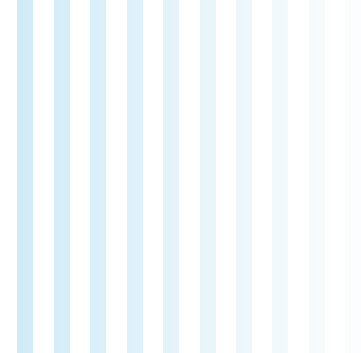
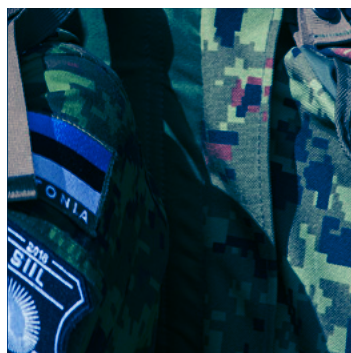




2024

POLICY



Women, Peace, and Security



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Foreword



In the 75th anniversary of NATO, and almost 25 years since the adoption of the UN Security Council Resolution 1325, the world is witnessing the highest number of violent conflicts since World War II. Millions of women around the world are facing the backsliding of their rights and their participation in peace and security efforts, while being disproportionately affected by widespread conflict and instability. NATO navigates a Euro-Atlantic area that is no longer in peace, as Russia's war of aggression against Ukraine continues to take an appalling toll on civilians' lives, and as we are confronted with new and emerging security challenges that transcend borders.

In such periods of turbulence, we need to remain steadfast in safeguarding and capitalizing on our achievements to advance the Women, Peace and Security Agenda. Since 2007, NATO has been firm in

its commitment to implement the Resolution 1325. Building onto fifteen years-worth of experience, and reflecting the commitments of NATO's 2022 Strategic Concept, the new NATO Policy on Women, Peace and Security is structured to fully incorporate WPS across all three of NATO's core tasks. Its cross-cutting efforts will be guided by four new strategic objectives: **gender-responsive leadership and accountability, participation, prevention and protection.**

Our experiences and extensive consultations all prove that we need to clearly communicate the unique role NATO has in advancing the global WPS agenda. I intend for this Policy to pave the way for increased synergies between national and international, political and military efforts on WPS and strengthened engagements with civil society. This is the way to bolster our collective achievements and create permanent results in the shifting sands. This is the path to sustainable peace and gender equality.

On behalf of NATO, I am pleased to present the NATO Policy on Women Peace and Security.

A handwritten signature in black ink that reads "Irene Fellin".

Irene Fellin

NATO Secretary General's Special Representative
for Women, Peace and Security





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Acronyms and Abbreviations

ACO	Allied Command Operations
ACT	Allied Command Transformation
AI	Artificial Intelligence
CRSV	Conflict-Related Sexual Violence
CSAP	Civil Society Advisory Panel
DDA	Deterrence and Defence of the Euro-Atlantic Area
ETEE	Education, training, exercises and evaluation
GFP	Gender Focal Point
GMO	Gender in Military Operations
IS	International Staff
IMS	International Military Staff
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
NCGP	NATO Committee on Gender Perspectives
SGSR	Secretary General Special Representative
SEA	Sexual Exploitation and Abuse
TF	Task Force
TFGBV	Technology-facilitated gender-based violence
UN	United Nations
UNSCR	United Nations Security Council Resolution
WPS	Women, Peace and Security
WPS FP	Women, Peace and Security Focal Point



Story of Women, Peace



2000

Adoption of UNSCR 1325 on WPS: The landmark resolution placed women at the centre of security for the first time, stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security.



2009

NATO deploys first Gender Advisors to the International Security Assistance Force in Afghanistan, to Allied Command Transformation (ACT) in Norfolk, U.S., and to Allied Command Operations (ACO) in Mons, Belgium.

Adoption of Bi-SC Directive 40-1 on integrating UNSCR 1325 and gender perspectives in the NATO command structure including measures for protection during armed conflict.

2014

The role of SGSR becomes permanent.

2007

Adoption of first NATO/EAPC Policy on Women, Peace and Security.



2012

Appointment of Ambassador Mari Skåre as the Secretary General's first Special Representative for WPS.



and Security at NATO



2016

Rose Gottemoeller becomes the first woman to hold the post of NATO Deputy Secretary General.

Establishment of NATO Civil Society Advisory Panel.



2021

Adoption of the Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security 2021-2025.

Appointment of Irene Fellin as SGSR.



2024

First meeting of new CSAP members convened in Brussels.

The NATO Policy on Women, Peace and Security endorsed at the Washington Summit.

2015

Adoption of NATO Military Guidelines on the Prevention of and Response to Conflict-Related Sexual and Gender-Based Violence.



2020

The Chairman of the NATO Military Committee officially welcomes Vice-Admiral Louise Dedichen as NATO Military Representative for Norway, the first woman to join the Committee.



2022

NATO Strategic Concept was endorsed including a commitment to promote WPS and human security across all core tasks of NATO, and advancing gender equality as a reflection of NATO's values were expressed.

The first meeting of women Ministers of Defence and Foreign Affairs was held at the Madrid Summit.





NATO Policy on Women, Peace and Security (2024)

Introduction

1. NATO is committed to defending and promoting the principles of individual liberty, human rights, democracy and the rule of law. Gender equality and the Women, Peace and Security (WPS) Agenda are integral to sustainable peace, and are a reflection of our core values and priorities. NATO has a unique and important role to play in advancing WPS as both a strategic and a value-based imperative.
2. NATO remains firmly committed to the North Atlantic Treaty and the purposes and principles of the Charter of the United Nations (UN). NATO Allies remain steadfast in their commitment to contribute to advancing the global WPS Agenda, as set out by UN Security Council Resolution (UNSCR) 1325 on WPS (2000), and all related resolutions adopted thereafter.¹ NATO recognises the four pillars of the global WPS Agenda, namely participation, prevention, protection and, relief and recovery, as foundational in supporting the implementation of this Policy.
3. NATO recognises the distinct and disproportionate impact that instability, crisis, conflict, and post-conflict situations have on women and girls. Women and girls face declining safety and security, and their rights are being eroded globally. Women continue to face barriers to full, equal, safe, and meaningful participation in public and political life as well as in peace and security processes.
4. NATO recognises that in addition to the critical roles that women play in peace and security activities, they are often at the forefront of efforts to support societal resilience, mediate and respond to crises and conflicts, and build peace. Their full, equal, safe, and meaningful participation in decision-making is critical to the achievement of NATO's mandate and to peace and stability in the Euro-Atlantic area.
5. NATO and Allies contribute to the advancement of the global WPS Agenda by making this Policy an integral part of both civilian and military structures, and in all contexts. The primary responsibility for the implementation of the global WPS Agenda rests with nations, through National Action Plans, national security and defence strategies, and commitments to broader international frameworks.² Building coherence between national and global efforts³ will support NATO in achieving the objectives of this Policy.

1 Nine additional resolutions on Women, Peace and Security have been adopted: UNSCR 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013); 2122 (2013); 2242 (2015); 2467 (2019); 2493 (2019).

2 For example, the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

3 These include among others the UN Agenda for Peace, UN Sustainable Development Goals, UN Youth, Peace and Security Agenda.



6. NATO's Human Security⁴ and WPS Agendas reflect a people-centred and human rights-based approach, and complement and reinforce one another while remaining separate. While Human Security considers the safety and security of all people, WPS provides a focus on the gendered impact of conflict, often disproportionately impacting women and girls as a result of gender inequality and discrimination. Allies recognise the strong interlinkages between the two Agendas. Conflict-Related Sexual Violence (CRSV) in particular is part of NATO's Human Security Agenda while remaining firmly rooted in the WPS Agenda.⁵ The use of CRSV as a deliberate tactic of war is an acute threat in all conflicts and undermines societal resilience and regional stability more broadly. NATO is committed to ensuring effective prevention and response to CRSV in all NATO missions, operations and activities as outlined in the NATO Policy on Preventing and Responding to CRSV.⁶
7. This Policy builds on lessons learned, experiences, and successes from NATO's long-standing work on WPS⁷, as well as from those gathered from NATO Allies, partners, and civil society organisations.

Security Environment

8. Peace in the Euro-Atlantic area has been shattered. The Russian Federation has violated the norms and principles that contributed to a stable and predictable European security order. The Russian Federation is the most significant and direct threat to Allies' security and to peace and stability in the Euro-Atlantic area. Terrorism, in all its forms and manifestations, is the most direct asymmetric threat to the security of our citizens and to international peace and prosperity. The threats we face are global and interconnected. Strategic competition, pervasive instability and recurrent shocks define our broader security environment.⁸
9. The changing security environment impacts women and girls in distinct ways and can exacerbate existing gender inequalities. Women play diverse roles in identifying and responding to evolving threats and challenges.
10. In Russia's war of aggression against Ukraine, civilians are being deliberately targeted. This constitutes a violation of international humanitarian law. Among other methods of warfare, CRSV, unlawful killings, deprivation of liberty, and torture have been used by Russia against all segments of the population, particularly impacting women and girls. At the same time, Ukrainian women have taken on pivotal roles in the maintenance of societal fabric by defending their country, including on the frontline.
11. Terrorism threatens the security of our population, forces, and territory. Women can engage as perpetrators, and terrorist organisations retain the capability to inspire, direct, and train women and girls, alongside men and boys, to execute attacks against our territory. Propaganda and

4 NATO's Human Security Agenda encompasses five areas: Protection of Civilians; Conflict-Related Sexual Violence, Combating Trafficking in Human-Beings, Children and Armed Conflict, and Cultural Property Protection.

5 Several UN Security Resolutions that are part of the WPS Agenda relate to CRSV: 1820(2008); 1888 (2009); 1960 (2010); 2106 (2013); 2467 (2019).

6 NATO Policy on Preventing and Responding to Conflict-Related Sexual Violence, 25 May 2021.

7 NATO endorsed its first Policy to implement the UNSCR 1325 in 2007. The Policy has been updated several times, most recently in 2018.

8 Vilnius Summit Communique, paragraphs 5 and 6.

recruitment efforts can exploit existing gender inequalities and gendered narratives. Women are targeted as victims, and also have crucial roles in preventing and countering terrorism.

12. NATO's southern neighbourhood faces interconnected security, demographic, economic, and political challenges, which have gender dimensions. In line with the global WPS Agenda, NATO recognises these can have a direct impact on the success of any efforts to support regional stability and security.
13. Climate change is a defining challenge of our time. NATO recognises the compounding impacts of gender inequality, conflict, and climate change on women and girls, with implications for security. Women have a valuable role to play in decision-making and in finding solutions to comprehensively address climate change related security challenges. Additionally, they may have distinct experiences, knowledge, skills and resources to contribute in addressing these challenges. NATO also acknowledges the impacts of climate change on our assets and installations, missions and multi-domain operations, and resilience and civil preparedness.⁹ These impacts underscore the need to integrate gender perspectives in taking forward NATO's Agenda on Climate Change and Security and in its focus on awareness, adaptation, mitigation, and outreach.
14. Strategic competitors and potential adversaries, both state and non-state actors, exploit gender narratives and promote gendered disinformation to sow division and destabilise our societies. This challenges the Alliance's security, resilience, interests, values and democratic way of life. While digital, new, and emerging technologies offer opportunities to create a more gender equal world, technological biases are recognised to also exacerbate gender inequalities.
15. Women and girls continue to be disproportionately targetted by multiple forms of sexual and gender-based violence, including CRSV, technology-facilitated gender-based violence (TFGBV), exploitation and abuse, and human trafficking. NATO also recognises that men and boys can be victims of gender-based threats and violence, including CRSV, and are important actors in the promotion of the WPS Agenda.

Scope and Strategic Objectives

16. This Policy supports the goals enshrined in the 2022 Strategic Concept and aims to provide a political framework for NATO's contribution to international peace and security through the integration of WPS across the three core tasks of deterrence and defence, crisis prevention and management, and cooperative security. Gender mainstreaming¹⁰ enhances our political decision-making, operational effectiveness, and all efforts to achieve gender equality.
17. Four strategic objectives, inspired by the global WPS Agenda¹¹ and tailored to NATO's mandate and mission, will guide NATO's political and military efforts, internally and externally:
 - 17.1. Gender-responsive leadership and accountability: To ensure NATO leaders strengthen their gender expertise, work towards gender equality and are accountable for the implementation of the WPS Agenda.

⁹ NATO Climate Change and Security Impact Assessment, The Secretary General's Report, Second Edition, 2023, p. 6, 7 July 2023.

¹⁰ NATOTerm Record 6189.

¹¹ The 4 Pillars of the UN WPS Agenda are: participation, prevention, protection, and relief and recovery.



- 17.2. Participation: To strive for a gender-balanced workforce at all levels, including in decision-making and leadership roles, benefitting from a broader skillset and new perspectives across the NATO Enterprise. To promote the full, equal, safe and meaningful participation of women in peace and security at local, national, regional, and global levels, recognising the mutually reinforcing relationship between Participation, Prevention and Protection.
 - 17.3. Prevention: To advance NATO's role in preventing and countering threats that disproportionately impact women and girls, and promoting the active role of women in crisis prevention and management at all levels, as well as in relief and recovery.
 - 17.4. Protection: To actively promote the protection and safeguarding of women and girls from all forms of gender-based violence.
18. The further enhancement and institutionalisation of political-military cooperation is essential to achieving our aims and objectives as it enables a coherent, consistent and integrated approach to implementing this Policy.

Integration Across the Three Core Tasks

Deterrence and Defence

19. Deterrence and defence remains the backbone of NATO's Article 5 commitment by Allies to defend each other. The integration of WPS and gender perspectives¹² in military and non-military instruments of power enhance the Alliance's ability to understand conflict factors and operating environments, identify security risks and vulnerabilities, and to develop more tailored and gender-responsive interventions and effective solutions. Across all domains and within its mandate to protect civilians, NATO will take measures to prevent and counter threats, which impact women and girls disproportionately. Integrating gender perspectives into doctrine, readiness evaluation, as well as regular training and exercises will be essential to developing this capacity.
20. NATO will strengthen efforts to integrate gender perspectives into all aspects of its work to better deter, defend, contest and deny across all domains and directions, by providing granularity in support of the Alliance's 360-degree approach and through Multi-Domain Operations. This approach will enhance political decision-making and operational effectiveness in achieving peace and stability by advancing activities in all areas including: counter-terrorism; arms control and disarmament; emerging and disruptive technologies; chemical, biological, radiological and nuclear defence; cyber defence; and responding to hybrid threats.
21. While resilience is a national responsibility and a collective commitment¹³, Allies play the primary role in improving societal resilience with citizens and societies as fundamental actors. Building societal resilience requires the full, equal, safe and meaningful participation of all segments of the population, including women and women's civil society organisations. Gender perspectives will be integrated into policy frameworks and planned actions in the interest of empowering and accounting for all segments of populations and Allied forces on the path to strengthening resilience.

¹² NATO Term Record 15195.

¹³ Strengthened Resilience Commitment by NATO Heads of State and Government, 13 June 2021.

22. The weaponisation of gendered narratives and the use of gendered disinformation, which are increasingly facilitated by digital, new and emerging technologies, are established tactics employed in hostile information strategies targeting social cohesion within democracies and aiming to increase polarisation. NATO will integrate WPS in actions to detect, prevent, and respond to this challenge through political dialogue, public diplomacy and Alliance strategic communications to enable better identification of opportunities to prevent oversights of domestic risks, and therefore mitigate harm in both Allied territory and NATO's neighbourhood.
23. TFGBV is a growing threat to women and girls that has been demonstrated to reduce women's participation and leadership in public, political and military spheres as well as in decision-making processes. This has negative consequences for democracy and for peace and security, is a known strategy, and is actively used by malign state and non-state actors. NATO will support actions to understand, prevent and counter TFGBV, which threatens the core values of the Alliance and undermines Allied security.
24. NATO will strengthen its deterrence and defence posture with robust, in place, multi-domain and combat ready forces. Troop-contributing nations will work to increase the participation and representation of women in NATO-led forces at all levels through their force generation process. This necessitates gender-responsive leadership and accountability in addressing barriers to the recruitment, retention, and career advancement of women.
25. The Policy is consistent with and supports the implementation of NATO's Military Strategy, the Concept for the Deterrence and Defence of the Euro-Atlantic Area (DDA 2020) and the NATO Warfighting Capstone Concept (NWCC 2021).¹⁴

Crisis Prevention and Management

26. NATO Allies have a shared interest in contributing to stability and managing conflicts and will continue to work to prevent and respond to crises when these have the potential to affect Allied security.¹⁵ Integrating gender perspectives throughout all aspects of crisis response, preparedness and management, operations planning and execution, significantly increases NATO's understanding of the operating environment. Within its mandate to protect civilians, NATO will aim to protect women and girls particularly from all forms of gender-based violence, including CRSV. Advocating for the active role of women in crisis prevention and management contributes to the capacity to prevent and respond to crises in a more nuanced and effective manner.
27. All NATO personnel involved in the planning and execution of operations, especially Allied Military Planners and intelligence communities, must integrate gender perspectives and ensure close working relations with Gender Advisors and Gender Focal Points to strengthen information sharing¹⁶ and gender analysis.¹⁷ This will support improved intelligence, conduct of operations, and decision-making in both NATO military and political structures. NATO will further integrate gender-responsive indicators in early warning processes, crisis prevention and early response efforts.
28. NATO will prioritise engagement with local women's and civil society networks and organisations

14 The NATO Warfighting Capstone Concept (2021) contributes to the Alliance's efforts to strengthen its deterrence and defence posture and offers a vision in support of maintaining and further developing NATO's decisive military advantage, and continuously adapting the military instrument of power through to 2040.

15 NATO 2022 Strategic Concept, paragraph 35.

16 In accordance with the relevant NATO policies and procedures, as well as security agreements as appropriate.

17 NATOTerm Record 18587.



in crisis prevention and management activities, in line with established rules and procedures, as they are essential to inform analysis and assessments, which will, in turn, further improve military planning and lead to more effective and gender-responsive solutions.

29. NATO will ensure women's perspectives and needs are considered in institutional transformation of security and defence sector and recovery efforts, as appropriate.

Cooperative Security

30. The area of cooperative security, with its wide network of relations between NATO and its partners, as well as other organisations around the globe, provides a particular impetus for the WPS Agenda. NATO will bring together relevant WPS actors to achieve the objectives of this Policy, as appropriate.
31. NATO will engage with its partners on WPS through established partnership tools and mechanisms. Measures to enhance cooperative security under the auspices of WPS include capacity building efforts, dialogue and joint political messaging, exchanges of information, good practices and expertise, engagement on the nexus of gender and emerging security challenges, and exercises and training activities.
32. Practical assistance provided by NATO through the various established partnership programmes supports partners in developing security and defence institutions that are accessible and responsive to the needs of both women and men, and include the promotion of women's participation and representation at all levels of national armed forces.
33. NATO will continue facilitating partner access to WPS related and Gender in Military Operations (GMO) training offered through NATO, and encouraging its partners to develop their national education and training. This will also promote WPS as an interoperability enabler.
34. NATO will pursue two-way staff level engagement on WPS with relevant actors, such as the United Nations, the European Union, the Organisation for Security and Cooperation in Europe, and the African Union, as appropriate.
35. NATO recognises the instrumental role civil society plays at local, national, regional, and global levels, in implementing the WPS Agenda. NATO will continue to proactively engage with civil society, including through the Civil Society Advisory Panel (CSAP)¹⁸, to ensure NATO's efforts are informed by a wealth of knowledge and experience in all aspects of peace and security, including societal resilience, conflict mediation and peacebuilding, and post-conflict relief and recovery. The CSAP will serve as a forum for regular consultation and dialogue between civil society and NATO.
36. Given the increase in technology-based opportunities as well as challenges with gendered elements facing the Alliance, coordination with private sector partners is increasingly relevant. NATO will engage with relevant private sector actors, from Allied and partner nations, on WPS and gendered aspects of technology to improve shared understanding. NATO will continue to integrate gender perspectives to shape standards, and to reduce and remedy gender biases and operationalise the Principles of Responsible Use¹⁹ that Allies have committed to ensuring in Artificial Intelligence (AI) applications and other technologies. This aims to mitigate harm and prevent setbacks in gender equality and human rights of women and girls and to facilitate the adoption of trusted AI applications and other technologies.

18 Revised Terms of Reference for the Civil Society Advisory Panel on Women, Peace and Security. 11 January 2024.

19 Approval of NATO's Artificial Intelligence Strategy, 5 October 2021, paragraph 23.

Institutional Framework

37. The advancement of NATO's WPS Agenda is a shared responsibility requiring active commitment and accountability from Allies, NATO political and military leadership, as well as staff throughout the NATO Enterprise. NATO is committed to maintaining a robust institutional framework to guide and support the implementation of this Policy. Ongoing engagement between civilian and military stakeholders across the NATO Enterprise will strengthen implementation of this Policy.
38. NATO is committed to integrating gender perspectives into the development of education, training, exercises and evaluation (ETEE) curricula, doctrine, as well as other activities such as conflict analysis, mission planning and execution, and operations. Leadership is responsible for ensuring that all personnel receive the appropriate education and training to systematically integrate gender perspectives in their work. In the NATO Command Structure, NATO Force Structure and International Military Staff Commanding Officers and senior leaders will ensure that trained GENADs are involved in decision-making processes. NATO will include gender specific criteria in evaluations, identify WPS related lessons and ensure they are learned.
39. NATO Allies and troop contributing partners are committed to the provision of personnel at all levels, trained in WPS and GMO, to all NATO headquarters, missions, operations and council mandated activities. Allies are also committed to integrate WPS and GMO into training and their professional military education programmes.
40. NATO recognises that interoperability amongst Allies and partners in their approach to integrating gender perspectives in military operations will improve operational effectiveness.
41. Data disaggregated by sex, age and other factors appropriate to the context should support gender analyses to inform all decisions including those relating to policies, programmes, plans, and operations.
42. NATO encourages a more gender-inclusive environment, and will prioritise achieving better gender balance across the NATO Enterprise by increasing the number of women in NATO's civil and military structures, especially in senior and decision-making positions.
43. NATO is committed to ensuring a respectful and safe working environment that will allow all personnel to reach their full potential, including within national military forces. NATO is committed to combatting harassment, including sexual harassment, bullying and discrimination, and sexual abuse in the workplace. NATO will continue efforts to maintain a respectful and safe workplace and prevent the occurrence of harassment, bullying and discrimination, including through targeted training, a communications strategy, accountability mechanisms and other awareness raising initiatives.

44. All personnel in NATO-led missions, operations, and activities and all staff²⁰ across the NATO Enterprise must live up to the highest standard of professionalism and conduct. Sexual exploitation and abuse runs counter to NATO's principles and core values, undermines the effectiveness and credibility of the Alliance, risks mission success, and can be a barrier for the full, equal, safe, and meaningful participation of women. NATO will continue to implement its zero-tolerance approach to all acts of sexual exploitation and abuse, as outlined in NATO's Policy on Preventing and Responding to Sexual Exploitation and Abuse (SEA).²¹ Allies' commitment to addressing SEA by implementing this priority through national structures, including within national military forces, in collaboration with NATO is essential.
45. The NATO WPS Leadership Task Force will meet regularly to support and strategically guide implementation of this Policy and ensure accountability for initiatives agreed in any Action Plan(s). The NATO WPS Technical Task Force of Focal Points from the International Staff, International Military Staff and the Strategic Commands, will continue to facilitate and strengthen the implementation of NATO's WPS Agenda and Action Plan by serving as a platform for coordination and information sharing. The Technical Task Force will facilitate the process of integrating gender perspectives into all of NATO's work.
46. Allies' expertise and experience will be leveraged through regular political and military engagements. Under the auspices of the NATO Secretary General's Special Representative for WPS, meetings of WPS, Gender Equality, and Feminist Foreign Policy leadership will be convened to advance this Policy. The NATO Committee on Gender Perspectives (NCGP), an advisory body to the Military Committee, will continue to advance efforts to integrate gender perspectives and promote gender mainstreaming across the operational spectrum. The NCGP will also ensure that best practices from individual nations are incorporated into the posture of the Alliance.
47. NATO will develop a comprehensive approach to communications to promote NATO's WPS Agenda, which involves relevant internal stakeholders, and will aim to increase the comprehension and visibility of NATO's efforts. This effort will also contribute to raising awareness, building ownership, strengthening dialogue, and cooperation in the process of implementation and monitoring of the WPS Agenda commitments both in military and civilian structures.

Implementation, Monitoring and Reporting

48. Implementation of this Policy will be supported by a NATO Action Plan that outlines concrete, measurable, and results-oriented actions across the NATO Enterprise. The Plan will be developed through a political-military consultative process led by the International Staff and forwarded to Council for approval. The Plan may be supported by Implementation Plan(s) or other tools developed by the International Staff, the International Military Staff, the Strategic Commands, and all divisions and agencies that support the outcomes and objectives laid out in the Plan.
49. The Alliance will ensure adequate personnel and financial resources are allocated to implement this Policy and the Action Plan. In addition to internal review processes,²² independent assessments and civil society consultations, including through the CSAP, will be beneficial to provide recommendations on the implementation of the Action Plan and help identify whether actions and resources are enabling NATO to meet its objectives.

20 Military and civilian staff.

21 Approval of the NATO Policy on Preventing and Responding to Sexual Exploitation and Abuse (SEA), 13 November 2019.

22 Assessment timelines will be clearly indicated within the Action Plan.

50. NATO's partners are invited to associate with this Policy as a means to express their political commitment and willingness to advance its objectives.
51. NATO Allies and associated partners will receive a progress report annually.²³ In addition, progress on advancement of NATO's WPS efforts will be discussed among Allies every six months or more frequently upon their request.²⁴
52. NATO Allies are encouraged to report progress and to share good practices in the national advancement of the global WPS Agenda, including through National Action Plans and other security and defence strategies.
53. The NATO Secretary General is invited to continue including information on the implementation of this Policy as a part of the Secretary General's public annual report. In addition, the NATO Secretary General's Special Representative for WPS will also report publicly on progress at their discretion.
54. This Policy will be reviewed at a minimum of every five years, or sooner as needed.



23 Reporting will continue to be discussed in the Deputies Committee and shared with the Council for notation as appropriate.

24 This may include dedicated sessions of the Council, the Deputies Committee or other fora where having discussions specific to the advancement of NATO's WPS Policy are deemed necessary in agreement with the NATO Secretary General's Special Representative for Women, Peace and Security.



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Institutional Framework of WPS at NATO

The advancement of NATO's WPS Agenda is a shared responsibility requiring active commitment and accountability from Allies, NATO political and military leadership, as well as staff throughout the NATO Enterprise.

The following roles as well as mechanisms for internal and external consultation processes have been established over the years to efficiently mainstream WPS across all that we do at NATO.

Gender Advisors (GENADs): NATO deploys gender advisors - military and civilian - across its commands, operations, and missions. GENADs provide advice on effective integration of gender perspectives in military work strands. They are valuable resources to Commanders, who are responsible for the overall integration of gender perspectives into planning, execution, and evaluation.

WPS Advisors: NATO deploys civilian WPS advisors to support NATO in training and advising civilian government structures in missions. The first ever such position was deployed to NATO Mission Iraq.

Gender Focal Points (GFPs) and WPS Focal Points (WPS FPs): GFPs and WPS FPs steer the integration of gender perspectives and the implementation of WPS across IMS and IS, respectively. Dual-hatted, GFPs and WPS FPs perform their roles in addition to their core tasks, which enables them to integrate gender perspectives and WPS efficiently into their specific expertise and facilitate colleagues' understanding of the WPS Agenda through communication of WPS Policy developments and priorities.

WPS Leadership Task Force

WPS Leadership Task Force is a mechanism for NATO Heads of Divisions and Agencies to engage biannually on the implementation of WPS at NATO. This mechanism enables senior management of NATO to share status of progress, challenges and opportunities in their respective experience in implementing WPS.

WPS Technical Task Force

Supporting the WPS Leadership Task Force, WPS Technical Task Force is a monthly mechanism for staff-level engagement across NATO IS, IMS, and Agencies. The task force serves as a platform for coordination and information-sharing to aid the implementation of WPS across all strands of NATO's work.





The first meeting of WPS, Gender Equality and Feminist Foreign Policy Leadership, held at NATO HQ in Brussels, in January 2024.



The first Annual Meeting with new members of the Civil Society Advisory Panel for WPS took place at NATO HQ in Brussels, in January 2024.



The 48th Annual Conference for the NATO Committee on Gender Perspectives, held at NATO HQ in Brussels, in May 2024.

Meetings of WPS, Gender Equality, and Feminist Foreign Policy leadership

The first meeting of WPS, Gender Equality and Feminist Foreign Policy leadership was convened by the SGSR in January 2024, as one of the consultative engagements leading up to the update of NATO's Policy on WPS. The meeting provided a valuable platform for Allies to share good practices and national experiences on the implementation of the WPS Agenda, and promoted synergies between national and NATO priorities and approaches.

Civil Society Advisory Panel (CSAP) for WPS

CSAP provides a channel for consultation on WPS between NATO and civil society on a regular and systematic basis. CSAP thereby contributes to NATO's advancement of WPS priorities, sustainable peace and inclusive security. CSAP members are chosen among external experts from civil society who demonstrate knowledge and expertise in the WPS Agenda, as well as in integrating gender perspectives across peace and security topics, in women's rights and gender equality. The current panel was established in 2023, with 24 civil society experts agreeing to become members of the panel from across the Alliance, Partner Nations and conflict-affected regions.

The NATO Committee on Gender Perspectives (NCGP)

NCGP is an advisory body to the NATO Military Committee that aims to advance efforts to integrate gender perspectives and promote gender mainstreaming across the operational spectrum. The NCGP ensures that best practices from individual nations are incorporated into the posture of the Alliance. By advising NATO's political and military leadership, as well as member nations, on gender-related issues and the implementation of UNSCR 1325 and related Resolutions, the NCGP contributes to operational effectiveness in line with Alliance objectives and priorities.





FOR EXAMPLE

Recent examples demonstrate what “mainstreaming gender” looks like in action:

Climate security:

Gender aspects of climate change were included in the second edition of the Secretary General’s Report: Climate Change and Security Impact Assessment. This assessment noted the different ways in which climate insecurity impacts men, women, boys and girls and the risk of climate change exacerbating pre-existing vulnerabilities.

Where is the link?

Gender is a factor that influences risks of exposure and agency of women and men. Intersections between gender, power dynamics, socio-economic structures, and societal expectations determine how men and women experience and manage risks of exposure and climate change impacts vulnerabilities, including those linked to gender and societal inequity.

For example:

- Climate change induced deterioration of livelihood conditions increases the risk of conflict over access to scarce resources and inequitable access to services.
- Due to women’s unequal control over and access to resources (e.g. land, capital, information, technology).
- Climate change and conflict disproportionately increase women’s social and economic risks, and decrease their capacity to adapt.
- Women’s unequal control over and access to resources also renders them more vulnerable than men to climate-change induced food insecurity.

Science and technology:

The NATO Science and Technology Trends 2023-2042 assesses the linkage of gender and technology, pointing to the need for technology to adapt to gender requirements.

Where is the link?

Existing inequalities lead to unequal access to technology, which impedes its uptake and effective use.

For example:

- Over 90% of jobs worldwide have a digital component, and military systems are becoming more dependent on technology. Unequal access generates a gender gap of professionals in science, technology, engineering and mathematics fields (STEM).
- Such gender gaps and women’s unequal representation in STEM fields in turn lead to omissions of mental, physiological, social and physical requirements unique to women. Consideration of these unique requirements is necessary when designing equipment or physical spaces to adapt to gender-based physiological differences, developing physical biometric models more representative of the military population, and adjusting to gender and individual cognitive approaches.²⁵

²⁵ The NATO Science and Technology Trends 2023-2042, pg. 97-98.



