

# GENDER IN MILITARY OPERATIONS NEWSLETTER



## Allied Command Operations | Allied Command Transformation

### A message from the ACO & ACT GENADs:

October 2015 marked the 15<sup>th</sup> anniversary of UNSCR 1325. The Global Study was published stating: 'prevention and protection through nonviolent means should be emphasized more by the international system, and more resources should be dedicated to this endeavor.'

UNSCR 2242, the eighth resolution on Women, Peace and Security, was also passed in October 2015. This resolution makes clear the substantive links between women's participation and sustainable peace and security. Implementation has to be needed more and more for sustainable peace and security.

NATO's efforts to integrate gender perspective across its operations processes as part of implementing the UNSCRs related to Women, Peace and Security has continued. Allied Command Operations (ACO) and Allied Command Transformation (ACT) have continued to convert the principals of UNSCR 1325 into tangible forms. The ACO Gender Functional Planning Guide is a good example which was developed in collaboration with ACT, Nordic Centre for Gender in Military Operations (NCGM) and other Subject Matter Experts in order to provide Gender Advisors, Gender Focal Points and NATO Planning staff a practical tool to help them to plan and analyse with an integrated gender perspective.

In the Spring of 2016, the revision of Bi-SC 40-1 including the 'Military Guidelines on the prevention of and response to conflict related sexual and gender based violence' will be released.

Thank you for taking the time to read this newsletter. Our community is strengthened by your interest and dedication.

Ms Charlotte Isaksson  
Major Stephanie Nicol

Correction Note: In the last issue of the newsletter, there was a statement related to the PKK which could have been misinterpreted. The editors would like to apologise for any misunderstanding and offense this may have caused.

### NEWS FROM ACO

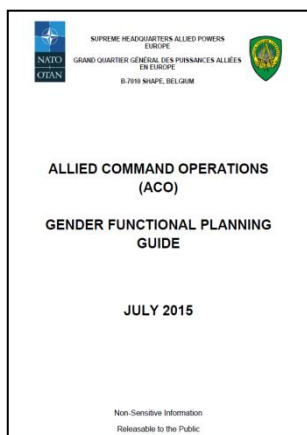
#### NATO Trident Juncture 15

Joint Force Command Brunssum (JFCBS) HQ FOC and certification exercise took place in Zaragoza on 16-28 September 2015. The primary aim of integrating gender perspective into the newly created challenging East-CerAsian Crisis scenario at the operational level has been to develop and enhance Joint Task Force Headquarters' ability. Particularly, to identify a population's security needs and adapt our security response through the operational planning and execution of NATO's missions and operations when integrating gender perspective as a security dimension.



This endeavour, initiated back in early 2014 with the first Training Objectives and Exercise Specifications also collects results from the operational planning phase at JFCBS, Netherlands, and exercise design at Joint Warfare Centre (JWC). With invaluable guidance from JFCBS and a scenario setting that lent itself perfectly to the cross-cutting enabler, JWC was able to ensure that Phase IIIB contained sufficient and varied gender-focused related injects. JWC followed up scripting by covering the EXCON GENAD position as reach-back for the white cell during the execution phase and for the component command response cell. JWC's GENAD function will henceforth be fully integrated at all stages into JWC exercises.

#### NATO ACO Gender Functional Planning Guide



In July 2015, the ACO Gender Functional Planning Guide (FPG) was released. The purpose of the FPG is to provide guidance and a practical tool on the integration of gender perspective into planning at all levels to Gender Advisors, Gender Focal Points and NATO Planning staff. It identifies gender perspectives to be addressed/considered during each stage of the planning process at both the strategic and operational levels. It also provides a number of tools to help conduct a gender analysis and the development of the gender annex. It has been already used as a practical tool for the planning process in ACO's work including TRJE 2015. The ACO GENAD will collect feedback from the ACO GENAD community and continue to improve and make the FPG a helpful 'hands on' kind of guidance.

## Gender around the world

**AFGHANISTAN.** In the Herat province a group of men called Men Supporting Women, founded Afghanistan's first movement in support of women and to stop violence against the female population and create awareness about these issues. Addressing the foundation of this group, a member of Herat Provincial Council Sakina Hussaini says: "it is good to have some good examples of men in society". One of the criteria to join this group was that group members could not take a second wife.

**AFGHANISTAN.** Afghan-Canadian academic Marufa Shinwari recently established Afghanistan's first ever master's degree programme in gender and women's studies at Kabul University. In its first year, the program currently has 27 students enrolled, eight of whom are men.

**AUSTRALIA.** LT Gen (Ret.) David Morrison, former Army chief, was named 2016 Australian of the Year, for his commitment to gender equality, diversity and inclusion. General Morrison said "For reasons beyond education, or professional qualifications, or willingness to contribute, or a desire to be a part of our society and our community, too many of our fellow Australians are denied the opportunity to reach their potential".

**ZIMBABWE.** Zimbabwe's Air Force promoted Group Captain Ellen Chiweshe, to their first female Air Commodore. This is the highest rank ever attained by a woman in the Zimbabwe Air Force.

## ACO Gender Advisor Conference

On 19-20 November 2015, the fifth ACO Gender Advisor Conference took place at SHAPE. Participants gathered from JFCBS, LANDCOM, MARCOM, AIRCOM, KFOR, RS and other HQs for this face-to-face biannual conference to share current achievements and challenges. Of particular note: AIRCOM has institutionalised gender training for all newcomers during induction training; KFOR successfully held 2 GENAD conferences in July and October 2015; the Resolute Support GENAD has continued to work with Gender Focal Points within all their essential functions and continue to support the training of police women in Turkey. The ACO Gender Advisory community will continue to work within the chain of command and ensure an improved information exchange.



## NEWS FROM ACT

### Gender Break-out Session at the Chief of Transformation Conference

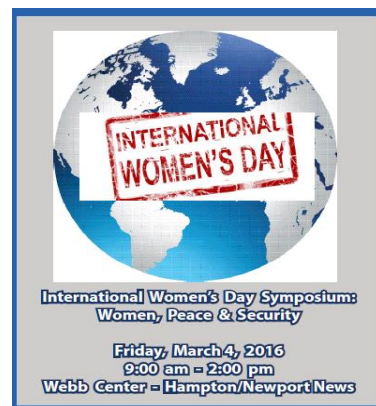


HQ SACT hosted the 2015 edition of the Chiefs of Transformation Conference (COTC) 8-10 December 2015 in Norfolk. The COTC provides a venue where national transformational leaders – those most influential in preparing their nations for future military challenges – can collaborate and ensure that their efforts are aligned with

NATO. The 2015 edition focused on SACT's and nations' current priorities. One of the break-out sessions focused on: How is the integration of a gender perspective in accordance with United Nations Security Council 1325 implementation, crucial for ensuring the effectiveness of NATO-led training, exercises and operations? Several recommendations were made including gender in security force assistance, defence capacity building but also to look at lessons identified and lessons learned, to continue to establish the evidence base and a platform for future progress.

### Cooperation HQ SACT and Academia

In celebration of the 15<sup>th</sup> anniversary of UNSCR 1325 and to continue to share knowledge with academia, the ACT Gender Advisor lectured on 'Integrating Gender Perspective in NATO/Gender in Military Operations' at Old Dominion University (ODU). Carrying forward this momentum, HQ SACT and ODU planned a conference on gender to celebrate International Women's Day in March. This conference focused on the exchange of information advancing gender perspectives with the keynote speech by Ambassador Marriet Schuurman (SRSG WPS).



### Progress on Gender Advanced Distributed Learning Courses

Allied Command Transformation (ACT) is responsible for the planning and delivery of NATO education and training programmes. ACT created 3 gender Advanced Distributed Learning courses (ADL) courses: [ADL 168](#): Role of Gender Advisors and Gender Field Advisors in Operations [ADL 169](#): Improving Operational Effectiveness by Integrating Gender Perspective, [ADL 171](#): Gender Focal Point. The beginning of this year was marked by two events which will support and improve the integration of a gender perspective:

## Gender around the world

**JAPAN.** Japan's military is addressing an imminent gender imbalance by recruiting more women and creating new jobs all through the Defence Ministry. Among the ambitions is creating a more family friendly workplace, where women can precede their military career after having children. Also Japan recently announced to open up Fighter Pilot positions for female personnel.

**GREAT BRITAIN.** The Regional Network of Gender Trainers in MoDs and AFs in the Western Balkans are supporting the UK Ministry of Defence in delivery of Gender ToT course. The Course, organized by the UK Ministry of Defence in partnership with NCGM provided NATO-accredited gender training to UK personnel with an operational interest in gender principles and issues.

**CANADA.** In January 2016, the Chief of the Defence Staff (CDS), issued formal direction outlining the continued steps required to fully integrate gender perspectives into CAF operations. The directive calls for the following three initial requirements: (1) The creation of three Gender Advisor positions during Annual Posting Season 2016; (2) The inclusion of gender analysis in the CAF Operational Planning Process; and (3) For planners and deployed personnel to receive the training to put Women, Peace and Security principles into practice.

**SYRIA.** The long term conflict radically changes the role of women in Syria. Women take new leadership roles, and bear new burdens. They take on combat roles, working at hospitals or enrolling in adult education. The rates of child marriages have increased and episodes of displacement, sexual assault, kidnap, house arrest and political exclusion on a daily occurrence for Syria's female population.



### United Nations

The gender ADL courses which has been produced to support gender perspective awareness and training will be available for immediate use by the UN's Department for Peacekeeping Operations within the Office of Military Affairs.

### Development of a New Gender Advisor Course

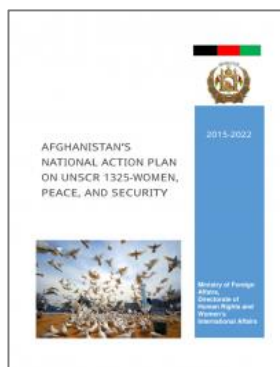
Development of a new Gender Advisor course at the Nordic Centre for Gender in Military Operations together with several subject matters experts on gender has begun. The intention of the new GENAD course is to meet the requirements from NATO, as well as from UN and EU, on what education and training a GENAD needs. The new GENAD course aims to enable personnel to perform successfully as a GENAD in a peacetime HQ as well as in crises establishments at Strategic, Operational and Tactical levels. The developed course will provide students with a background of frameworks and guidelines regulating gender in military operations as well as the skills and competence required to act in an advisory role both in a national and international context. The developed course is to replace the present Gender Field Advisor course. The first pilot course will be conducted in June 2016. Please consult the NCGM homepage for further information.



## IN THEATRE

### Afghanistan

#### Afghanistan's First National Action Plan



The Afghan National Action Plan (NAP) to implement UNSCR 1325 on Women, Peace and Security for the period 2015-2022 was released July 2015. The Islamic Republic of Afghanistan launched its first NAP through a ceremony in the Ministry of Foreign Affairs, in which President Ghani participated. The Human Rights and International Affairs Directorate of the Ministry of Foreign Affairs developed the NAP in cooperation with government administration, representatives of civil society, local authorities and the international community. The Afghan NAP is composed of four pillars: Partnership, Protection, Violence Prevention, Prosperity and Improvement.

### Increase of women casualties

The United Nations Assistance Mission in Afghanistan (UNAMA) reported a rise in civilian's deaths and injuries in the first six months of 2015. The report said that the total number of casualties had increased by one percent this year compared to the same period in 2014 and was considered the deadliest year since the UN began collecting data in 2009. Compared to 2014, the number of female casualties is 23 percent higher and children casualties rose by 13 percent with a direct correlation between civilian targets and IEDs striking public transportation (more frequently used by women as they do not typically drive a vehicle).

### 3 Questions for...

Major Ivan Morgan Planas



Gender Advisor to JFCBS,  
Joint Force Command  
Brunssum

#### What are your main achievements so far?

The main achievement so far has been to operationalize NATO's policy on gender perspective, UNSCR 1325 and related Resolutions into the mission's plans and preparations. Additionally to build an understanding of the security dimensions, conflict dynamics and complexity of the Women, Peace and Security paradigm, and how do they influence mission responsiveness, decision making and staff processes.

#### What are your main goals?

My main goal is to translate the security needs of women, men, boys and girls into adequate operational level manageable information to support the planning and execution of the exercise. This includes documentation and products which could complement the staff processes and decision making. As an advisor, this approach requires a 'bottom-up' focus when supporting staff functions; however the resulting increased activity was enabled by the presence of Gender Focal Points, who proved to be very instrumental establishing a solid professional network to mainstream any line of activity throughout the chain of command.

#### What are your comments on TRJE 15?

Three weeks of exercise have allowed me to identify three elements of success, senior leadership contribution; collaborative working environment and enhanced reach-out with IOs and NGOs on the topic of Women, Peace and Security.

### The Balkans

#### Reparations for Bosnia's war survivors

New verdicts from Bosnia's war crimes court brings hope to women who suffered sexual violence during the 1992-1995 war. At the end of May 2015, the Court sentenced 2 Bosnian Serb soldiers to 10 years' jail, granting the first ever compensation to a wartime rape victim. In June 2015, a soldier was sentenced to 8 years in jail and monetary compensations for a similar crime. According to some estimation, more than 35,000 women were raped during the conflict.

#### Kosovo's new Law on Gender Equality

The new Law on Gender Equality has been passed in Kosovo. Several stakeholders including representatives from the international community and NGOs, provided recommendations to amend the former law dated from 2004. The aim of this law is to 'guarantee, protect and promote equality between genders as a basic value of democratic development of society' (Art. 1.1). Among the requirements, all institutional policies at all levels shall include a gender perspective and dedicate a specific budget to reach the goals described. Gender Equality Officers should also be appointed in every ministry and municipality.



## FOCUS ON

### NATO Internship Programme

Every 6 months, several students or job seekers are provided with the opportunity to live a professional experience at NATO. This year several interns were recruited by the Gender Advisor offices and the feedback has been positive for both sides. 'Spending 7 months at SHAPE has been an incredible experience' said Marine Dussutour, finishing her tour at SHAPE GENAD Office.

'It allowed me to transform my knowledge about gender and armed conflicts into practical skills. I had responsibilities and was able to come up with new ideas and proposals at the highest level of an international institution. I will definitely continue working within this field'. Almost every NATO headquarter has a similar programme. The application process is directly on their websites.



## LOOKING AHEAD

- Update of the Bi-SC Directive 40-1, Spring 2016
- ACO Gender Advisor Conference April 2016 with joint ACT/ACO Special Event Day
- Additional Key Leader Seminar will take place in 2016
- Annual Discipline Conference on Education & Training for Gender in Military Operations will take place 30 May 2016
- TRJR 16 NRDC-T
- TRJE JFCNP
- Launch of the ACO Mentor Pilot Programme

Please do not hesitate to contact ACO or ACT Gender Advisor Offices if you have any suggestions to improve this newsletter or feedback that you would like to share with us!

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