



NORTH ATLANTIC MILITARY COMMITTEE  
COMITE MILITAIRE DE L'ATLANTIQUE NORD



20 May 2009

MC 0249/2 (Final)

**FINAL DECISION ON MC 0249/2**

**THE NATO COMMITTEE ON GENDER PERSPECTIVE (NCGP)**

1. On 11 May 09 the Military Committee (MC) approved MC 249/2 which is effective immediately.
2. This document supersedes MC 249/1, 17 Jun 03, and also clears IMSWM-0092-2009, and all SDs thereto.

**FOR THE MILITARY COMMITTEE:**

A handwritten signature in black ink, appearing to read 'P.J.M. Godderij', written over a horizontal line.

P.J.M. GODDERIJ  
Lieutenant General, NLDAF  
Director  
International Military Staff

**NOTE:** This Final Decision Sheet shall now be attached to MC 0249/2 as the top sheet. Page numbering of the complete document when this decision is attached is as follows:

MC 0249/2 (Final)	- Page 1
MC 0249/2	- 10 pages

Distribution: SDL Z

**MC 0249/2**

**THE NATO COMMITTEE ON GENDER PERSPECTIVES**

**(NCGP)**

## INTRODUCTION

1. General. Military operations in today's world require a diversity of qualifications and resources to ensure that peace and security are achieved and maintained. The complementary skills of both male and female personnel are essential for the operational effectiveness of NATO operations, especially in light of the increasing complexity of civil-military interaction, public relations and intelligence gathering. The integration of the gender perspective into all aspects of NATO operations can be beneficial and have key influence on increased operational effectiveness.

On 31 Oct 00, the United Nations Security Council (UNSC) adopted Security Council Resolution 1325 (UNSCR 1325) on Women, Peace and Security. UNSCR 1325 recognises the distinct impact that war and conflict have on men, women, boys and girls and brings to the forefront that women have been historically omitted in peace process and nation stabilization. UNSCR 1325 calls for full and equal participation of women at all levels in issues ranging from early conflict prevention to post-conflict reconstruction, peace and security. On 19 Jun 08 the UNSC reaffirmed the focus on these issues with the adoption of UNSCR 1820.

The Military Committee (MC) recognises the need to promote gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations. Therefore the mandate of the Committee on Women in the NATO Forces (CWINF) is extended to include this dimension. The CWINF evolves into the NATO Committee on Gender Perspectives (NCGP) in 2009.

2. Aim. The purpose of this document is:

- a. To authorise the NCGP and the NATO Office on Gender Perspectives (NOGP);
- b. To provide a conceptual reference to the NCGP as sub-committee to the MC, defining the responsibilities of the NCGP related to gender mainstreaming and related to the support of the integration of a gender perspective into NATO's military operations, specifically to the implementation of the UNSCR 1325 and 1820, as well as other future related UNSCRs;

3. History. Initiatives by senior national military women in NATO during the 1960s and 1970s led to ad hoc conferences. In 1973, a committee was formed and the first terms of reference (TOR) were made. Since the official recognition (MC 249 of 1976 and MC 281 of 1977) the Committee has met once a year. The TORs were renewed in 1998. From 1998 a permanent office, the OWINF, was established in the International Military Staff (IMS) to provide information on gender and diversity issues and support the work of CWINF. In 2009, in order to extend the CWINF's mandate to support the integration of a gender perspective into NATO's

specifically to support the implementation of UNSCR 1325 and 1820 as well as future related UNSCRs, the Executive Committee (EC) decided to revise MC 249/1 including the existing TORs of the Committee and the Office.

#### TERMINOLOGY AND APPLICATION

4. To the largest extent possible, AAP-6 and AAP-15 are used for terminology.

#### OTHER ASPECTS

5. The NOGP provides and supports information to NATO upon request, within means and capabilities.

6. Other nations may be invited to attend meetings and conferences, as per MC approval.

#### PURPOSE

7. As per the TOR, the purpose of the NCGP is to be a consultative body to promote gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations.

8. The Committee also has a role as advisory for the MC on gender related policies for the Armed Forces of the Alliance.

#### POLICY

9. UNSCR 1325 recognises the urgent need to mainstream a gender perspective into peacekeeping operations since it will contribute to the maintenance and promotion of international peace and security.

10. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes and operations.

11. The NCGP is comprised of senior military officers or civilian equivalent of each NATO nation, whose primary responsibility lies in the domain of gender mainstreaming. The NCGP is comprised of an Executive Committee (EC) and of delegates, as per TOR.

12. The Committee is supported in its work by the NOGP as per TOR of the Office. The Office is the permanent focal point for collecting, providing and sharing

information regarding national programmes, policies and procedures on gender related issues, including the implementation of UNSCRs 1325 and 1820 and future related UNSCRs.

13. The NCGP meets periodically in whole and in part, provides guidance and shares information. The NCGP may request an individual or agency to provide information on relevant issues.

14. The NCGP meets in NATO HQ Brussels once a year as a minimum or as required by the chairperson, as per TOR of the Committee.

Annexes:

- A. TOR NCGP
- B. TOR NOGP

**TERMS OF REFERENCE FOR THE  
NATO COMMITTEE ON GENDER PERSPECTIVES  
(NCGP)**

1. Establishment. An ad hoc committee on Women in the NATO Forces was formed during the NATO Conference of Senior Women Officers held in Brussels between 10 and 14 Nov 73. The Committee was granted formal recognition by the Military Committee on 19 Jul 76 under reference of MC 249 (Final). The Committee on Women in the NATO Forces (CWINF) evolved into the NATO Committee on Gender Perspectives (NCGP) in 2009.
2. Mission Statement. The NCGP advises NATO leadership and member nations on gender related issues, including the implementation of relevant United Nations Security Council Resolutions (UNSCRs).
3. Purpose and Responsibility.
  - a. Purpose. The Committee:
    - (1) Is an advisory body to the Military Committee (MC) on gender related policies for the Armed Forces of the Alliance.
    - (2) Promotes gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations.
  - b. Responsibilities. The Committee's responsibilities are:
    - (1) To facilitate the exchange of information among NATO Nations, on gender related policies and gender mainstreaming.
    - (2) To facilitate the exchange of information within the NATO Command Structure (NCS), and specifically within NATO HQ.
    - (3) To liaise with international organizations and agencies concerned with the integration of a gender perspective into military operations as well as with gender related issues.
    - (4) As the NATO focal point, to collect, analyze and disseminate relevant information from NATO and Partner nations.

(5) To provide advice to the MC on gender issues, including the implementation of UNSCRs 1325 and 1820 and future related UNSCRs.

(6) As requested by the MC, to advise and support on specific gender related issues.

4. Organisation of the NCGP.

a. The NCGP is governed by an Executive Committee (EC) and supported by the NATO Office on Gender Perspectives (NOGP).

b. Each NATO nation having a representative in the MC is entitled to designate one delegate to the NCGP. Delegates should be active duty officers of senior rank or civilian equivalent. They should be familiar with the latest national developments in gender methods, approaches and tools for gender mainstreaming. They should also be familiar with relevant UNSCRs, especially with UNSCRs 1325 and 1820 and with national policies or actions taken to implement these resolutions.

c. Non-NATO nations may be invited to contribute to the activities of the NCGP.

d. The NCGP can be either tasked by the MC or EC on specific gender related issues.

5. Organisation of the EC.

a. The EC comprises of the Chairperson, the Chair Elect, and two Deputy Chairpersons.

(1) The Chairperson and the Chair Elect are designated nationally and should be active duty female officers of senior rank.

(2) Deputy Chairpersons are designated nationally and should be active duty officers of senior rank.

(3) The Chairperson, Chair Elect and Deputy Chairpersons are non-voting members of the NCGP. They are elected for a two-year period and are in addition to the nation's designated delegate. The Chair-Elect takes over the chairing of the Committee after a 2 year co-chairing period.

(4) The EC represents the committee on international fora.

(5) All EC members should be familiar with:

- a. The latest international developments in gender methods, approaches and tools for gender mainstreaming;
- b. Relevant UNSCRs, especially UNSCRs 1325 and 1820 and with national and international policies or actions taken to implement these resolutions;
- c. Women's integration programmes;
- d. Personnel policies.

(6) EC members should be able to identify and transcend cultural differences and to bridge cultural gaps in order to successfully implement gender initiatives and policies in an international environment.

(7) The Chief of the NATO Office on Gender Perspectives (NOGP) is appointed to the Committee and acts as a non-voting Secretary. The Secretary acts as a point of contact between the EC and NATO authorities within NATO HQ.

6. Elections of new representatives to the EC.

a. Every two years, during the annual committee meeting, elections of new representatives to the EC are to be performed. Prior to the meeting, NATO Nations are requested to nominate a candidate and submit the candidature to the NOGP. Only National Delegates are entitled to vote. In the event of a tie, delegates vote again until a majority is reached.

7. Method of work and tasking methods.

a. The NCGP can be tasked by the MC or by the EC.

b. Given the annual frequency of the NCGP meeting and to ensure enough time is provided for collaboration among NATO Nations, the MC should task the committee via the EC in advance, but no later than 1<sup>st</sup> October each year. Upon receipt of the tasking, the Chairperson tasks the Deputy Chairs. Relevant taskings are to be sent out to National Delegates.

c. Based on national inputs and other subject experts, a draft document is to be developed by the EC and circulated among nations for further development. The final draft is to be presented and discussed during the annual NCGP meeting, before being presented to the MC.

d. In order to resolve issues/ taskings requiring speedy resolution,



the Chair is authorised to call special meetings or clear them by correspondence.

8. Frequency of Meetings, Venue and Scheduling.

a. Frequency of the NCGP meeting. The NCGP is to meet once a year as a minimum or as required by the chairperson. The committee meeting is to be held in May. The duration of the meeting is to be determined by the agenda, with a maximum length of five working days.

b. Location. The NCGP meeting is to take place in the NATO HQ in Brussels in order to maintain and reinforce the interaction with the IMS and the MC.

c. Frequency of the EC meeting. The EC is to meet once a year as a minimum or as directed by the chairperson. The EC meetings normally are to take place at NATO Headquarters in Brussels.

9. Financial arrangements.

a. Expenses for lodging and meals are the financial responsibility of each participating Nation.

b. Other expenses related to the organizing of the meeting are the financial responsibility of the Chairing Nation.

Note: the NOGP is required to co-ordinate the meeting facilities and one official dinner for the attendees.

10. Communication Channels.

a. On an annual basis, the Chairperson formally briefs the MC on the results of the committee's work.

b. The Secretary of the NCGP circulates recommendations, reports and other relevant documents as promulgated in IMSSOP-1.

c. The Secretary, on behalf of the Chairperson and Deputy Chairs, communicates directly with national delegates on matters of routine business.

d. Any communication to NATO Military Authorities should be coordinated via the Secretary.

e. Distribution and circulation NCGP correspondence, discussion, positions and documentation should be facilitated via the NATO xxx web site (tbc) to the maximum practical within NATO's security guidelines.

**TERMS OF REFERENCE FOR THE  
NATO OFFICE ON GENDER PERSPECTIVES**

1. Aim. The NATO Office on Gender Perspectives (NOGP) serves as the Secretariat for the NATO Committee on Gender Perspectives (NCGP) and the advisor to the Committee Chairperson. As the Office of Primary Responsibility (OPR) within the International Military Staff (IMS), it provides information and advice on gender issues.
  
2. Organisation and Composition.
  - a. The personnel forming the NOGP are assigned to the Executive Coordinator (EXCO) Office, IMS, and are responsible to the:
    - (1) NCGP to carry out the duties and responsibilities as outlined in paragraph 3.
    - (2) Director of the International Military Staff (DIMS), through the EXCO of the IMS, on gender issues within the Alliance to carry out the duties and responsibilities as outlined in paragraph 4.
  
  - b. The composition of the NOGP is as promulgated in MC 500, the authorised Peacetime Establishment for the IMS.
  
3. Committee Duties and Responsibilities.
  - a. Provides administrative support and information to the NCGP Chairperson on all Committee meetings, activities and events.
  
  - b. Collects, analyses and disseminates information from NATO and Partner Nations regarding national programmes, policies and procedures on gender related issues, including the implementation of UNSCRs 1325 and 1820 and future related UNSCRs. Maintains an international database, including sources of information on research, recommendations, resolutions, lessons learned and programmes concerning the integration of a gender perspective.
  
  - c. Responds for internal and external requests for information, in coordination with the NCGP Executive Committee (EC) in accordance with NATO protocol.

- d. Liaises with international organizations and agencies concerned with the integration of a gender perspective into military operations, as well as with gender related issues.
- e. Maintains continuity of the NCGP publications and results of the annual meetings, the recommendations and rationales.
- f. Coordinates the organization of NCGP and EC meetings in accordance with NATO protocol. Formulates and distributes the official Committee meeting record.
- g. Disseminates NCGP recommendations.
- h. Facilitates the exchange of information among NATO Nations, on gender related policies and gender mainstreaming.
- i. In consultation with the EC, coordinates appropriate press releases and press conferences with the NATO and the IMS Public Affairs Advisor Office.

4. OPR Staff Duties and Responsibilities.

- a. Provides advice and support to the EXCO on gender issues, including the implementation of relevant UNSCRs, especially UNSCRs 1325 and 1820. As directed by the EXCO the Chief of the Office will represent the IMS in Committees/ Working groups/ Cross HQ Task Forces, maintains liaison with International Staff (IS)/ NATO Military Authorities (NMAs) at NATO HQ and coordinates relevant aspects with EXCO.
- b. Promotes awareness on the effective utilisation and development of military women and on the importance of integrating a gender perspective into military operations.
- c. Facilitates the dialogue with Partnership for Peace (PfP) countries and Mediterranean Dialogue (MD) countries on relevant gender issues.
- d. In coordination with the EC, provides briefings on significant milestones and the status of the integration of the gender perspective within the Alliance.