM Kuwait

1998 – 2001 G2 of SHIRBRIG

In 2001-2002 Col Kobielski participated in antiterrorist mission in US CENTCOM Tampa Florida

31 January 2010 year, 41 years of service and reaching the upper limit of the retirement age, he retired.

His interests history, literature and sports, married to Monika. They have one son Marcin who is PAF officer.



Daniela SCHEIBLHOFER

currently works as a Project Officer at the Military Policy Section of the Austrian Federal Ministry of Defence and Sports. At the MoD Daniela covers the areas of Protection of Civilians and the Women, Peace and Security agenda (i.e. matters related to the UN Security Council resolution

1325).

She took part in the double M.A. degree programme of Political Science between the University of Konstanz, Germany and Rutgers University, the State University of New Jersey. In May 2016 she graduated with a M.A. in Political Science - Concentration in United Nations and Global Policy Studies from Rutgers University. In April 2017 she graduated from Konstanz University with a M.A. in Political Science and Public Administration.

Daniela previously interned at UN Women, where she supported the Gender Advisor in promoting gender equality and women's empowerment in humanitarian action towards the 2016 World Humanitarian Summit in Istanbul. She has gained research experience from working as a research assistant at the Department of Politics and Management at the University of Konstanz, supporting the project "Traditional Governance and Modern Statehood".



Giovanni SOTTILE, LT

He joined the Italian Army in 2000 and he is currently working at the 'Equal Opportunities and Gender Perspective' Section of the Defence General Staff.

He is an Engineer Officer and his previous appointments were in several operational Units of the

Engineer Corp.

He took part in missions abroad in Afghanistan and Lebanon as Platoon Commander and as Instructor of local armed forces and he is a qualified trainer for the experiential learning.

Since 2016 he has been working at the Defence General Staff and he has been appointed as member of the Joint Council on Gender Perspective, which is an Advisory Committee, established by law, of the Chief of Defence Staff.

In 2017 he has been appointed as National delegate for the NATO Committee on Gender Perspective, the Advisory body to the Military Committee on gender issues.

He has a degree in law and he regularly practices sports, in particular bike, soccer and running.



Miroslava ŠTENCLOVÁ, MAJ

A Master Degree at Andragogy, Military Pedagogical University, Slovakia, 1993

A Bachelor Degree at Pedagogy, University of South Bohemia, České Budějovice, CZE, 2018 (Bachelor paper work focus on Gender Communication in the Army)

Currently works as a Public Affairs Officer in Land Forces Headquarters in Prague. In add she provides lessons as a military lecturer in the Prevention Programme of Negative Phenomenons in the Army (focus on gender and communication).

Miroslava Štenclová has been working as a national delegate to the NCGP (NATO Committee on Gender Perspectives) since 2016. She has been a member of national WPS working group since 2017.

MAJ Štenclová was deployed in Kosovo as a LNO UNMIK P/KP, KFOR MNTF C in 2006.



Julia STREIMELWEGER

works as a Project Officer at the Military Policy Section of the Austrian Federal Ministry of Defence (MoD). There, Julia covers the areas of Protection of Civilians and the 1325 agenda on Women, Peace and Security. Julia holds a B.A. in Political Science – Concentration on International Politics, Gender and Policies and the European Union from the University of Vienna. She currently writes her MA thesis which is concerned with the implications of the proposed share of female soldiers serving in UN missions on the Austrian Ministry of Defence. Previously, Julia worked at the Department of Human Rights Education of the Austrian Office of Amnesty International. She is a voluntary Human Rights Trainer for Amnesty International at schools and planned, edited and authored a manual on Human Rights Education concerning Human Rights Defenders and empowerment in 2018.

Appendix

NATO/EAPC Women, Peace and Security

**Policy and Action Plan
2018**

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Foreword

United Nations Security Council Resolution (UNSCR) 1325 was unanimously adopted on 31 October 2000 and established the Women, Peace and Security (WPS) agenda. This first resolution addressed the disproportionate impact of conflict on women and girls. It highlighted the importance of the 'missing' elements of peace and security, primarily asking 'where are the women'?

Since 2000, an additional seven resolutions related to WPS have been adopted, each widening the scope and breadth of gendered peace and security. The resolutions on WPS have been instrumental in changing the philosophy and rhetoric around conflict and gender equality, thereby challenging the international community to do more.

At NATO, we have taken up the challenge of advancing this agenda. From the first NATO/EAPC Policy and Action Plan on WPS (2007) to this current iteration (2018), we have reaffirmed our commitment to the principles of WPS by putting those principles into practice.

Taking into account the changing social and political landscape, the new NATO/EAPC Policy on WPS aims to translate the global WPS commitments into a NATO context. Our revised WPS principles of *Integration, Inclusiveness and Integrity* draw from the Alliance's values of individual liberty, democracy, human rights and rule of law. Both the Policy and Action Plan have been widely consulted internally and externally, especially with our Civil Society Advisory Panel, who have helped us set ambitious WPS goals for NATO, Allies and partner nations.

While a lot of good work has been done over the last few years, we have so much more to accomplish. However, our determination is strong, and our desire to push the agenda forward is collective.

On behalf of NATO and the Women, Peace and Security team I am pleased to present this revised NATO/EAPC Policy and Action Plan. Thank you to all who worked with us to make this possible.

Ms. Clare Hutchinson
NATO Secretary General's Special Representative for Women, Peace and Security



Acronyms and Abbreviations

ACO	Allied Command Operations
ACT	Allied Command Transformation
AU	African Union
CAAC	Children and Armed Conflict
CMX	Crisis Management Exercise
CR- SGBV	Conflict- Related Sexual and Gender- Based Violence
CSAP	Civil Society Advisory Panel
CVE	Countering Violent Extremism
EAPC	Euro- Atlantic Partnership Council
EU	European Union
GFP	Gender Focal Point
IS	International Staff
IMS	International Military Staff
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
OSCE	Organization for Security and Co-operation in Europe
POC	Protection of Civilians
RAR	Regional Acceleration of Resolution 1325
SGSR	Secretary General Special Representative
SEA	Sexual Exploitation and Abuse
SPS	Science for Peace and Security
TF	Task Force
UN	United Nations
UNSCR	United Nations Security Council Resolution
WPS	Women, Peace and Security



Background

United Nations Security Council Resolution (UNSCR) 1325 was unanimously adopted on 31 October 2000 and established the Women, Peace and Security (WPS) agenda. Since 2000, an additional seven resolutions related to WPS have been adopted, each widening the scope and breadth of gendered peace and security. The resolutions on WPS have been instrumental in changing the philosophy and rhetoric around conflict and gender equality, thereby challenging the international community to do more.

The foundation of the WPS agenda is built on the disproportionate affect that conflict has on women. This agenda focuses on the essential influence that women have in identifying solutions based on their unique experiences and by applying a gender lens to conflict prevention and response. Understanding this can change the dynamic around peace and security.

The WPS mandate is fundamental to NATO's common values of individual liberty, democracy, human rights and obligations under the Charter of the United Nations.

NATO, Allies and partner nations recognise that the integration of gender perspectives throughout the organization's three essential core tasks (collective defence, crisis management and cooperative security) contribute to a ready and responsive NATO.

The first NATO/ EAPC Policy on Women, Peace and Security was adopted in December 2007. At the Lisbon Summit in 2010 a subsequent Action Plan to support the implementation of this Policy was endorsed on the 10th anniversary of UNSCR 1325. Most recently both the Policy and Action Plan on Women, Peace and Security have been updated and endorsed at the Brussels Summit in 2018.

The integration of gender and the inclusion of women's voices in all aspects of NATO's work is an essential factor in the success of peace and security. The newly endorsed Policy takes this into account and builds on a framework of 3 I's: **Integration**- making sure that gender equality is considered as an integral part of NATO policies, programmes and projects guided by effective gender mainstreaming practices; **Inclusiveness**- promoting an increased representation of women across NATO and in national forces to enhance operational effectiveness and success; and **Integrity**- enhancing accountability with the intent to increase awareness and implementation of the WPS agenda in accordance with international frameworks.

NATO, Allies and partner nations seek to contribute and commit to the implementation of the UNSCRs on WPS by integrating this Policy throughout civilian and military structures.



NATO/EAPC Policy on Women, Peace and Security 2018

Introduction

1. NATO and its partners¹ recognise the disproportionate impact conflict and post-conflict situations have on women and girls, as outlined in the UN Security Council Resolution 1325 on Women, Peace and Security (WPS) adopted in October 2000². While at the same time recognising that women's participation in conflict prevention, resolution and post-conflict situations is critical for the restoration of lasting peace.
2. NATO and its partners also recognise the importance of ensuring women's active and meaningful participation in decision-making and in security institutions and remain committed to contribute to the full implementation of the Women, Peace and Security (WPS) agenda³.
3. The WPS resolutions reaffirm the important role of women in conflict and post-conflict situations and promote women's active and meaningful participation in decision-making and the integration of gender perspectives into all peace and security efforts. The adoption of the resolution indicated a shift in thinking about women and the role of women in fostering peace and engaging in security.
4. The primary responsibility for the implementation of the WPS agenda rests with nations. However, NATO as a political and military alliance contributes to the implementation by systematically integrating gender perspectives into planning and execution of operations, training, exercises, and policies, as well as dialogue and partnerships⁴.
5. NATO and its partners remain committed to the protection⁵ and participation of women and inclusion of gender perspectives in our tasks and functions. This commitment is based on a growing body of research showing a strong correlation between gender equality and a country's stability.
6. The WPS mandate is aligned with other related thematic areas on Protection of Civilians, and Children and Armed Conflict, which collectively make up the holistic approach to human security across NATO⁶.

Objective

7. The WPS mandate is fundamental to the realisation of NATO's common values of individual liberty, democracy, human rights, and our obligations under the Charter of the United Nations. These common values and international obligations need women's full participation if their rights are to be respected.

1 Afghanistan, Armenia, Australia, Austria, Azerbaijan, Belarus, Bosnia and Herzegovina, Finland, Georgia, Ireland, Israel, Japan, Jordan, Kazakhstan, Kyrgyz Republic, Malta, The Republic of Moldova, New Zealand, Serbia, Sweden, Switzerland, Tajikistan, Turkmenistan, Ukraine, United Arab Emirates, Uzbekistan, the former Yugoslav Republic of Macedonia*.

* Turkey recognises the Republic of Macedonia with its constitutional name.

2 UNSCR 1325 is articulated around four pillars of implementation: prevention, participation, protection, and relief and recovery.

3 Since 2000, seven additional resolutions on Women, Peace and Security have been adopted: UNSCR 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), and 2242 (2015). Collectively these resolutions deepen the commitments to the broader aspects of the Women, Peace and Security agenda through addressing participation, prevention and protection under a holistic framework.

4 In line with relevant NATO policies, rules and procedures, including the Education, Training, Exercises, and Evaluation (ETEE) Policy (MC 0458/3)

5 Military Guidelines on the Prevention of and Response to, Conflict-Related Sexual and Gender Based Violence (MCM-0009-2015).

6 NATO Protection of Civilians Policy (PO(2016)0407) and the Protection of Children in Armed Conflict – Way Forward (PO(2015)0165).

8. NATO and its partners aim to contribute to the implementation of the UNSCRs on WPS by making this Policy an integral part of their everyday business in both civilian and military structures.
9. In line with UNSCRs on WPS, NATO aims to address gender inequality and integrate WPS through the Alliance's three core tasks of collective defence, crisis management and cooperative security.
10. NATO and its partners recognise the adoption of the WPS agenda and support the advancement of gender equality through the guiding principles of:
 - a. Integration: gender equality must be considered as an integral part of NATO policies, programs and projects guided by effective gender mainstreaming practices. Achieving gender equality requires the recognition that each policy, program and project affects women and men.
 - b. Inclusiveness: representation of women across NATO and in national forces is necessary to enhance operational effectiveness and success. NATO will seek to increase the participation of women in all tasks throughout the International Military Staff and International Staff at all levels, including in meetings, training opportunities, and public engagement.
 - c. Integrity: systemic inequalities are addressed to ensure fair and equal treatment of women and men in the Alliance. Accountability on all efforts to increase awareness and implementation of the WPS agenda shall be made a priority in accordance with international frameworks.

Integration

11. Gender perspectives will be integrated through NATO core tasks and functions in accordance with international and normative frameworks on WPS. This includes Deterrence and Defence efforts as well as Projecting Stability efforts through conflict prevention, crisis management and cooperative security, including partnerships and capacity building.
12. A robust communications approach is crucial for the full implementation of the WPS agenda. NATO and its partners are committed to including gender perspectives and promoting women's participation when engaging with the media and the public, including decision makers and opinion formers. This can contribute to greater awareness, dialogue and action to further implement the WPS agenda.

Cooperative Security

13. The area of cooperative security, with its wide network of relations between NATO and partner nations, as well as other organisations around the globe, provides a particular impetus for the Women, Peace and Security agenda.
14. NATO and its partners will continue to develop joint policy objectives and implement the principles of the WPS agenda. Collaboration in this regard may address preventive measures (early warning and preventative diplomacy) through cooperation in both crisis and post-conflict situations. Other measures to enhance cooperative security under the auspices of WPS

include capacity building efforts, dialogue and joint political messaging, exchanges of information, best practices and expertise, and exercises and training activities⁷.

15. Cooperation and enhanced engagement with other international organisations⁸ is essential to advance the overall agenda on WPS. Consultation and coordination with organisations such as the European Union, the United Nations, the Organization for Security and Co-operation in Europe, and the African Union are of critical importance to driving the collective agendas on WPS.
16. Civil society is instrumental in promoting the WPS agenda. NATO and its partners recognise the important role civil society continues to play in overseeing the promotion of women's and girls' empowerment and the protection of their rights. To better support NATO's implementation of the UNSCRs on WPS, the Civil Society Advisory Panel (CSAP) was established. The CSAP provides overarching recommendations on the integration of a gender perspective into NATO's core tasks and assists in outreach to women's organisations in national settings.

Crisis Management

17. The best way to manage conflicts is to prevent them from happening. In a situation where conflict does erupt, NATO may be prepared to assist in crisis management, together with operational partners. In such an instance, to enhance the operational effectiveness and to ensure implementation of WPS resolutions, NATO will ensure that a gender perspective continues to be included in NATO-led operations or missions.
18. NATO and its operational partners will ensure that adequately trained full-time Gender Advisers are deployed as part of the Command Group. In addition, Gender Focal Points (GFPs) are nominated across branches to support the overarching gender equality/WPS mandate. GFPs receive specific training on gender perspectives and the implementation of UNSCRs on WPS to facilitate gender mainstreaming into their daily work and processes in benefit of HQ activities, operations or missions⁹.
19. In line with relevant terms of reference, NATO Gender Advisers duties and responsibilities are to provide advice and support to the Commander on the integration of gender perspectives in all areas of operation; to coordinate with the divisions and offices of the respective Command; and to liaise with other international organisations, civil society organisations, and other representatives of civil society.
20. NATO will promote the use of mandatory training on gender perspectives/WPS priorities for troops and commanders to encourage that gender perspectives are integrated through NATO-led operations or missions.
21. Planning processes need to consult and draw on the perspectives of both women and men in order to paint a comprehensive picture of the operational environment. Planners should continue to ensure close working relations with Gender Advisers to strengthen information sharing and gender analysis. Gender Advisers can also facilitate the inclusion of local women's perspectives in information analysis and assessments, which will, in turn, further improve military planning.

7 In line with relevant NATO policies, rules and procedures, including the Education, Training, Exercises, and Evaluation (ETEE) Policy (MC 0458/3)

8 In accordance with the Comprehensive Approach Action Plan (C-M(2008)0089-COR1; PO(2017)0564 Review of the 2011 Comprehensive Approach Action Plan) as well as the relevant decisions, including those taken at the Lisbon, Wales, and Warsaw Summits.

9 In accordance with the Bi-Strategic Command Directive 40-1.

Collective Defence

22. Nations have the primary responsibility for ensuring the implementation of the UNSCRs on Women, Peace and Security and gender equality. The provision of trained troops and experts on gender issues, as well as a better gender balance in NATO-led forces depend entirely on national decisions.
23. Nations, are however, encouraged to make WPS an integral part of their defence and security policies and activities.
24. National initiatives, including through the development and implementation of National Action Plans (NAPs) and other strategic national initiatives, are essential for making progress in this regard.

Inclusiveness

25. NATO and its partners are committed to show the leadership required to dismantle existing barriers to the full implementation of WPS resolutions and gender equality.
26. A better gender balance within the institution is a goal in itself, and is also a means for improving performance. NATO and its partners are committed to achieve this goal, and to ensure a respectful and safe working environment that will allow all to reach their full potential.
27. NATO recognises the importance of increasing the number of women in the International Staff and International Military Staff, and will support efforts to increase the number of women at all levels, including in decision-making and leadership roles.
28. Education, training and exercises are essential tools to raise awareness and foster change. Any reform efforts within security and defence institutions, as well as conflict analysis, planning and execution of operations and missions must be underpinned by education and training on gender perspectives. In this context, both the participation and the protection needs of women and girls should also be taken into consideration.
29. NATO and its partners are committed to continue to develop appropriate education and training programmes and tools at the national level as well as under the auspices of NATO, and to integrate a gender perspective in their exercises and programmes.
30. NATO and its partners will ensure curricula on gender training will continue to be developed for NATO personnel and leaders in military and civilian structures related to defence and security, and in particular that troops and military and civilian leaders receive training on gender issues prior to deployment.
31. Defence and related capacity building efforts will aim at developing institutions that are accessible and responsive to the needs of both women and men, and include the promotion of women's participation in national armed forces. This can be achieved by including specific elements focused on gender and WPS in the training and education curricula for armed forces and other personnel in the security and defence institutions. This includes elements on how to take the protection needs of women into account, as well as to recognise, prevent, and respond to conflict-related sexual and gender-based violence.

32. The Alliance will work closely with Allies and partners to ensure that its work is complementary to the work outlined in NAPs.

Integrity

33. NATO and its partners will undertake measures to prevent and respond to sexual violence in all operations through undergoing mandatory training on identifying, preventing and responding to conflict-related sexual and gender based violence, and sexual exploitation and abuse.
34. Leaders and Commanding Officers should be accountable for ensuring that personnel/ troops are trained on preventing and responding to conflict-related sexual violence and take all possible measures to prevent it.
35. All troops in NATO-led operations and missions must live up to the highest standard of professionalism. In line with international norms and standards, the Alliance should develop specific mechanisms to prevent and respond to sexual exploitation and abuse (SEA) as it causes disproportionate harm to women and girls and undermines NATO's credibility and operational effectiveness.
36. NATO is committed to combat harassment and sexual harassment, and to promote the highest standards of professional and personal conduct¹⁰ within NATO civilian and military staff. Additional measures to strengthen current guidelines and codes of conduct will be undertaken.

Monitoring and Reporting

37. This Policy will be supported by an Action Plan. Such a plan will be result-oriented and will be subject to regular qualitative assessments on the implementation of the Policy. The Action Plan may be supported by Implementation Plan(s) developed by the International Staff, the International Military Staff, the Strategic Commands, and all divisions.
38. The Action Plan is to be evaluated at the end of its cycle of two years, and revised accordingly. The purpose of the evaluation will be to determine whether the Action Plan, follow-up actions and allocated resources are enabling NATO to meet its objectives. An independent assessment would provide impartial recommendations regarding the implementation of the Action Plan. The CSAP may also provide recommendations through the office of the SGSR on WPS on the implementation of the Action Plan.
39. The Women, Peace and Security Task Force, an internal task force with representatives from the International Staff, International Military Staff, the Strategic Commands and headed by the Secretary General's Special Representative for Women, Peace and Security, will monitor the

¹⁰ Building Integrity, Code of Conduct ON(2017)0026.

implementation of the Action Plan. The Task Force will be a key mechanism for the implementation of this Policy, ensuring the involvement and participation from different divisions. The Task Force will also serve as the forum for coordination of gender mainstreaming efforts and through which guidance and support is provided to gender focal points located in various divisions.

40. A leadership task force at a managerial level shall meet bi-annually to support and guide the work of WPS and ensure accountability for all initiatives agreed in the Action Plan.
41. Allies, EAPC and partners associated or aligning with this Policy will receive a progress report every six months. In addition, relevant NATO bodies, with partners as appropriate, will discuss progress and further lines of action on WPS every six months or earlier at the request of nations.
42. The Secretary General of NATO will provide information on the implementation of this Policy as a part of the Secretary General's public annual report, under his/her own authority.
43. NAPs and other strategic national initiatives will support Nations' contributions to the implementation of the WPS agenda. Nations are encouraged to report progress and to share best practice.
44. Strengthened data collection, analysis, monitoring and reporting on WPS results will take place in line with agreed indicators for progress. NATO Headquarters, Allied Command Operations (ACO), and Allied Command Transformation (ACT) reports shall include reference to WPS where appropriate and all data should be disaggregated by sex.
45. This Policy will be reviewed as needed, and as a minimum every fourth year.



**NATO/EAPC Action Plan
for the Implementation
of the NATO/EAPC
Policy on Women, Peace
and Security 2018**

Introduction

The first NATO/EAPC Action Plan to support the NATO/EAPC Policy on the Implementation of the United Nations Security Council Resolutions (UNSCRs) on Women, Peace and Security (WPS) was endorsed at the Lisbon Summit in 2010. The Action Plan that complements the NATO/EAPC Policy, has been revised on a biannual basis since 2014 to reflect its implementation. This Action Plan covers the period of July 2018 - July 2020. An Implementation Plan will be drafted to further detail the activities within this Action Plan, by December 2018, in consultation with Allies and associated partners for NAC decision.

The **NATO/EAPC ACTION PLAN ON WOMEN, PEACE AND SECURITY** is intended to work in tandem with the **NATO/EAPC POLICY ON WOMEN, PEACE AND SECURITY**; both derivatives of the UNSCRs on Women, Peace and Security. The overarching agenda is based on the principles set out in the Charter of the United Nations and other international agreements that form the framework for women's rights and gender equality.

NATO and its partners aim to contribute to the implementation of the WPS agenda by supporting in full the implementation of this Action Plan as an integral part of everyday business in both civilian and military structures.

In line with the Policy, NATO aims to address gender inequality and integrate WPS through the Alliance's three core tasks of collective defence, crisis management and cooperative security.

NATO and its partners recognise the adoption of the WPS agenda and support the advancement of gender equality through the guiding principles of:

- a. **Integration:** gender equality must be considered as an integral part of NATO policies, programmes and projects guided by effective gender mainstreaming practices. Achieving gender equality requires the recognition that each policy, programme and project affects women and men differently.
- b. **Inclusiveness:** representation of women across NATO and in national forces is pivotal to enhance operational effectiveness and success. NATO will seek to increase the participation of women in all tasks throughout the International Staff (IS) and International Military Staff (IMS), including in meetings, training opportunities, and public engagement.
- c. **Integrity:** systemic inequalities are addressed to ensure fair and equal treatment of women and men in the Alliance. Accountability on efforts to increase awareness and implementation of the WPS agenda shall be made a priority in accordance with international frameworks.

The NATO/EAPC Policy on Women, Peace and Security and the Action Plan are the basis for the work on WPS for each division in NATO's International Staff and International Military Staff. Individual divisional work plans will be developed to incorporate gender equality provisions and promote sustainable outcomes.

Integration

Achieving gender equality requires the recognition that each policy, programme and project affects women and men differently. Gender equality therefore must be considered as an integral part of NATO policies, programmes and projects. To promote effective integration of gender, a gender lens will be applied throughout NATO's core tasks in accordance with international and normative frameworks on WPS.

Cooperative Security

Outcome 1.1	Actions
Strengthened institutional framework.	Include gender perspectives/WPS priorities in cooperative security frameworks and programmes, including Individual Partnership Action Plans/ Individual Partnership and Cooperation Programme/ Planning and Review Processes; as well as defence related capacity building efforts.
	Implement and develop research and capacity-building efforts within the NATO Science for Peace and Security (SPS) Programme in support of Women, Peace and Security, including on cross cutting topics such as countering violent extremism, counter-terrorism, and cyber defence. ¹¹
	Integrate gender perspectives into early warning analysis to enhance situational awareness and intelligence gathering.
	Mainstream gender perspectives/WPS priorities into existing NATO standards and develop policy guidelines on topics where appropriate.
	Provide support to Allies and partners on the development and revision of National Action Plans (NAPs) by developing a database of best practice to facilitate the establishment of comprehensive and accessible information.
	Map current NATO WPS training activities to ensure that gender perspectives/WPS priorities are included in relevant training activities ¹² .
	Design and develop training and capacity-building activities on gender sensitive reporting to strengthen the knowledge and inclusion of sex-disaggregated data into NATO reporting, as appropriate.

¹¹ Science for Peace and Security (SPS) Programme 2018 Work Programme (AC/340-N(2017)0236-REV2) and Report on SPS Activities in support of the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security (AC/340-N(2017)0219).

¹² In line with relevant NATO policies, rules and procedures, including the Education, Training, Exercises, and Evaluation (ETEE) Policy.

Outcome 1.2	Actions
Enhanced engagement, cooperation and coordination with other international organisations on WPS ¹³ .	Conduct targeted and coordinated efforts with relevant organisations to incorporate WPS priorities through, inter alia: staff-to-staff talks, exchanges of information, lessons learned and best practices, joint initiatives, and training activities for participants, including in theatre.
	Cooperate with the European Union on a staff to staff level ¹⁴ , including on a) development of early warning indicators and a roadmap for future engagement b) fostering cooperation on gender and WPS related aspects in building partners' capacity in areas as appropriate, and c) development of capacity building efforts on gender analysis.
	Cooperate with the African Union on activities including a) development of gendered early warning indicators, b) support to the development and knowledge sharing on NAPs and c) sharing best practices for the development of a NATO Sexual Exploitation and Abuse Policy.
	Enhance cooperation with international organisations through the established Regional Acceleration of Resolution 1325 (RAR) framework as a platform for knowledge sharing ¹⁵ .

Outcome 1.3	Actions
Strengthened Civil Society/NATO cooperation through regular engagement with the Civil Society Advisory Panel (CSAP).	Conduct monthly consultations with members of CSAP.
	Organise the CSAP's annual meeting in Brussels to promote better consultation and dialogue between civil society and NATO.
	Identify entry points for CSAP engagement with NATO to enhance the inclusion of gender perspectives into NATO activities.
	Research on women's perceptions of defence and security, with the engagement of CSAP, aiming to enhance understanding of societal factors shaping women's perceptions of security, their needs, and their views of NATO.
	Conduct a comprehensive independent review of the CSAP structure in order to strengthen the mechanism of consultation and allow for better engagement as needed. This review will aim to assess the impact of the CSAP and will be consulted with Allies and associated partners.

¹³ In accordance with the Comprehensive Approach Action Plan (C-M(2008)0089-COR1; PO(2017)0564 Review of the 2011 Comprehensive Approach Action Plan) as well as the relevant decisions, including those taken at the Lisbon, Wales, and Warsaw Summits.

¹⁴ In the context of the implementation of the common set of proposals annexed to the Statement of NATO Foreign Ministers on the Implementation of the Joint Declaration by the President of the European Council, the President of the European Commission and the Secretary General of the North Atlantic Treaty Organisation PO(2016)0721 and PO(2017)0565-REV1.

¹⁵ RAR established in 2016 is a joint platform for sharing of best practices on WPS between NATO, EU, OSCE, UN, and AU.

Crisis Management

Outcome 1.4	Actions
NATO-led activities, operations and missions are enhanced through the integration of gender perspectives.	Enhance knowledge and skills on gender analysis within NATO by engaging with relevant stakeholders.
	Develop a gender analysis methodology for NATO led activities, operations and missions.
	Research and analyse the operational impact of Gender Advisers across NATO, to clarify what is needed to enhance operational effectiveness.
	Integrate gender perspectives into political and military guidance, including operational directives, concepts of operations and operational plans.
	Ensure all efforts are made to support continued deployment of trained, full-time gender advisers with clearly defined roles and responsibilities ¹⁶ to operations and missions with regular engagement with the Commander or head of NATO body, and support from gender focal points.
	Integrate gender perspectives/WPS principles into all training developed for NATO activities, operations and missions.
	Ensure the inclusion of gender perspectives within the exercise objectives of the Crisis Management Exercise (CMX).
	Integrate gender perspectives in Civil Emergency Planning guidelines.

Collective Defence

Outcome 1.5	Actions
Mechanisms to encourage exchanging information and sharing best practices are strengthened.	Provide opportunities for Nations to exchange information and share best practices on WPS.
	Continue to collect and strengthen data to include in the annual <i>'Summary of National Reports of NATO Member and Partner Nations'</i> to encourage the exchange of best practice on recruitment and retention efforts for women in the military.
	Provide advice and recommendations to Nations, if requested, on the development of appropriate education and training programmes, and tools on gender perspectives/WPS principles, and to advise on methods to integrate gender perspectives in exercises and programmes ¹⁷ .

Outcome 1.6	Actions
Gender Perspectives are addressed in efforts and strategies related to Emerging Security Challenges.	Integrate gender perspectives into Cyber Defence Pledge, in order to both enhance the number of women as stakeholders in cyber defence and to guarantee gender perspectives are taken into account when strengthening and enhancing the cyber defence of national infrastructures and networks.
	Integrate gender perspectives into efforts to counter hybrid warfare, in order to both enhance the number of women as stakeholders and to encourage gender perspectives be taken into account in strategies to counter hybrid warfare.
	Reinforce NATO's efforts to implement all relevant UNSCRs on WPS and include gender perspectives in countering terrorism efforts for their long term sustainability, including by supporting gender-sensitive research conducted by the SPS programme aimed at identifying radicalisation and violent extremism and developing evidence-based responses, including the empowerment of women to safeguard communities.

Outcome 1.7	Actions
Gender Perspectives are included in Defence Planning Process.	Continue to include gender perspectives in the NATO Defence Planning Process through the Political Guidance 2019.

¹⁶ In line with relevant terms of reference for NATO Gender Advisers.

¹⁷ In line with relevant NATO policies, rules and procedures, including the Education, Training, Exercises, and Evaluation (ETEE) Policy.

Inclusiveness

Inclusion of women across NATO and in national forces can contribute to enhanced operational effectiveness. Respect for diversity and professional accountability is needed. NATO will seek to increase the participation of women in tasks throughout the IMS and IS, including in meetings, training opportunities, and public engagement.

Outcome 2.1	Actions
Greater gender balance is in place across NATO.	Map the obstacles and implement activities to increase the number of women in NATO, especially in leadership roles.
	Provide support to the Executive Management Division to implement gender balance practices based on existing policies to increase the number of women in the International Staff at all levels.
	Provide continued support for initiatives on management training, including on how to avoid unconscious bias.
Outcome 2.2	Actions
Improved understanding by NATO civilian and military staff of the practical implications and benefits of the WPS agenda.	Develop and implement a mandatory Gender Awareness training package for civilian and military NATO staff at all levels at HQ.
	Develop a handbook on preventing, responding, monitoring, and reporting on conflict-related sexual and gender-based violence (CR-SGBV) in line with the Military Guidelines on the Prevention of and Response to CR-SGBV.
	Increase and further develop the network of Gender Focal Points across NATO bodies, civilian and military staffs and national representations to these bodies. Ensure regular coordination of GFPs, support enhanced knowledge development and encourage senior management support to mainstream gender/WPS principles across NATO.
	Design and implement a coaching and mentoring programme to senior staff and leadership on the implementation of WPS and gender equality.
Outcome 2.3	Actions
Gender Perspectives are integrated in NATO's defence and security related capacity building efforts.	Include gender perspectives in the development of NATO's defence and security related capacity building efforts.
	Include Gender and WPS as part of the DCB packages and into NATO's ongoing efforts to enhance the training and education curricula of partner nations.

Integrity

Systemic inequalities are addressed to ensure fair and equal treatment of women and men in the Alliance. Accountability on all efforts to increase awareness and implementation of the WPS agenda shall be made a priority in accordance with international frameworks. Support from senior leadership is integral to enhancing efforts and promoting gender equality.

Outcome 3.1	Actions
Specific measures to prevent sexual exploitation and abuse (SEA) in NATO-led operations and missions are enforced.	Develop a NATO Policy on combatting sexual exploitation and abuse (SEA) in consultation with stakeholders, including relevant international organisations.
	Develop a handbook on the prevention of and response to SEA in line with an agreed NATO SEA Policy.
	Develop training for NATO on identifying, preventing and responding to SEA in NATO-led operations and missions.

Outcome 3.2	Actions
Measures to prevent and respond to sexual harassment at NATO are improved.	Promote the current policies and guidelines on sexual harassment and codes of conduct widely across NATO; and increase opportunities for dialogue and communication on the issues to civilian staff.
	Promote awareness of procedures on prevention and response to sexual harassment, including support to the 'Persons of Confidence' network.

Outcome 3.3	Actions
Enhanced protection of women and girls from human trafficking through the updated NATO Policy on Combatting Trafficking in Human Beings.	Update the ' <i>NATO Policy on Combatting Trafficking in Human Beings</i> ' in consultation with relevant stakeholders, which will better reflect the linkage between WPS and human security and reinforce efforts to protect civilians, in particular women and girls who are the primary victims of trafficking.
	Identify national and international good practices on human trafficking prevention.

Public Diplomacy

Outcome 4.1	Actions
Increased visibility of NATO's Women, Peace and Security agenda and of the efforts undertaken on the implementation.	Develop a NATO Communications Strategy on Women, Peace and Security, in coordination with Allies.
	Provide input and recommendations to strategic communications products to include gender perspectives.
	Develop key messages on gender perspectives/WPS priorities through a glossary of terms and concepts to enhance awareness and promote consistency of gendered language across NATO.
	Ensure targeted public diplomacy engagements (visits, seminars, conferences, projects), including SGSR WPS outreach, aimed at promoting NATO's efforts and progress in meeting Allies' and partners commitments to implement UNSCRs on WPS.

Monitoring and Evaluation

Outcome 5.1	Actions
Enhanced accountability is in line with monitoring and evaluation mechanisms.	Engage in a NATO wide assessment and evaluation of the WPS mandate to understand the progress and persistent challenges to the implementation of WPS.
	Identify key data collection, analysis, monitoring and reporting mechanisms on WPS, in order to encourage that all NATO internal reports to include a reference to WPS and data provided can be disaggregated by sex.
	The Secretary General of NATO will continue to provide information on the implementation of the WPS Action Plan in the annual report.
	Continue and reinforce the operation of the Women, Peace and Security Task Force, to monitor the implementation of the Action Plan.
	Institutionalise a leadership task force at managerial level to meet bi-annually to support and guide the work on WPS and ensure accountability for all initiatives foreseen in this Action Plan.
	Relevant NATO bodies, with partners as appropriate, will discuss progress and further lines of action on WPS every six months or earlier at the request of nations.
	Publish a public annual progress report on the implementation of this Action Plan.



Timeline of Gender at NATO

1961	First official NATO conference on the role of women in NATO forces in Copenhagen
1976	Military Committee formally recognises Committee on Women in the NATO Forces (CWINF)
2000	Adoption of UNSCR 1325 on Women, Peace and Security
2002	Prague Summit: International Staff tasked to recommend ways of improving gender balance within IS and IMS
2003	International Staff Task Force on gender balance and diversity established Adoption of NATO-wide Equal Opportunities and Diversity Policy
2007	Adoption of NATO/EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS)
2008	Adoption of UNSCR 1820 on Women, Peace and Security
2009	CWINF changes name to NATO Committee on Gender Perspectives (NCGP) Adoption of the Bi-SC Directive 40-1 Integrating UNSCR 1325 and gender perspectives into the command structure including measures for protection during armed conflict
2010	Lisbon Summit endorses NATO Action Plan on Mainstreaming UNSCR 1325 into NATO-Led Operations and Missions Comprehensive report on the NATO/EAPC policy on the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions
2011	NATO Secretary General's annual report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related resolutions Revision of NATO/EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related resolutions
2012	Chicago Summit reaffirms commitment to UNSCRs on WPS and asks Council to undertake a review on the practical implications of UNSCR 1325 for the conduct of NATO-led operations and missions 1 st Revision of the Bi-SC Directive 40-1 Integrating UNSCR 1325 and gender perspectives into the command structure including measures for protection during armed conflict Establishment of Nordic Centre for Gender in Military Operations (NCGM) as NATO's Department Head on gender training in military operations Appointment of Mari Skare as Secretary General's first Special Representative on Women, Peace and Security

2013	<p>NATO Secretary General's 2nd annual public report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related resolutions</p> <p>Review on the practical implications of UNSCR 1325 for the conduct of NATO- led operations and missions</p>
2014	<p>NATO Secretary General's 3rd annual public report on implementing United Nations Security Council Resolution 1325 on Women, Peace and Security, and related resolutions</p> <p>Revision of NATO/EAPC Policy on Implementing United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related resolutions</p> <p>Revised Action Plan for the implementation of the NATO/EAPC Policy on Women, Peace and Security publicly released for the first time</p> <p>Wales Summit reaffirms commitment to the Women, Peace and Security agenda and directs the Council to submit a progress report on NATO's implementation of UNSCR 1325</p> <p>Appointment of Ambassador Mariët Schuurman as Secretary General's second Special Representative on Women, Peace and Security</p>
2015	<p>15th Anniversary of UNSCR 1325</p> <p>Adoption of Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender- Based Violence (CR- SGBV)</p> <p>Development of Allied Command Operations (ACO) Gender Functional Planning Guide</p> <p>Development of Gender Education and Training Package for Nations</p>
2016	<p>40th anniversary of the NCGP and 55 years since the first conference of NATO female senior officers</p> <p>Establishment of the Civil Society Advisory Panel (CSAP)</p> <p>Summary of National Report to NCGP on the implementation of UNSCR 1325</p>
2017	<p>Second annual CSAP meeting</p> <p>Adoption of Terms of References of WPS Task Force and Divisional Gender Focal Points</p> <p>Revision of Bi-SC Directive 40-1 Integrating UNSCR 1325 and gender perspectives into the command structure including measures for protection during armed conflict (includes CoC and Standards of Behaviour)</p> <p>Summary of National Report to NCGP on the implementation of UNSCR 1325</p>
2018	<p>Appointment of Clare Hutchinson as Secretary General's Special Representative on Women, Peace and Security</p> <p>Revision and implementation of the NATO/EAPC Policy and Action Plan endorsed at the NATO Summit in Brussels 2018</p> <p>20th anniversary of IMS GENAD</p> <p>Summary of National Report to NCGP on the implementation of UNSCR 1325</p>