

*Meet Challenges, Seize Opportunities, Anticipate the Future!*



# GENDER PERSPECTIVE

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# KEY TERMS AND DEFINITIONS

Sex&Gender

Gender perspective

Gender Analysis

Gender Roles

Gender equality

Gender Stereotypes

Gender – inclusive language

Gender Mainstreaming

Gender Based Violence

Gender Terms



# COMMON UNDERSTANDING

## Dimensions of Sex (Biological Variable) & Gender (Social and Cultural Variable)



GENDER  $\neq$  SEX

Social function / Reproductive function

GENDER  $\neq$  WOMEN



# COMMON UNDERSTANDING

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Gender perspective

- Similarities and differences based on roles, norms, relations

Gender mainstreaming

- Strategy for integrating gender perspective

Gender analysis

- Systematic gathering and examination – SADD
- Identification of gendered dynamics

Gender equality

- Rights, responsibilities, opportunities

Gender norms

- Ideas about how individuals should be, look and act

Gender roles

- different socially ascribed attitudes, behavior, works and responsibilities assigned to people of different ages based on their sex and gender





# Stereotypes and biases

## Stereotype

Women are naturally caregiving, emotional, peaceful, graceful and vulnerable – stay-at-home stereotype

Men are naturally aggressive, assertive, rational and strong.

Women are better at language and history.

Men are better at science and math.

Female favouritism

## Assumption

Women are best-suited to care for children and remain in the home environment.

Women are not suited for dangerous environments.

Men are not suited for taking care of children

Men are suited for leadership positions.

## Impact

Women face impediments joining / remaining / being promoted in military organisations – women in the military are mocked and ostracised, questioned.

Men are not given leave for child care – stay-at-home dads are mocked.

Women / men largely occupy functions related to their ascribed gender roles – regardless of skill, merit and preference.

## Strategies

Gender perspectives in training and education

Organisational transformation – standards, behaviours - equitable conditions / chances for advancement

Awareness raising

Communication of women's achievements

Recruitment and retention / equal pay / shared parental leave



# MISCONCEPTIONS

## ***“It is only about women!”***

Gender perspective is about *all* gender roles.

## ***“I know about gender!”***

Unconscious biases and assumptions can influence our perceptions. Gender relations are context dependent: they are different regarding the place and change over time.

## ***“It is difficult to prioritise!”***

Applying a gender perspective is an opportunity and enabler.

## ***“It is only the task of the Gender Advisor!”***

Integrating gender perspective is everyone’s task.



# LANGUAGE

Using gender-inclusive language:

- Challenges unconscious bias and assumptions about gender roles in society;
- Lays the foundation for greater gender equality;
- Raises awareness of how language affects our behaviours and attitudes.

## TECHNIQUES FOR GENDER INCLUSIVITY

- **Plural forms**  
*All visitors must collect their passes at the guard house*
- **Singular use of they/their**  
*Each staff member must avoid wearing **their** pass outside NATO HQ*
- **Omitting pronouns**  
*A person must have worked for 5 years before **applying**...*
- **Multiple pronouns/forms**  
*When the Action Officer receives the request, **he or she** will process it...*
- **Passive voice**  
*Comments **must be submitted by** each representative...*
- **Alternative pronoun "who"**  
*Any staff member **who** is not satisfied*
- **Imperative**  
***Please confirm** your participation*

## FUNCTIONS AND JOB TITLES

- **Avoid generic male forms when referring to both men and women**  
*Chairmen → Chairs*
- **Avoid superfluous gender distinctions in job titles**  
*Manageress, lady doctor → Manager, doctor*
- **There is no need to gender already inclusive terms**  
*Female/male nurse → nurse*

## AVOID STEREOTYPES

- **Avoid sexist stereotypes**  
*Maria is a career woman  
→ Maria is a professional/executive  
John is a male nurse  
→ John is a nurse*

## NEUTRAL LANGUAGE

- **Replace unnecessarily gendered terms with neutral alternatives**  
*Two-man office → two-person office*

## FORMS OF ADDRESS

- **As a general rule, refer to all women as Ms**
- **Only use Mrs if someone explicitly wishes to be referred to as such**
- **Avoid the form Miss**

## CONSISTENCY

- **When using both the feminine and the masculine form, use them in alphabetical order**  
*He/she, her/his,*
- **When using a double form (feminine/masculine), use the same one throughout the text**  
*He/she, he or she, s/he*

## HR DOCUMENTS

- **The feminine form always comes before the masculine.**  
***S/he** must be able to draft policy papers on a wide range of issues*

Picture source: NATO Gender-Inclusive Language Manual (2020), WPS Office, p. 19



# INTEGRATION OF GENDER PERSPECTIVE

## Multi-Dimensional

### Internally

- Force Generation
- Code of Conduct/standards of behavior
- Security Force Assistance
- Training

### Externally

- Identify different security concerns, needs, risks and experiences
- Contribute to a safe and secure environment
- Enhance situational awareness
- Anticipate different consequences of military forces/military-led actions

### All phases

- Gender perspective can contribute to all phases of the operation, from information gathering to execution of the operation to lessons learned.

### All levels

- Gender perspective is applicable at all levels.



# Who integrates and who supports the integration?

**Bi-SCD 40-1**  
<https://www.act.nato.int/gender-advisor>

## Who integrates?

- The overall responsibility for the integration of gender perspective rests with **Commanders**.
- **All personnel** should have a general understanding and integrate gender perspective at all levels and all phases of operations, missions and other Council-mandated activities.

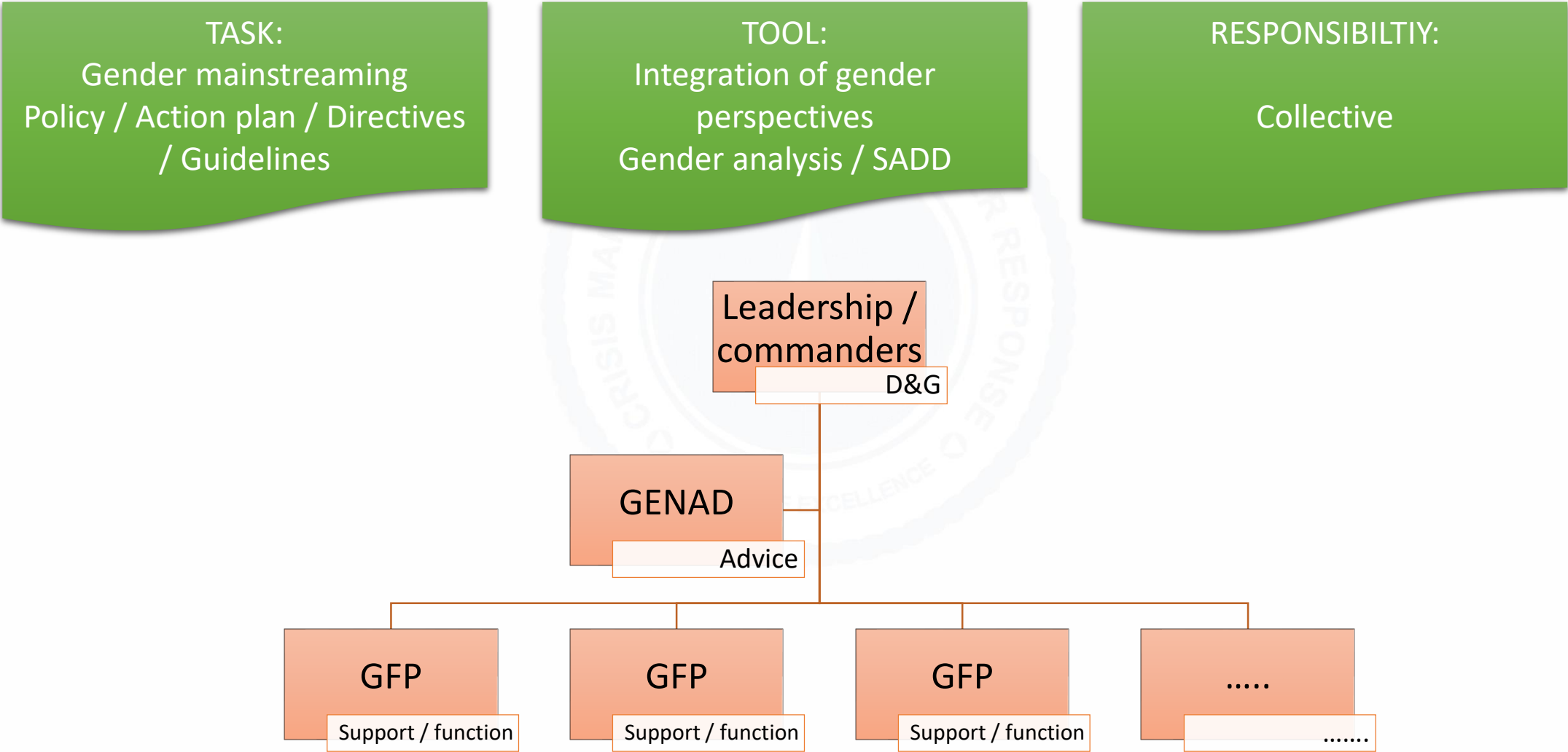
## Who supports?

- **Gender Advisor (GENAD)** advises on operationalizing NATO's Women, Peace and Security (WPS) Agenda and supports the comprehensive integration of gender perspective and gender mainstreaming. GENAD reports to the Commander and is placed within the Command/Staff Advisory Group (CAG/SAG).
- **Gender Focal Points (GFPs)** are nominated personnel with dual-hatted roles in the HQs, Divisions/Directorates, Branches and Offices who supports the integration of gender perspective and facilitate gender mainstreaming in their functional area.



# Gender Advisory Structure - generic

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Where can one find guidance on the integration of gender perspectives in NATO?





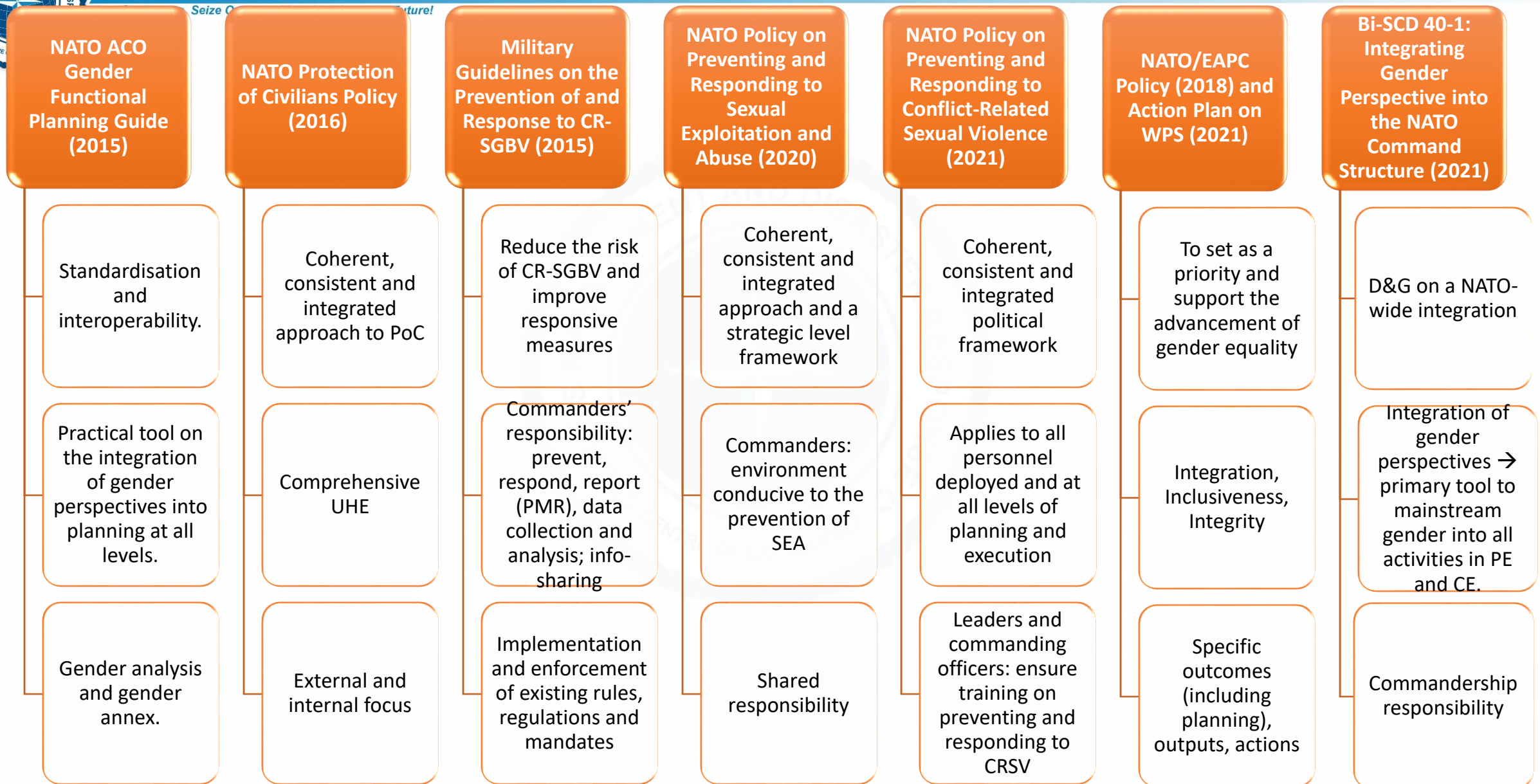
## 📁 The Women, Peace and Security (WPS) Agenda

## UNSCR 1325 → National Action Plans (NAPs)





# Framework (select)





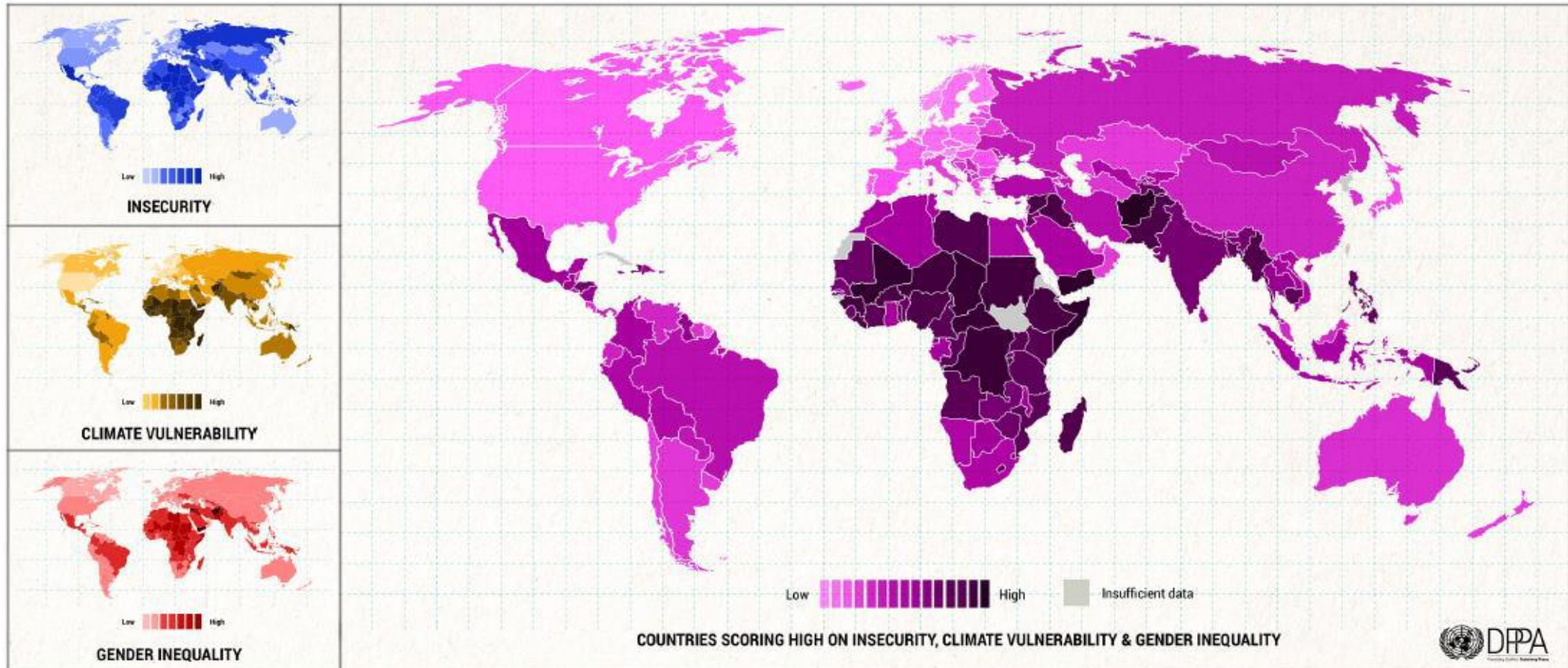
# FOOD FOR THOUGHT PAPER: UNDERSTANDING THE GENDER, CLIMATE CHANGE AND SECURITY NEXUS AND ITS IMPLICATIONS

## Aim and purpose

- to serve as a basis for increased awareness and understanding of the **gender, climate change and security nexus** as the Alliance strives to become the leading international organisation when it comes to understanding and **adapting to the impact of climate change on defence and security.**



## How insecurity, climate vulnerability, and gender inequality overlap



**Sources:** *Climate vulnerability:* Notre Dame Global Adaptation Initiative. Country Index Scores (2019). *Insecurity:* Fragile States Index (2021). *Gender inequality:* Women, Peace, and Security Index, Georgetown Institute for Women, Peace and Security and the PRIO Centre on Gender Peace, and Security (2021).



## The gender dimension of the impact of climate change on NATO's strategic environment

### Climate change and security: **CLIMATE CHANGE – A THREAT MULTIPLIER**

- may escalate social, political and economic tensions in fragile conflict-affected settings
- increases conflict risk by undermining food and water security, income and livelihoods
- will significantly alter the operative environment, changing the nature of operations towards an increase in Humanitarian Assistance and Disaster Relief

### Climate change and gender:

- differential vulnerability and exposure to the impacts of climate change of different groups
- Climate impacts are compounding existing grievances and exacerbating pre-existing vulnerabilities, including those linked to gender and social inequity

**Impacts of climate change are not gender-neutral and women, girls, men and boys are affected differently**



# The Gender, Climate Change and Security Nexus

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Induces deterioration of  
livelihood conditions

Life expectancy and health

Increases the risk of  
conflict or civil unrest

Food insecurity

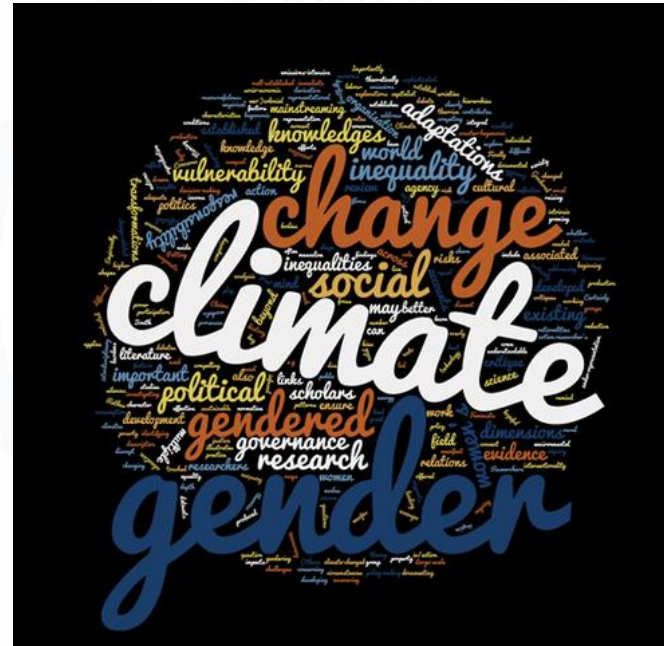
Trafficking in human beings

Influencing decision-making  
by armed groups

Sexual and gender-based violence  
including conflict-related sexual  
violence

Increasing migration and  
changing mobility patterns

Forcibly displace families  
or entire communities







## NATO's and Allies' military installations and assets

- DROUGHTS
- WILDFIRES
- DUST STORMS
- EXTREME TEMPERATURES



**Disruption of military installations and assets**

**Use of local water resources**

**Personnel may have to train and operate in climate change-affected conditions**

**Adaption of equipment and uniforms**

**Increased domestic and international assistance in disaster relief**



**Cause or fuel existing conflict around water resources by military camp**

**Gender impact on local men and women**

**Include a gender perspective**

**Recruitment and training of personnel need to be adapted in order to have the required skills set available**





## NATO's missions and operations in all domains

**Changes in the strategic environment** need to be integrated in the full cycle of NATO's missions and operations, **from planning, to implementation and evaluation**

- appropriate tools to identify the compounding effects of climate change, insecurity and armed conflict
- a gender blind approach to addressing climate – related security risks can exacerbate vulnerabilities of groups most exposed to impacts of climate change
- Gender and climate change nexus should be taken into consideration at the tactical level:
  - **Patrolling**
    - opportunity to engage with local communities to support different types of operations
    - adjust patrol plan to provide protection for civilians (women and girls fetching water and firewood)
  - **Checkpoints** - increased number of both women and men's displacements
    - female officers to be available to interact with local women
    - facilities to be constructed for separate holding areas for men and women
    - personnel assigned must take appropriate training gender perspective



## NATO's resilience and civil preparedness

**Different levels of risk perception and socio-economic conditions**



Different ways to plan, prepare , react, and recover from climate change induced shocks

**Gender gap in accessing information and communication technologies**



Negative impact on women's ability to access early warning

**Decision to evacuate tends to fall on male family members**



Women less resilient when facing climate-induced events

**Traditional gendered caring role of children and the elderly**



Women's capacity to react and to evacuate is hindered

**Increased gender –based violence during the climate disasters events**



Lower adaptive capacity and resilience of the abused groups



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