

NCGM Review

Remarks by CO

Yet another quarter has passed with Covid-19 adapted training activities and other events. This can now be considered the new normal, and as mentioned in our previous newsletter, NCGM has become rather good at delivering courses, seminars and other activities in an online format. It will for sure be an adaptation again once we are able to return to running residential activities.

The greatest challenge we currently have at the NCGM are the very disturbing vacancies. Having proper quantitative and qualitative manning is crucial for us to be able to deliver what we have agreed in various international agreements and in our role as NATO Department Head for the Gender in Military Operations discipline.

Despite the fact that I currently only have one (1) permanent Course Director, we have organised and delivered a second iteration of the NATO GENAD Course and a third iteration of the NATO GFP Course. All with very positive feedback. However, it was again an enormous effort from the whole NCGM making it happen, and I want to take the opportunity to thank my team for contributing to successful outcomes, in particular since we have been very busy with several other deliveries as well, including support to NATO exercises.

This summer will also see the rotation of some key players of the NCGM team. LtCol Birgith Andreassen from Norway (OIC ETD) and Maj Nicole MacNeil from Canada (TDO/OPR DH) are heading home and will be replaced during July and August. I would like to express my sincere thanks for everything you have done for the NCGM during the years you have served here, and at the same time welcome your successors.

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Lt Col Östman is the Commanding Officer of NCGM

This issue covers some of the main NCGM activities during the second quarter of 2021. We welcome you to engage with us online or through email for a continued discussion of our activities.

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For the rest of 2021 the various activities will continue in an online format. We might perhaps be able to conduct some events as residential towards the end of the year. I think all of us are quite eager to get out of our bubbles and to re-start interaction with colleagues and friends from different parts of the world again.

Finally, I strongly recommend you to pay attention to the section in this newsletter on *Upcoming activities and dates to note*.

I wish you all a lovely summer, and remember to continue to stay safe!

Review of NATO ADL 171 “Gender Focal Point”

Since January 2021 the NCGM has worked on updating the NATO Advanced Distributed Learning course 171 “Gender Focal Point” together with the Crisis Management and Disaster Response Centre of Excellence (CMDR COE). The ADL 171 course is a prerequisite to the Gender Focal Point (GFP) course delivered at both the NCGM and CMDR COE, and it gives students a foundation to build on going into the course. Brand new for this update is a briefing on the NCGM’s Military Guide to the United Nations Security Council Resolutions on Women, Peace and Security.

The updated ADL is part of NCGM’s tiered approach meaning that no information will be repeated, only built upon. This makes teaching more effective and time better used. The ADL has also gotten a well needed facelift in terms of pictures and design.

As always, it has been a pleasure to work together with the CMDR COE and a special thanks goes to Ms Gergana Vaklinova for her valuable contributions.

End of tour for LtCol Birgith Andreassen



EOTand what a fantastic journey it has been. Looking back at five years at NCGM there are several highlights and achievements worth recognition. However, what stands out the most is the dedication and team effort shown by the NCGM staff, which in my opinion, is the core basis for success in any organization.

Still, after ten whole years, NCGM continues to be recognized as the lead expert and training center in mainstreaming gender perspective into a wide range of organizations and operations, fulfilling the military actors' commitments under UNSCR 1325 and the Women, Peace and Security agenda.

We have continually been challenged on the question of why gender matters. The gender data revolution shows clear evidence of the close links between gender equality and sustainable peace. Despite this, we still experience

that the relevance for military actors is being questioned. Lack of knowledge and understanding is limiting progress within organizations and decision-making bodies.

Building an understanding of "why" gender matters through education and training is essential to foster change, but not enough. It has to be complemented by leadership commitment and technical mechanisms such as doctrines, directives, and practical tools to become an integral part of our modus operandi. With support from the larger gender community worldwide, NCGM continues to be a driving force in this work.

Recent transformations, sparked by the pandemic, of all our residential courses to online deliveries; continuously updating our curriculum; development of recognized implementation tools; and expert support on doctrine development in NATO and our nations are only a few examples of NCGM's ability to adapt to the needs of its stakeholders' efforts to reach the objectives of the WPS agenda.

I am grateful and proud to have served as Officer in Command of the Education & Training Department at NCGM. A big thank you to great colleagues, friends, and the wider community.

NCGM is developing the "Military Gender Analysis Tool"



The work to develop a gender analysis tool specifically designed for the military started in the spring of 2020. Addressing identified gaps by our community of interest, the Military Gender Analysis Tool (MGAT) provides a practical tool to increase the understanding of gender perspective in the Engagement Space and highlight the military's role to address the situation.

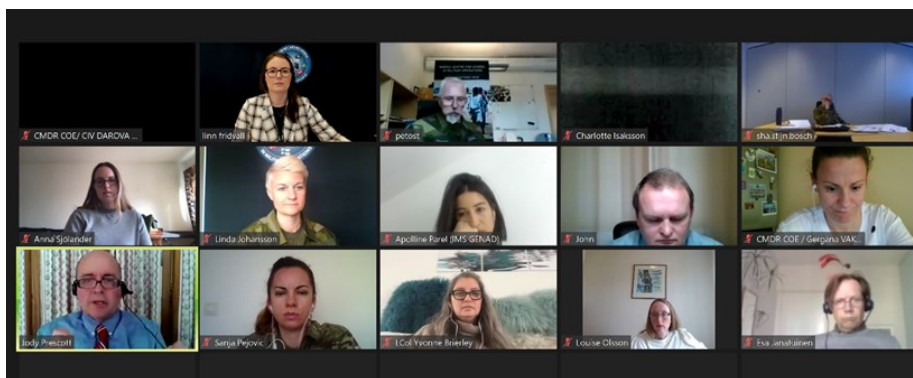
On 13-14 April, NCGM conducted an Expert Meeting focusing on developing the Military Gender Analysis Tool. Experts from the military and academic field shared their thoughts and ideas to help with the continued development.

“It has been important for NCGM to include experts in the process in order for the tool to be valuable and ensure that it will help integrate gender perspective”

The official launch of the tool is scheduled for the second half of this year. Based on the feedback that NCGM has received so far, we are looking forward to share the tool and continue to support military actors' success in integrating gender perspective in military operations.

The collaboration and knowledge exchange that NCGM has with its network of gender subject matter experts is imperative in all the work that the centre does and produces.

When developing a gender analysis tool, specifically for the military context, it has been important for NCGM to include experts in the process in order for the tool to be valuable and ensure that it will help integrate gender perspective. The two-day Expert Meeting was successful in reinforcing the value of sharing knowledge and ideas, and for developing the tool further.



Gender perspectives in Maritime Security

Between 3-4 June NCGM representatives attended a seminar on “Gender Perspectives in Maritime Security”, organized online by the NATO Maritime Interdiction Operational Training Centre (NMIOTC). The event brought together experts and practitioners from various sectors, who shared their insights regarding the implementation of gender perspective in areas connected to maritime security.

LtCol Diana Morais, the newly elected Chair of the NATO Committee on Gender Perspectives (NCGP), delivered the keynote address, which highlighted similarities in the roles women play in both armed conflict and piracy. She noted the importance of training in NATO’s efforts at leveraging gender perspective in the maritime context. The presentations examined aspects and case studies related to maritime security, notably the different effects piracy, human trafficking and migration have on men, women, boys and girls.

Another section of the seminar was dedicated to examining the challenges and obstacles women face in the maritime domain, and how to increase diversity and equality.

New deputy CD Capt Dan Bexar



My “normal” workspace is at UN Department (UNDEP) at the Swedish Armed Forces International Centre (SWEDINT), but in May have been assigned to help NCGM with their course activities, and I will do so for the rest of this year.

So far I have helped the Course Director in the delivery of GENAD II and GFP III, as Deputy Course Director. The experience so far has been interesting and mostly familiar, since the course activity is similar to what we do at UN-DEP. Therefore, it’s educating to work with an experienced CD, and we complement each other in a good way.

The 2021 UN annual report on conflict-related sexual violence – main findings and recommendations



CRSV, as used in the report, refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage, and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict.

The UN Secretary General submits annual reports to the Security Council regarding the implementation of resolution commitments relating to conflict-related sexual violence (UNSCRs 1820, 1888, 1960, 2106 and 2467). This annual report outlines global findings and trends, alongside recommended strategic actions. The notorious annex of the report lists parties (States and non-state actors) who are found to be engaged in acts of CRSV.

The report found that the outbreak of Covid-19 had significant, adverse effects on the prevalence of CRSV globally in 2020. The pandemic amplified gender-based inequality, which is a root cause and driver of sexual violence in times of both conflict and peace. Covid-19 also gave rise to new, gender-specific protection concerns, often linked with increased militarization. Women and girls in refugee and displacement settings were among the hardest hit by the intersecting crises of conflict, forced displacement.

The 2020 report details over 2,500 incidents in 18 countries for which information verified by the UN exists.

The highest number of incidents recorded was in the Democratic Republic of the Congo.

The 'blacklist' in the annex should be read in conjunction with the 11 previous reports, which provide a cumulative basis for the listing of 52 parties. The majority of listed parties are non-State actors. Further, a majority of parties listed (71%) are persistent violators of commitments to address CRSV, having been on the list for five years or longer.

Although women and girls continue to make up the majority of CRSV victims, incidents of sexual violence against men and boys were also reported in nearly all of the country situations examined in the report. A majority of the recorded incidents against men and boys occurred in detention settings.

The UN continued to dedicate resources to prevent and combat CRSV: by the end of 2020, women's protection advisers were deployed in seven UN field operations. Among its key recommendations, the report urges that prevention and response to CRSV are reflected in mandate authorizations and renewals of peace operations. Further, the Security Council is recommended to incorporate sexual violence as a stand-alone designation criterion for sanctions, and ensure coherence between the parties listed in the present report and the individuals and entities designated by sanctions committees. The report also highlights the need to tackle the root

Another Gender Focal Point Course is conducted

NCGM continues its frequent deliveries of the popular Gender Focal Point (GFP) course, with the most recent iteration having taken place online between 1-3 June. There were 22 students from 17 different nations attending the GFP 3 (2021).

While the overall desire to return to residential course-deliveries remains, the feedback about the course is that it is efficient, and that there is an excellent balance between lessons, scenarios and syndicate work. The interactive platform relied on is deemed user-friendly, both for daily tasks as well as for homework.

The interaction between the instructors and students works very well, thanks to the professional and devoted instructors and guest speakers, as well as the students' commitment and motivation.

Gender Focal Point (GFP) Professional Development session



Like most training within NATO, COVID impacted the delivery of just-in-time training and so, this half day session served as a bridge until the selected GFPs can attend a regularly scheduled course.

On May 25th, NCGM hosted a half day workshop for GFPs working within NATO Allied Command Transformation (ACT).

As the entity responsible for transformation, many NCGM staff work closely with ACT sections and staffs to help integrate gender perspective within the Alliance. This takes place in several forms such as doctrine development, management of the gender training and education portfolio, concept paper development and exercise support, to name a few.

Without GFP support, these initiatives and work to integrate gender perspective at the strategic level would be more complicated and less understood.

24 students from 18 different nations attending GENAD 2



The next GENAD course (GENAD III) will be held between 4-15 of October with LtCdr Elena Ojala as the Course Director. The due date for the application is the 6th of August 2021.

Between 17-25 May NCGM conducted the second delivery of the GENAD course in 2021. As was the case with GENAD I, GENAD II was conducted online. The course saw participation from 24 students from 18 different nations.

Highlights from the post-course students' survey included:

“The course is designed to provide GENADs with an understanding of their role, skills, resources and knowledge , and it delivers on all requirements.”

It was only the second time that the course was delivered online (the first iteration took place in March 2021), and there were no major changes done in regards to course schedule or teaching methods.

NATO ACO GENAD Conference



During the conference it was highlighted that GENADs contribute to the responsibility of generating peace and strategy. Effective performance relies on improved responsiveness by comprehensive deterrence and defence, and comprehensiveness needs inclusiveness. GENADs brings this inclusiveness.

Between 11-12 May, NCGM participated in the annual NATO ACO Gender Advisor (GENAD) Conference, which was held online. In the words of SHAPE GENAD MAJ Pejovic, the main goals of the conference were to understand where we are in the process of the overall gender perspective integration, to discuss all topics of interest, to make the GENAD community stronger and to improve collaboration across ACO and NATO.

“We bring the entire team in, with comprehensive lenses. This value system and total force make NATO a great security Alliance”.

- SACEUR General Tod D. Wolters

Some of the accomplishments reported by the GENADs include the overall more institutionalized gender structure as implemented throughout NATO. This is a key success as it is the most fundamental step towards integration of gender. Further, several GENADs were experiencing leadership support - this is critical for successful gender mainstreaming and gender integration across NATO. A final example of success is the fact that gender training is ongoing on all levels, from GFPs to HQ senior leaders.

Simultaneously, there are still challenges ahead. Some of the challenges presented during the conference included a lack of resources, with regards to the tasks and missions that would be needed for a successful implementation of gender perspective. This is also especially noticeable as several of the GENADs remain dual-hatted or stand alone with gender knowledge. In addition to this, many were still experiencing a lack of proper training as GENADs, or for their staff and leadership. To continue training and education thus remains a priority.

“Simultaneously, there are still challenges ahead”

On behalf of NCGM, MAJ Nicole MacNeil (Training Development Officer) presented the centre, its role and responsibility as Department Head, and our recent work with updating the NATO Training Package for Nations, as one solution to build Nations’ own capacity and knowledge of gender perspective in military operations and WPS. Analyst Linn Fridvall presented the Military Gender Analysis Tool (MGAT) developed by NCGM. It builds on the PMESII-model and factor analysis and intends to function as a job-aide for military personnel when conducting a gender analysis, facilitating the overall integration of gender perspective in military operations. Lastly, MAJ Caroline Burger (NATO Operations Planning Process) shared insights into the current work that NCGM is doing, in close cooperation with the network of gender SMEs, supporting and experimenting in NATO exercises. She underlined the value of integrating gender perspective from the beginning in the exercise planning process, and for that purpose NCGM has developed the ‘Guide on Integrating Gender in Military Exercises’, that will be tested during Steadfast Jupiter 2021. In the same exercise, an experiment on gender will be conducted for the first time in order to gather evidence for the relevance of gender perspective in one of NATO’s three core tasks, collective defence.

In final remarks, SHAPE GENAD stressed the issue with resources, causing dual-hatted positions and temporary personnel, which visibly hampers the needed developments. Moreover, the need to further strengthen the GFP network and solid leadership training was recognised. The SGSR also reflected on these issues and presented some potential solutions. The new WPS policy action plan is currently under development, and can be used to highlight the importance of resources and put emphasis on training. The resources to GENADs are also addressed in ACO Strategic Objective on “Strengthening the overall ACO Gender capacity within the ACO Strategic Management Plan 2021-25”. Ms Hutchinson also presented the number of policies that NATO is to update, and new forthcoming ones where the gender perspective will be present.

In closing, many important points were made during the conference and NCGM saw this as an opportunity to connect with the gender community, and where to aim our focus and resources in the future. It was also a moment for reflection with regard to all the numerous obstacles that have been overcome. The conference gave a valuable insight into each other’s work, essential for a collaborative and coordinated future. Noticeable is that GENADs and GFPs have done significant work over the past years and many hurdles have been overcome.

Gender perspectives and Military Operations - legal panel at the US Naval War Collage

On 10 May, the NCGM had the pleasure to participate in a panel discussion organized by the Stockton Center for International Law at the United States Naval War College. The panel was entitled “Gender Perspectives and Military Operations: Emerging Legal and Operational Issues”, and explored emerging issues related to integrating gender perspective into all aspects of military operations, including those impacting the law of armed conflict.

Other panelists included Michelle Jarvis, the Deputy Head of the International, Impartial and Independent Mechanism for Syria, and Cecilia Tengroth, the Chief of Staff at the Swedish Red Cross. Ms Jarvis presented the efforts and work of the mechanism in collecting evidence of violations of international legal norms, and noted the need for a gender perspective in fully understanding the impact of attacks on civilians, including the use of chemical weapons. Ms Tengroth presented arguments for the need for gender perspective in the legal review of new weapons, as mandated by Article 36 of the 1977 Additional Protocol I to the Geneva Conventions.

The NCGM’s legal expert presented how the centre teaches to integrate gender analysis and perspectives at all stages of a military operations, and why this exercise is crucial – both to increase operational effectiveness, and to comply with international legal obligations.

Online GPS Training Cell Network

On the 4th of May, the Gender, Peace and Security Training Cell Network held its fourth meeting, hosted by the NCGM. The meeting was conducted online, with 16 participants joining in worldwide.

With updates from around the globe, the network was able to facilitate possible areas of cooperation, exchanges and support. The next meeting is to be hosted by the CMDR COE, and NCGM is looking forward to participating.

End of tour



It has been a great pleasure to do my internship at the Centre this semester. I feel like I have gotten to do real work, and become an equal part of the workforce. This has taught me not only a lot about the gender discipline but also about working in a team within the military structure.

To name a few of my favourite tasks, I have conducted a gender analysis of the fictional Atlantica scenario, designed the self-test exercise for the GENAD course and been OPR of the update of ADL 171.

I also want to give a special thank you to my supervisor LtCol Birgith Andreassen for always taking the time for my questions, and her guidance.

- Tilda Jonsson

Upcoming activities and dates to note.

23 August

Instructor day
NATO GFP 4
Online

24-26 August

NATO GFP 4 (Tact)
Online

30 August

Gender Peace, Security
Training Cell network
Online

1-2 September

NCGM SME Planning
Conference
Online

6-10 September

Instructor week
NATO GENAD 3
Online

7 September

OSCE Delegation visit to
NCGM

21-23 September

NATO Key Leader
Seminar (KLS)
Online (Short days)

4-7 October

NATO GFP 3 (Strat/Ops)
CMDR COE
Online

4-7 October

NATO GFP 3 (Strat/Ops)
CMDR COE
Online

4-7 October

NATO GFP 3 (Strat/Ops)
CMDR COE
Online

4-15 October

NATO GENAD 3
Online

18 October

Instructor day
NATO GFP 5 (Tact)
Online

19-21 October

NATO GFP 5 (Tact)
Online

29 November

Instructor day
NATO GFP 6 (Tact)
Online

30 November - 2 December

NATO GFP 6 (Tact)
Online

30 November - 2 December

NATO Commanding
Officer Seminar
(COMSEM)
NCGM & Online

6-9 December

NATO GFP 4 (Strat/
Ops)
CMDR COE

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 nation 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.



Current NCGM staff

Look us up on Facebook and LinkedIn!

NCGM is making an effort to be more visible on social media.

We welcome you to share this newsletter and follow us on Facebook and LinkedIn.

Use the QR codes to find us!

