The Organisation of Gender personnel in NATO, EU

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 Field 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.

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 analysis.
- 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, NGOs 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.**

**Nordic Center for Gender in Military operations**

**GENDER PERSPECTIVES IN MILITARY OPERATIONS**

**EDITION 2016-10-01**
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.

By addressing men, women, boys or girls when gathering information, we will get access to additional and different types of information. This will increase our situational awareness and lead to increased Force Protection and operational effect.

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...... but also......

What needs/interests? Whose needs/interests?
What people do? Who does what?
What resources? Who resources?
How many women? Which women?
How many men? Which men?
Who is included? Who participates?
Who talks? Who is listened to?
What interventions? Impact of interventions?
What has changed? Impact of change?

“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 UN Security Council Resolution (UNSCR) 1325, related resolutions and integration of gender perspective in military organisations.

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

“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 Universal Declaration of Human Rights.

Military Gender Adviser/Focal Point: Generic Structure

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

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.


2106 (2013) Affirms sexual violence as tactic of war can exacerbate 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.

March 2010