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 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.

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 analytics.
- 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)

Integrating gender perspective is a force multiplier.
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.

“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

“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

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).


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NATO Secretary General Anders Fogh Rasmussen, 2013

“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

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.

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

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