

The Organisation of Gender personnel in NATO, EU



Political - Strategic level

GENAD
(Gender Advisor)

Op Commander
OHQ

Military - Strategic level
GFP (Gender Focal Points)

GENAD
(Gender Advisor)

Force Commander
FHQ

Operational level
GFP (Gender Focal Points)

GENAD/GFA
(Gender Field Advisor)

LCC (Land) ACC (Air) MCC (Mar)

Tactical level

GFA/GFP
(Double Hatted
Gender Focal Points)

UNITS UNITS UNITS

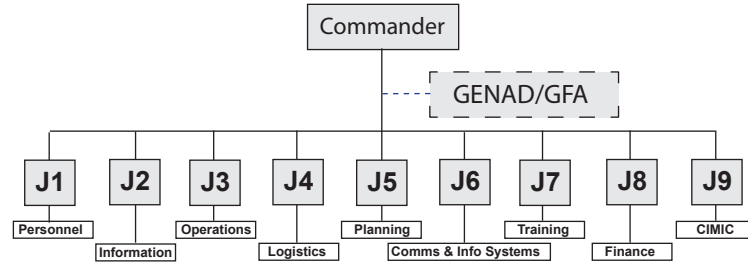
The **Gender Advisors** (GENAD) operate at a strategic and Operational level and are a resource to the Commander, who is responsible for the overall integration of gender perspectives into planning, execution and evaluation.

The GENAD monitors, coordinate and support the Gender Field Advisors.

The **Gender Field Advisors** (GFA) are tasked to conduct gender analysis in the area of Operations and to ensure that the commanders intent and execution of tasks will be in line with the UN resolutions and NATO Bi-SC Directive 40-1 (Rev 1).

The **Gender Focal Points** (GFP) are appointed within the units on a tactical level and are allocated to dedicate 10-15% of their time to the task of integrating gender perspectives within the ordinary task of the unit.

Key areas for liaison and support with divisions/branches within HQ:



Address gender perspectives that may have impact on:

J 1 – Personnel

- Code of conduct/standards of behavior.
- Internal policies.
- Recruitment and force generation.
- Hiring local men and women.

J 2 – Information/Intelligence

- Gender analyses.
- Information collection, HUMINT.
- Risk and security assessments.
- Knowledge development, analysis and production.

J 3 – Operations

- Integration of gender awareness in execution of operations.
- Assessment on operational tasks (patrols, recce, PSYOPS, information operations, COIN operations, etc.)
- Operational reporting (sex disaggregated data)
- Watch list of local actors/NGO's active in the area to TOC/JOC.
- Key Leader Engagement Plan (KLEP)

J 4 - Logistic

- Medical matters and awareness of Sexual Exploitation & Abuse (SEA)
- Infrastructure issues, priorities of reconstruction work.
- Building facilities.
- Layout.

J 5 - Planning

- Operational Planning and products such as campaign plan and operational design.

J 7 - Training

- Collective training and exercise.
- Pre-Deployment.

J 8 - Finances

- Contracting and procurement.

J 9 - CIMIC

- Engagement and liaison.
- CIMIC report forms.
- Meetings with relevant UN actors, IO's, GO's, NGO's including local key actor's and authorities.
- CIMIC projects, Quick Impact Projects (QIPs).

Special staff

- Assessments and advice.
- LEGAD, in particular ROE and the judicial system.

Integrating gender perspective is a force multiplier.



**GENDER PERSPECTIVES
IN MILITARY OPERATIONS**

Unless we know who is affected – men, women, boys and girls – and who among them are exposed to what risks, where and when, the protection and security we provide may be off target and hamper the fulfillment of the mandates.

Information gathering by addressing men, women, boys or girls will give us access to additional and different types of information which will increase our situational awareness and lead to increased Force Protection and operational effect.



"Gender refers to the social attributes associated with being male and female learned through socialisation and determines a person's position and value in a given context."

NATO Bi-SC Directive 40-1 (Rev 1).

The Bi-SC Directive aims to ensure implementation of United Nations Security Council Resolution (UNSCR) 1325, related resolutions and integration of gender perspective in military organisations

"We share the same commitment to the values of freedom, democracy, human rights and rule of law, and we share the same dedication to build a safer and more secure world"

***NATO Secretary General
Anders Fogh Rasmussen, 2013***

Men, women, boys and girls are affected differently by war and conflict.

To have a gender perspective is to have the ability to detect if and when men, women, boys and girls are being affected differently by a situation due to their gender.

Consider and at all times assume that lives, experiences, security threats, freedom of movements, healthiness, access to health care, resources and influence are not the same for men, women, boys and girls.

We integrate gender perspective by asking:

Not only.....

What needs/interests?
What people do?
What resources?
How many women?
How many men?
Who is included?
Who talks?
What interventions?
What has changed?

but also.....

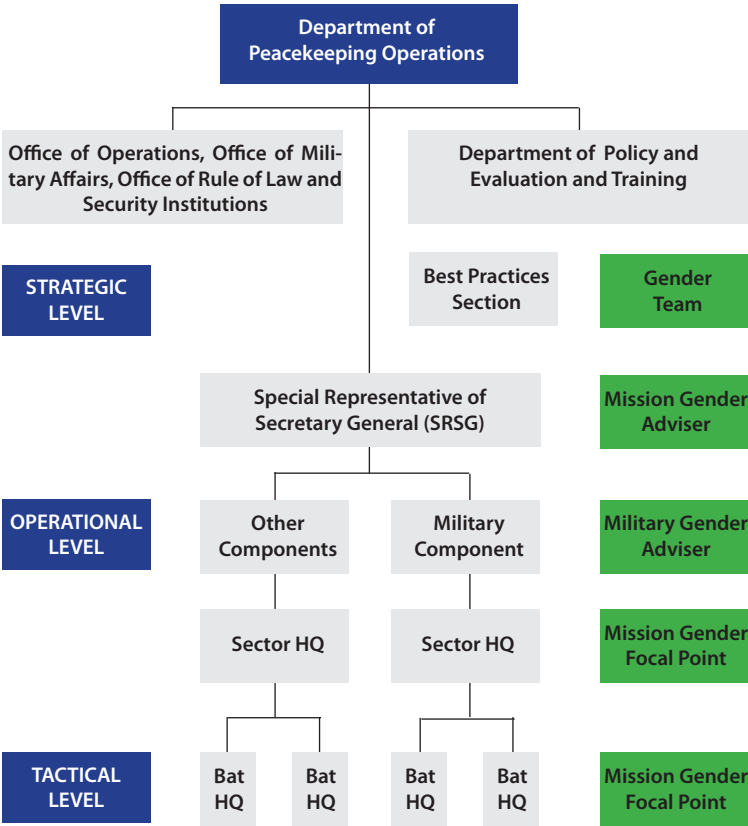
Whose needs/interests?
Who does what?
Who resources?
Which women?
Which men?
Who participates?
Who is listened to?
Impact of interventions?
Impact of change?



The Universal Declaration of Human Rights.

All human beings are born free and equal in dignity and rights.

Military Gender Adviser/Focal Point: Generic Structure



DPKO/DFS GUIDELINES
INTEGRATING A GENDER PERSPECTIVE INTO THE WORK OF THE UNITED NATIONS
MILITARY IN PEACEKEEPING OPERATIONS. PAGE 39.

March 2010

"Never walk into an environment and assume you understand it better than the people who reside there..."

KOFI A. ANNAN Secretary-General UN 1997-2006

The UN Security Council has adopted seven resolutions on Women, Peace and Security
UNSCR 1325 and related resolute outlined 3 key strategies for implementation:

**Protection
Prevention
Participation – both internal and external**

1325 (2000) addresses the significant and disproportionate impact that armed conflict has on women and girls, as well as recognises the under-valued and under-utilised contributions women make to conflict prevention, peacekeeping, conflict resolution and peace-building.

1820 (2008) Building on 1325, focuses on sexual violence in conflict & sexual violence as a tactic of war. Calls for accountability in order to end impunity.

1888, 1889 & 1960 (2009 & 2010) Creating an international framework for the implementation of gender perspective in the pursuit of international security and the conduct of peace ops.

2106 (2013) Affirms sexual violence as tactic of war can exasperate and prolong situations of armed conflict. Stresses the importance of reporting and monitoring the different situations for men, women, boys and girls.

2122 (2013) Strengthening women's role in all aspects of conflict prevention and resolution.