

UNSCR 1325 AND THE GENDER PERSPECTIVE

A Potted History

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"Greater gender equality across the armed forces translates into better performing militaries, and a more operationally effective Alliance."

Mircea Geoană
NATO Deputy Secretary General



ABOVE: The Three Swords magazine cover, 2019

IN THE AUTUMN OF 2000, the United Nations Security Council (UNSCR) adopted Resolution 1325 on Women, Peace and Security (WPS), in which it recognized the connection between gender equality and international peace and security. Resolution 1325 highlighted the disproportionate impact of conflict and crises on women and children and acknowledged that the continued absence of women from peacebuilding constituted a tangible, long-term security concern.

The resolution was based on four pillars: The role of women in the *prevention* of conflict, their *participation* in peacebuilding, the *protection* of women's rights during and after conflict, and their needs during *relief and recovery*.

Since 2000, the Security Council has adopted a further nine related resolutions, which together comprise its WPS Agenda. Whilst its focus was, and remains, predominantly on women, the agenda underlines the crucial role of men as co-agents of change, and also recognizes the devastating effect of conflict on men.

Implementing the WPS Agenda into NATO Structures

UN Resolution 1325 made the connection between peace, security, and gender. What if

NATO could enhance its overall effectiveness by considering its core tasks of collective defence, cooperative security, and crisis management through a gendered lens?

At the 2020 NATO Committee on Gender Perspectives Conference, Deputy Secretary General Mircea Geoană told the audience, "Understanding and integrating the gender dimension in the military is key to achieving greater gender equality across the armed forces, and we know that more equality translates into better performing militaries, and a more operationally effective Alliance."

NATO's first WPS policy was developed with the Euro-Atlantic Partnership Council in 2007, based on the principles of Resolution 1325. This was built on in 2009, with the Bi-Strategic Command Directive 40-1 "Integrating UNSCR 1325, Related Resolutions and Gender Perspective" into the NATO Command Structure. Now undergoing its third revision, the directive mandates the appointment of gender advisors (GENADs) and gender focal points (GFPs) throughout the Alliance's military structures, missions, and operations.

Further NATO publications include the 2015 "Guidelines for the Prevention of and Response to Conflict-related Sexual and Gender-



based Violence", and, more recently, the 2019 Policy on "Preventing and Responding to Sexual Exploitation and Abuse".

The NATO approach to the WPS Agenda centres around the principles of *integration*, *inclusiveness*, and *integrity*, achieved through gender mainstreaming and applying gender perspective throughout its structures and across its missions and operations.

Born of an initiative that started in 1961 with the first NATO Conference of Senior Women Officers of the Alliance, the remit of the NATO Committee on Gender Perspectives (renamed as such in 2009) is to promote gender mainstreaming as a strategy for gender equality, where the concerns of both men and women are integral to all Alliance policies and activities.

In 2012, Mari Skåre of Norway became the first Secretary General's Special Representative for Women Peace and Security. Mari Skåre and her successors Ambassador Marriët Schuurman (Netherlands), and latterly Clare Hutchinson (Canada), have been the key political spokespersons for NATO's work on the WPS Agenda.

The JWC's Integration of Gender Perspective

The Joint Warfare Centre (JWC) appointed its first Gender Advisor, or GENAD, Colonel Stéphane Bellamy, in 2013. Three successive GENADs have since coordinated and worked alongside a team of GFPs within the organization. Within the framework of the JWC's central goals, the GENAD role has evolved, and its focus can shift dependent on the incumbent, on changing priorities, and on strategic guidance. The responsibilities of the gender team at the JWC may nevertheless be divided into three predominant work strands:

- Guiding the Commander and staff on the implementation of gender perspective in our internal business.
- Enabling our exercise audience to train on gender perspective through realistic representation of the human landscape.
- Contributing, through warfare development, to the recognition that applying a gender perspective can influence and improve operational art and effectiveness.

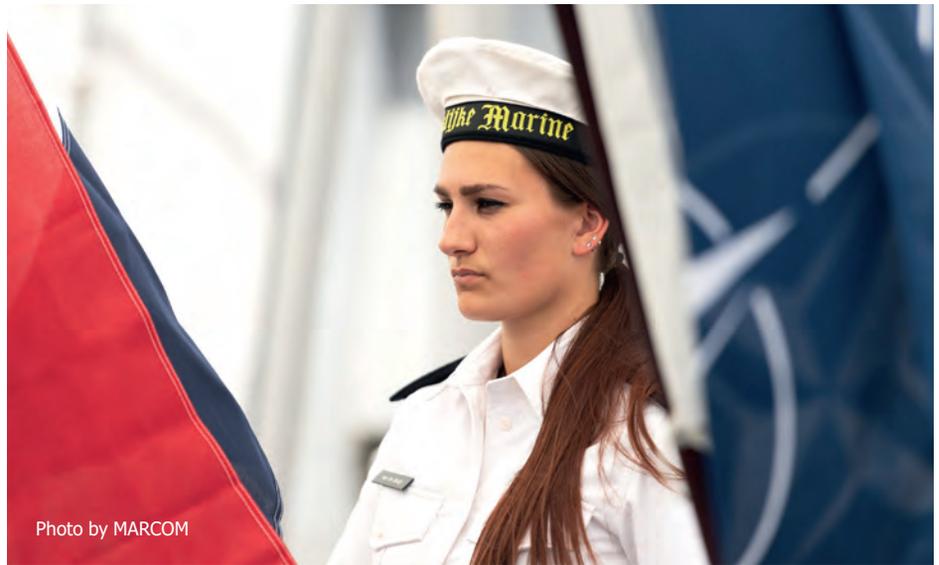


Photo by MARCOM

Fortunately, we bring these lofty responsibilities down to earth by breaking them into smaller lots and distributing them between people, according to their primary functions at the JWC, their experience, competencies, and personal interests. In this respect, the JWC is fortunate enough to have several civilian and military staff who have been trained as GENADs or GFPs by the NATO Department Head for Gender in Military Operations. We also have a team of dedicated and trained GFPs, who work on a voluntary basis across the organization. This network allows team members to share the workload and feel supported and empowered. As a result, the JWC is well placed to integrate gender perspective and address related requirements as they arise. Over the years, we have also seen a heightened awareness amongst JWC staff for gender perspective and the added value it brings.

The GENAD Team's Work

From exercises, through experimentation, to gender inclusive language, the following examples illustrate the breadth and depth of the JWC gender team's important work, and attest to the confidence and endorsement of the Centre's leadership.

One of the JWC's subject matter experts in civil-military interaction has extensive field and command experience and has also been

trained as a GENAD. He deploys to training audience locations to mentor and advise on integrating gender perspective in all phases of an exercise and operation, from crisis response planning to operations assessment. Examples of achieving greater operational effectiveness by implementing gender perspective range from getting a more comprehensive understanding of the civil environment to gaining access to valuable intelligence through direct interaction between female soldiers in collection teams and the local female population.

The JWC GENADs are always available to provide input and advice to exercise scenario developers on what content could enhance the realism of exercise settings and scenarios from a gender perspective. Since 2015, the JWC gender team has participated in exercise scripting, in which scripted story threads and details add layers to animate the exercise scenario. This involvement presents an opportunity for us to prepare challenges for the headquarters to be trained, and thus to gauge where they are on their journey of integrating gender perspective into their operations.

The JWC civilian legal advisor's GENAD training, his encyclopaedic knowledge of the laws governing NATO, and international law (Law of Armed Conflict, international human rights law), makes him an invaluable asset when reviewing JWC and NATO gender-related directives, policies, and action plans,



or recognizing the interplay between the WPS agenda and obligations to protect the most vulnerable groups.

The civilian GFPs within the JWC's Human Resources Branch ensure that all HR documents produced or updated by the JWC (standards of conduct, recruitment advertisements, and so on), are written from a gender perspective, using gender-inclusive or gender-specific language where appropriate. A paragraph encouraging women to apply for positions within our organization was added to adverts two years ago with the aim of improving the male/female balance within the JWC.

The JWC's linguist ensures the use of gender-inclusive language when editing and translating documents from or for the JWC. She is currently working alongside the GENAD to adapt NATO HQ's "Gender-Inclusive Language Manual" (May 2020) to produce brief guidance for JWC staff.

The Concepts, Capabilities, Integration and Experimentation Branch, with input from the JWC's Exercise Planning Branch and the JWC gender team, is currently supporting an experiment scheduled for the JWC-directed NATO exercise STEADFAST JUPITER 2021 on integrating gender in exercise planning.

Since 2015, the JWC's Public Affairs Office (PAO) GFP has made certain that each

issue of The Three Swords magazine features at least one extensive piece related to the WPS agenda and gender perspective.

Additionally, thanks to the JWC gender team and to the support of the JWC leadership, all staff must complete the NATO Advanced Distributed Learning Module 169, "Improving Operational Effectiveness by Integrating Gender Perspective", which promotes a level of awareness and understanding of gender perspective, its relevance, and its importance.

Our JWC Gender Action Plan outlines and monitors how the JWC will continue to support the WPS Agenda internally, and more broadly, across NATO. We review the plan every two years and update it as required.

No doubt, we have come a long way! Significant steps have been made in the integration of the WPS agenda and gender perspective across NATO. The JWC is proud to continue to contribute to this progress. Five or six years ago, the only JWC staff member who had any gender training was the GENAD. Today, every single member of our permanent staff has completed the ADL Learning Module 169. Five or six years ago, branch heads "voluntold" reluctant GFPs. Today, people across the headquarters approach the GENAD volunteering their expertise and interest. Five or six years ago, a mention of Resolution 1325

and gender perspective could evoke puzzlement or cause some listeners to raise gender-recalcitrant eyes to the ceiling. Today, the gender team is solicited to contribute to doctrine and review gender in exercise specifications. A gender perspective role is a permanent feature in the list of exercise role players, and no staffing list for exercise control is without a GENAD representative. Today, an officer will query the use of "manning" and suggest a more inclusive "staffing". While there is still considerable headway to be made, we can truly say that gender perspective has become part of the JWC's DNA.

Twenty years after the adoption of Resolution 1325, NATO's deepening commitment to the principles the Resolution embodies is clear, not only in the policies the Alliance adopts, but in the people chosen to implement those policies. As she took office, the current NATO Special Representative of the Secretary General (SRSG) for Women, Peace and Security, Clare Hutchinson, said, "Having worked many years in the United Nations as a partner to NATO, I have testified to the Alliance's growing commitment and dedication to this agenda. I am eager to build on the successes achieved so far on the WPS mandate."

Together! We make NATO better! ✦

The JWC's gender focal points. **RIGHT:** The author, Sarah Denieul. Photos by JWC PAO.

