

NCGM Review

Remarks by CO

In our previous Quarterly Review I had the pleasure to end 2019 on a positive note. Unfortunately I have to begin 2020 with a slightly more negative forecast. As a reader you know perfectly well that I'm referring to the COVID-19 pandemic and all the negative consequences it has generated for so many people around the world. For us as an international centre the most severe consequences are, of course, that we have been forced to cancel and/or postpone important events such as the Expert Meeting on Women Peace and Security in April, the Gender Training of Trainers Course and the Key Leader Seminar in June. However, if I consider these consequences in relation to the fact that people are dying from the COVID-19 virus, I realize that they are relatively easy to bare. By taking decisions to cancel or postpone activities we are also contributing to stopping the spread of the virus and hopefully we can all return to a more normal situation in due time.

Despite all of this, the NCGM has managed to conduct some important events at the beginning of this year. In February we successfully conducted the first Gender Advisor Course of the year. The result of this was that more than 30 Gender Advisors graduated and more than 20 of these were being deployed to NATO operations and missions. As always, we received great support from our partners and without you, the quality of the course would not have been the same. In mid-March, the NCGM organised and conducted a combined Senior Leader Seminar (SLS)/Gender Focal Point Course (GFP) in Chisinau, Moldova. The SLS focused on gender integration at military-strategic level and gathered strategic level staff and officers from the MoD and General Staff. The delivery of the GFP, with the support of NCGM-trained instructors from the Western Balkans as well as the Moldovan Republic proved to be extremely valuable. In addition to these activities the NCGM is about to release its WPS Guide which aims at translating the WPS resolutions into concrete actions for military key leaders. At this stage it is very difficult to assess what the rest of 2020 will bring. My aim is however, even as activities such as courses, seminars, are cancelled, to continue working to support military actors in implementing UNSCR RES 1325.

We just have to find other methods for interaction as long as the COVID-19 pandemic continues to limit our work. My final message to you all is to stay safe.

Lt Col Peter Östman
CO NCGM



Lt Col Östman joins NCGM from a position with the EU Military Staff in Brussels

This issue covers some of the main NCGM activities over the first quarter of 2020 and some engagements from last year. We welcome you to engage with us online, or through email for a continued discussion on our activities.

Email: ncgm@mil.se

NCGM VISIT TO HQ SACT

The month of January saw the Commanding Officer and the NCGM Training Development Officer travel to Norfolk to visit key staff at ACT. These meetings proved to be invaluable in our Centre's efforts to move the Women Peace and Security Agenda forward through gender mainstreaming in NATO. You may have noticed that the Women Peace and Security Agenda was used above instead of Gender in Military Operations. This was intentionally done to highlight that within NATO, the Gender Discipline is the only NATO discipline tasked by the North Atlantic Council



“ . . . to educate others on our role and the work being done by NCGM as a Department Head, an Education and Training Facility and an Expert Centre. . . ”

Swedish Radio - Musikhjälpen



NCGM participated in the Swedish public radio broadcast "Musikhjälpen" which is a national fundraising event for the victims of different humanitarian man-made disasters. This year's focus was on sexual violence in conflict. Musikhjälpen raised more than 50 million SEK and approximately 640 000 people were involved in the event.

NCGM highlighted the role and responsibility of military actors when it comes to preventing their own forces committing sexual violence as well as their role to protect the civilian populations from other actors committing conflict-related sexual violence.

(NAC) with the identification of training and education gaps related to implementation of the Women Peace and Security Agenda within the Alliance. NCGM recognizes this as a broad task and one that cannot be done without collaboration and partnerships. In line with our task, this visit was organized to meet three main purposes. The first was to educate others on our role and the work being done by NCGM as a Department Head, an Education and Training Facility and an Expert Centre in this field. All three of these roles are encompassed in Sweden's Memorandum of Understanding with NATO. Second, was to establish processes to better enable gender mainstreaming within the Alliance and third, was to ensure alignment with the aims of NATO's model for capability development - Global Programming.

All three purposes were successfully met.

Some of the outcomes include NCGM involvement in NATO doctrine, early engagement in developing concepts that may include a gender component, experimenting with gender in a collective defence exercise, and having our courses located under NCGM as its own entity within NATO's individual training and education systems (ETOC, eITEP and ePrime).

These meetings could not have been organized without the help of our ACT GENAD Major Karine Arnaud. It is also thanks to her and collaboration with the ACT development cell that our online gender awareness training - ADL 169 - will be launched in the near future with a new layout. This redesign is more intuitive for users with a fresh new look and feel.

NATO – EU Senior Leadership Seminar (SLS)

The first Joint NATO-EU Senior Leader Seminar on Gender in Military Operations for the NATO Director General IMS, Lieutenant-General Hans-Werner Wiermann and the Director General EUMS, Lieutenant-General Esa Pulkkinen. The theme for the seminar was “Exercises – how can NATO and the EU further improve the integration of gender perspective in their exercises?”. By request from NATO International Military Staff (IMS) and EU Military Staff (EUMS), NCGM conducted the first Joint NATO-EU Senior Leader Seminar on Gender in Military Operations in NATO IMS’ and EUMS’ history. It was a tailor-made seminar specifically for the Directors General (DGs) of NATO IMS and EUMS with the purpose of initiating a discussion on how the two organizations can work together to promote the WPS Agenda, thus, fulfilling one of the four objectives in the Joint Declarations 2018. The SLS was hosted by NATO IMS with the two Directors General (DGs) co-



chairing the seminar. Other participants were Directors and staff from NATO IMS and EUMS.

The overall theme, “Exercises – how can NATO and the EU further improve the integration of gender perspective in their exercises?”, served to provide the seminar with a concrete topic to facilitate focused discussions and recommendations on how to further the cooperation on promoting the WPS Agenda. During the SLS, the DGs and the rest of the participants were given briefs by staff from NATO IMS and EUMS on how the two organizations approach gender in military operations.

The seminar continued with briefings on how a gender perspective is integrated in exercises. Round Table Discussions concluded the four-hour learning event, during which the DGs together with their Directors discussed opportunities and challenges in relation to furthering the cooperation between NATO IMS and EUMS on promoting the WPS Agenda.



The content of the SLS was developed with NCGM as lead, with Ms. Zarah Abrahamsson as Seminar Director and Mr. Karl Klinker as analyst, but with close cooperation with NATO IMS and EUMS.

Photos: NATO

New Analyst at NCGM!



Ms. Hermon Asgadome started working as an analyst at NCGM on the 2nd of March 2020, and will remain here until spring of 2022. Following her Master's in Political Science and an internship at Amnesty International regional office in Stockholm, she worked at the Swedish Migration Agency. Before leaving that Agency for NCGM, she gained experience as an Executive Officer in asylum and migration, as well as in the role of senior LGBTQ Specialist and Regional Coordinator.

She is currently working with Senior Analyst Rebecca Blum on the supplementary report to the well-received publication *Whose Security*. The supplementary report focus on illustrating, when and how, a gender perspective has been integrated on an operational and strategic level.

Hermon aims to continue her interest in gender integration in the military, and hopes that her previous experiences can contribute to her future work at NCGM.

NCGM Expert Meeting on IHL and Gender

The 26-27 of November NCGM gathered senior experts from international criminal tribunals, the police, military, academia, civil society, UN and NATO to discuss international law and gender in general, and, conflict-related sexual and gender-based violence (CR-SGBV) in particular. Sharing of experience and expertise between the different actors present at the NCGM Expert Meeting proved very valuable in terms of finding new strategies to strengthen our approaches to prevent and respond to CR-SGBV. The meeting also provided a greater understanding of the different mandates, roles and responsibilities of the actors as well as discussions on common challenges.

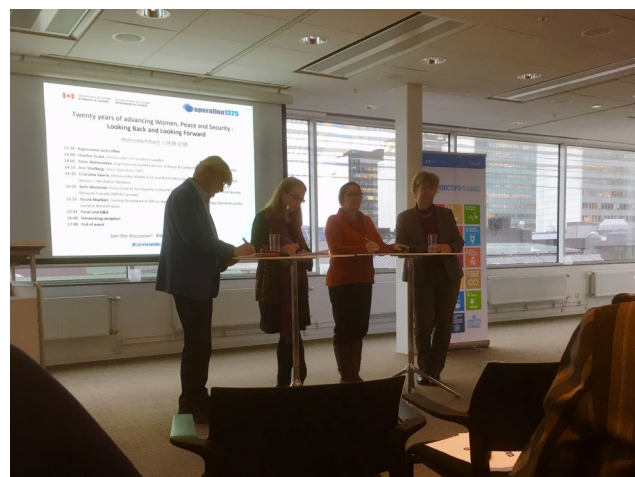


Presentation at the Canadian Embassy

On March 4th, the Canadian Embassy in Stockholm, Sweden hosted a seminar entitled Twenty years of Advancing Women, Peace and Security – Looking Back and Looking Forward. The NCGM Canadian Training Development Officer was invited to present on Canada's military contribution which included two main parts. The first part of the presentation highlighted the four main themes used by the Canadian Armed Forces in support of Canada's Action Plan 2017-2022 and how implementation of the initiatives are tracked and measured within those key areas. Following this, a number of positive steps forward were identified such as the establishment of the Director Integration of Gender Perspectives, Canada's role in the WPS Chiefs of Defence (CHODs) Network, internal Department of National Defence policies, and integration into training and education at all levels. Another element of Canada's commitment to advancing the WPS Agenda was the decision to send staff to NCGM. The second part of the presentation focussed demonstrated how Canada is helping to strengthen the NATO Alliance through three main activities performed by NCGM.

The first is as an Expert Centre within the Alliance on WPS. The second is NCGM's role as NATO Department Head responsible for the management of NATO's education and training in relation to the WPS Agenda, and, the third activity presented was NCGM's role as an education and training facility. While the presentation was focused within a Canadian specific context, the work done at NCGM could not be accomplished without the support of others. Advancing the WPS Agenda requires a unified, team approach and, through that, we will advance closer to our goal.

Photo: Eric Petersson



Exercise Scripting at NATO Joint Warfare Center

In the end of January NCGMs POC for Gender Perspective Integration (GPI) in exercise, supported the MELMIL workshop for the exercise Trident Jupiter 2. The MELMIL workshop includes all activities developed in the preparation phase of an exercise to allow the training audience to experience the most optimal training during the exercise.

The task of integrating Gender Perspective into all the aspects of an exercise scenario is an extensive one. In this Workshop several gender experts were needed to support the actors working in the MELMIL development with GPI in 4 events, 67 storylines, and 1675 injects. NCGM recognizes this task cannot be done without collaboration and partnerships and was very happy to cooperate with JWC and be supported by the GENAD from USEUCOM.

” . . . The task of integrating Gender Perspective into all the aspects of an exercise scenario is an extensive one. . . “

During the workshop an additional objective was to mentor the newly appointed GENAD JFCBS in his task of contributing to the MELMIL workshop as trusted agent. This objective was successfully met. Participating in all the different phases of an exercise as an augmentee is a very good training opportunity for all GENADs who are new to the job. This joint effort proved very valuable in our Centre's efforts to cooperate with JWC, support and train newly appointed NATO GENADs and gender mainstream NATO exercises.



New intern at NCGM



Ms. Emma Henriksson is a student from the Swedish Defence University who started her internship at NCGM 20 January and will be here until 4 June. Working with Jonathan Sahlin in the Capability and Coordination Department, she is currently writing a concept paper on hybrid warfare and gender.

Emma is currently in her second and final year of a Master's degree in Politics and War with a focus on Political Science. Her undergraduate degree is from University of Aberdeen, Scotland, in Politics and International Relations. Research interests include gender and security, resilience and crisis management. In addition to studying, she is also an assistant editor for the online magazine Mänsklig Säkerhet (Human Security) where she has published some articles of her own about Swedish feminist foreign policy and climate change.

In the future, Emma wants to continue researching and working in the field of gender and security to develop the discipline in the face of new security challenges.

Visit from the Norwegian Ambassador to Sweden, H.E Christian Syse

The 5th of February NCGM and SWEDINT had the honour of a visit from H.E Christian Syse, the Norwegian Ambassador to Sweden. He was accompanied by the current Norwegian Military Attaché, Colonel Øystein Limoseth and his successor Colonel Björn Stai. Norway is provider of permanent staff to NCGM as well as to SWEDINT.

CO NCGM presented our main activities with particular focus on support to our participating nations and partner organisations like NATO, UN and EU, where the centre's competences and educations programs are tools within the portfolio of international security policy.

As Norway is one of the founding nations of NCGM and a key stakeholder, the visit was a great opportunity to nurture and develop the relation even further.



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

On February the 6th, NCGM had the honour of receiving a visit from Ms. Clare Hutchinson, the NATO Secretary General's Special Representative for Women, Peace and Security. She was accompanied by the British ambassador to Sweden, H.E. Ms. Judith Gough and the British Defence Attaché, Cdr Jason Horne. For NCGM's leadership it was highly appreciated to have NATO's Secretary General's Special Representative (SGSR) for Women, Peace and Security, Ms. Clare Hutchinson visiting our center. During the two hours meeting we shared the time to update on current and planned activities for 2020 including challenges and successes in our mutual work for NATO's implementation of gender perspective and Women Peace and Security Agenda.

Some of the topics we discussed were the roles of NCGM and SGSR, Areas of Cooperation, Joint Activities and the upcoming 20th anniversary of UNSCR 1325.

"Our relationship with NCGM is to make sure that we have Gender Advisors, that GA and GFP are trained, and ready to deploy."



The high demand for training and professional development of Gender Advisors and Gender Focal Points to man and support NATO force and command structures was highlighted. NATO's Secretary General's Special Representative (SGSR) for Women, Peace and Security, Ms. Clare Hutchinson further highlighted the importance of NCGM as an institution by declaring that: "Our relationship with NCGM is to make sure that we have Gender Advisors, that GA and GFP are trained, and ready to deploy."

GENAD Conference NATO HQ

The public event with former and current GENADs from NATO, Partner nations and Institutions was conducted in NATO HQ focusing on how the Alliance benefits from the inclusion of gender perspective in all NATO activities. Opening remarks was held by H.E. Dr. Hans-Dieter Lucas Permanent Representative of Germany to NATO. Germany was funding the GENAD research project.

He was followed by Opening Remarks presented by Clare Hutchinson, NATO Secretary General's Special Representative for Women, Peace and Security.

During panel discussions, NATO Gender Advisors highlighted their role and the successes that have contributed to operational effectiveness, and the challenges they have faced. Panelists; Lt Col Yvonne Brierly (NATO IMS GENAD), Lt Col Vaughn Heyer (JFC Naples GENAD), Lt Col Diana Martins Branco Morais (Chair-Elect NCGP), Ms Stephanie Peyre (SHAPE A/GENAD) International Gender Advisors shared their experiences and provided recommendations on ways to further foster gender expertise and the professionalization of gender advisors. Panelists; Deidre Carbery (Former MONUSCO GENAD), Charlotte Isaksson (EEAS, EU), Linda Johansson (NCGM and former ISAF NATO GENAD), Yvette Langenhuizen (OSCE), and closing remarks by H.E. Jens Stoltenberg, NATO Secretary General.



Advisors provided recommendations on ways to further foster gender expertise and the professionalization of Gender Advisors. NCGM and its work were recognized in this discussion as a well-established solution to support NATO in the structure of Global Programming. NATO Secretary General, H.E. Jens Stoltenberg stated in his closing remarks that the work of NATO Gender Advisors has demonstrated their important tasks to support the outcome of several operations.

New publication in the making—call for contributions!

The Nordic Centre for Gender in Military Operations (NCGM) have initiated the process of collecting material for their new publication: a supplement to "Whose Security?" A publication that was well-received by the military as well as related actors.

The purpose of this publication is to illustrate examples of, when and how, a gender perspective been integrated on an operational and strategic level in the military. These could be successful examples of integration as well as challenges, but the aim is for the community to learn from them.

NCGM is therefore asking GENADs, and other relevant actors, to share their respective experiences from all parts of their daily work including; exercises, policy implementation; or planning processes.

If you have any questions about the publication, or perhaps are interested in contributing, please contact us at hermon.asgadome@mil.se, no later than August 31st

NATO JFC NAPLES CR-SGBV Workshop

On the 20-21 February, NCGM participated in a workshop on CR-SGBV arranged by NATO JFC Naples. The workshop gathered experts from different organizations working with CR-SGBV, including NATO, UN, EU, national entities and civil society, to generate insights that will further support NATO's efforts to develop a policy on the topic. The first day of the workshop included presentations from representatives of the above mentioned organizations and NCGM provided a brief on how the centre is working with CR-SGBV as an education and training facility and an expert centre.

The second day consisted of break-out sessions during which participants were divided into syndicates to discuss different scenarios related to CR-SGBV. One aspect that was mentioned throughout the workshop was the necessity of having a survivor-centered approach when working with CR-SGBV and to report cases in an ethical and accurate way.

NCGM Cooperation with Moldova

As part of our three-year cooperation with the Moldovan Ministry of Defence (MoD), NCGM delivered a combined Senior Leaders Seminar (SLS) and Gender Focal Point (GFP) course in Chisinau between 9 and 12 March. The half-day SLS targeted strategic level staff and officers of the MoD and General Staff and focused on gender integration at military-strategic level. The SLS was led by Maj. Per-Roe Petlund, together with COL. Fahir Zilic of the Bosnian Armed Forces. Opening remarks were delivered by Minister of Defence Victor Gaiciuc, followed by remarks from the Swedish Ambassador to Moldova Ms. Anna Lyberg, UNDP Moldova Representative Dima Al-Khatib, NATO Liaison Office Representative Ms. Barbora Margoldova and CO NCGM LTC Peter Östman.

The SLS was concluded by an official inauguration of the NCGM-MoD cooperation, where CO NCGM and State Secretary of the MoD Vladimir Iliev exchanged official plaques. The three-day NATO GFP course was taught at tactical level with the purpose of enabling officers to perform as gender focal points in their respective tactical functional areas. The GFP course gathered 24 students from the MoD, the General Staff and Military Academy.



All participants “successfully completed” the course and received the NATO-certificate. Many of the students are soon to be deployed to KFOR, or will continue working in their national capacity.

The GFP instructors’ team was led by Course Director LCDR Elena Ojala with the support of instructors from Moldova, Bosnia and Herzegovina and North Macedonia.



The delivery of the GFP, with the support of NCGM-trained instructors from

the Western Balkans as well as the Moldovan Republic proved to be extremely valuable. In addition to increasing credibility by adding a regional or local perspective to their lectures and syndicate work, involving external support enhances NCGM’s pool of experienced and qualified instructors who could be used for other activities, including courses and seminars. Working with local instructors, also increases the chances of sustainable efforts in the country and region, as well as buttresses NCGM’s ambition to be a prestigious training and education facility within the gender discipline by bringing together expertise and knowledge.

NCGM NATO GENAD Course 1

In the early months of 2020, NCGM conducted its eleventh residential NATO GENAD Course. A total number of 33 students, from 19 different countries, took part as participants. The course was supported by syndicate leaders from Finland, Norway, United Kingdom and the United States.

NCGM conducted the Gender Advisor Course 10 - 21 February 2020. 33 students were selected from 86 applicants. 23 of the students are deployed as GENADs to NATO-led missions and operations. The growing amount of applicants for each iteration demonstrates the popular demand for the NATO certified course.

“... The combination of civilian and military students, with different ranks, experiences, perspectives as well as their high level of knowledge generated in-depth and valuable discussions.”



The combination of civilian and military students, with different ranks, experiences, perspectives as well as their high level of knowledge generated in-depth and valuable discussions. Students were taught how to perform successfully as Gender Advisor in both peacetime HQs and in crisis establishments. After the course, the students have the skills and competences required to act in an advisory role on the integration of gender perspective.

Upcoming dates and activities

Due to the COVID-19 situation plans have changed.

The current situation with relations to COVID-19 is unfortunately continuing and this has of course consequences for NCGM planned activities for the rest of 2020. As you have already been informed, we have suspended all our in-person training activities until the end of July. After thorough monitoring and analysis of the COVID-19 development it is now decided to prolong this decision to cover the rest of 2020.

We are working closely together with our colleagues in the training and expert community to secure alternative means for providing both training and other activities and while we cannot meet in person for now, NCGM is continuing working with our partner nations and yourselves on new developments within the Gender and WPS area such as doctrine, concepts and relevant procedures. We are also looking forward to launch a number of new publications.

Please visit our social media and website frequently to be up to date on our upcoming activities.

About us: Nordic Centre for Gender in Military Operations

The Nordic Centre for Gender in Military Operations (NCGM) is an international Military Organisation established in 2012 under the umbrella of the Nordic Defence Cooperation - NORDEFECO.

The NORDEFECO nations are Denmark, Finland, Iceland; Norway and Sweden. The centre's primary goal is to assist in building the Military Gender Capability and Capacity in the participating nations' defense organisations, and our requirements, tasks and priorities are given by the Nordic countries through a joint Steering Committee.

In 2013 NCGM was assigned as the Department Head for the Gender Discipline in NATO. NCGM cooperates closely with partners to build and sustain the Military Gender Capability and increase the use of Gender perspective in military operations and organisations. NCGM is located in Stockholm, with Sweden as a host nation, and with staff from the Nordic nations.

In 2015 NCGM opened to other partner nations, and currently both the Netherlands and Canada have deployed personnel at NCGM.



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NCGM on social media

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