Civil Society Consultations for the Implementation of the Euro-Atlantic Partnership Council Policy (EAPC) Policy on Women, Peace and Security – Brussels, 2 June 2014

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Executive Summary

Following the endorsement of the revised NATO/Euro-Atlantic Partnership Council Policy (EAPC) on Women, Peace and Security (WPS) on April 1, 2014 the NATO Secretary General's Special Representative for WPS hosted a civil society consultation. Held on June 2, 2014 at the NH Grand Sablon Hotel in Brussels, the consultation elicited recommendations from civil society experts on the different elements of the Policy: Cooperative Security; Crisis Management and NATO-led Operations and Missions; National Contributions; Cross-Cutting Enablers; and Implementation-Monitoring and Reporting Mechanisms. The Special Representative requested DCAF's assistance in organizing and facilitating the workshop.

The program allowed for two sets of individual consultations in working groups. Each working group was assigned one of the policy elements and was facilitated by NATO staff. At the conclusion of the second set of consultations each group facilitator provided DCAF with the working group's draft recommendations to be compiled into a working document that was shared and submitted to the Special Representative.

Candidates from EAPC+[1] countries were identified and one candidate organization from each country was invited to participate. The consultation represented 27 different countries and two networking platforms: Women In International Security (WIIS) and European Network of NGOs in Afghanistan (ENNA), invited at the suggestion of the Special Representative.

Participants were identified on the basis of their work and expertise on UNSCR 1325 and Women, Peace and Security Issues. NATO members and partner countries were also consulted for recommendations and advice on the selection of participants.

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[1] In this document, EAPC+ refers to EAPC members plus Afghanistan, Australia, Japan, Jordan, the United Arab Emirates and New Zealand.

Background

A revised NATO/Euro-Atlantic Partnership Council Policy (EAPC) on Women, Peace and Security was endorsed by NATO Ministers of Foreign Affairs on April 1, 2014 ("the Policy"). The Policy was developed within the EAPC with the participation of Afghanistan, Australia, Japan, Jordan and the United Arab Emirates. New Zealand has also associated itself with the Policy. This Policy will be supported by an Action Plan which is envisioned to be developed in the same format as the Policy.

The Policy recognizes the important role played by civil society in promoting the Women, Peace and Security Agenda and stresses the importance of a continued dialogue with relevant actors within civil society. In line with the Policy, a civil society consultation was arranged in Brussels. The consultation took place at the NH Grand Sablon Hotel in Brussels on June 2, 2014. The consultation was organized and facilitated by the Geneva Centre for the Democratic Control of Armed Forces (DCAF) on behalf of the NATO Secretary General's Special Representative for Women, Peace and Security. Key conclusions and recommendations from the consultation conference will be reported to the PPC (EAPC+).

Objectives

The objectives of the consultation were the following:

- To provide an opportunity for civil society experts from NATO member and partner countries to discuss Women, Peace and Security priorities among themselves and with NATO staff members;

- To solicit views and recommendations from participants (civil society experts) on the different elements of the Policy: Cooperative Security; Crisis Management and NATO-led Operations and Missions; National Contributions; Cross-Cutting Enablers; and Implementation-Monitoring and Reporting Mechanisms.

Methodology

Content

To achieve the above mentioned objectives it was essential that the consultation conference program be developed on the basis of the participant's needs, encourage open dialogue and communication as well as provide an inclusive environment that would allow participants to interact with the facilitators. The conference was conducted in English under Chatham House rule and took place June 2 2014 (see Annex 1, Agenda, for more information).

The program was designed to allow for two sets of individual consultations in working groups of approximately six participants each. Prior to the first set of consultations participants were provided with an introduction of the Policy led by the Special Representative, and had the chance to ask questions to the Special Representative and other representatives from NATO International Staff (IS) and International Military Staff (IMS).

Each working group was assigned to one of the Policy elements, given a recommendation template (see Annex 2) and was facilitated by one/two NATO staff members. The first set of consultations s allowed participants to familiarize themselves with their assigned Policy element and develop draft

recommendations, whilst the second set of consultations allowed participants to refine their initial recommendations.

Following each set of consultations participants were given the opportunity to present their draft recommendations for feedback and suggestions in plenary.

At the conclusion of the second set of consultations each group facilitator provided DCAF with the working group's draft recommendations. DCAF compiled and edited the recommendations into a working document that was shared and submitted to the Special Representative. Please refer to the next section for more details on the contributions provided by each working group.

Notes taken by DCAF during the plenary discussions assisted with the recommendation compilation process.

Participants

The consultations were sought to be established so that they would parallel the EAPC + format, with civil society from each country represented by one individual.

Potential participants were proposed on the basis of their work and expertise on UNSCR 1325 and Women, Peace and Security issues, and were identified based on advice from countries; DCAF's own networks; consultations with the OSCE, UN Women and other relevant organizations; and desk research on National Action Plans on UNSCR 1325, when available. Additionally, individual representatives needed fluency in English as the working language of the consultation.

Candidates from 44 different countries were identified and one candidate from each country was invited to participate. The consultation represented 27 different countries and two networking platforms: Women In International Security (WIIS) and European Network of NGOs in Afghanistan (ENNA).

Recommendations

Each working group agreed on a series of recommendations by consensus. Participants entered their draft recommendations in the templates provided, which DCAF used as a basis to compile the final text, below. The draft recommendations, edited for clarity, coherence and consistency by DCAF, are a reflection of the conclusions of the working groups and do not necessarily represent the opinion of the Special Representative, NATO facilitators, or of DCAF.

Recommendations

General recommendation: The NATO action plan on Women, Peace and Security is supported by an itemized budget resourced with earmarked funding overseen by the SecGen Special Representative for Women, Peace and Security.

Cooperative security

Outcome 1: In order to mainstream the Women, Peace and Security policies among NATO and its partners a standing platform including national and international Civil Society Organizations (CSOs) is established.

Actions/Activities

- NATO members and partners meet regularly to discuss the action plan on WPS, exchange best practices and lessons learnt.
- NATO encourages members and partners to organise national dialogues with CSOs on the progress of the implementation of the NATO action plan on WPS at the national level.
- NATO organises periodic consultations (every 6 months) with CSOs on the NATO WPS action plan.
- NATO organises consultations with local CSOs prior to development or revision of relevant policies and prior to NATO-led operations and missions.
- NATO prioritises the funding of innovative and effective WPS initiatives through the Science for Peace and Security Programme and through the Trust Fund mechanism.
- NATO creates an "acceleration fund" to support members and partners with WPS policy implementation in-country.
- NATO facilitates the creation of a CSO advisory panel in support of the Special Representative for WPS.
- NATO provides a platform for CSOs to present a shadow report on the implementation of the NATO action plan on WPS.

Crisis management and NATO-led operations and missions

Outcome 1: NATO and its operational partners include a gender perspective in the monitoring and analysis during all phases of NATO-led operations and missions.

Actions/Activities:

- NATO and its operational partners undertake a mapping of local CSOs and community leaders working on WPS to develop early warning indicators and protection responses.
- NATO and its operational partners, with the support of CSOs, include gender-specific indicators in early warning mechanisms, contingency plans and conflict analysis.
- NATO and its operational partners standardize reporting which includes measures on the prevalence of sexual and gender based violence.

Outcome 2: Decreased incidence of sexual and gender-based violence (SGBV) committed by NATO mission personnel.

Actions/Activities:

- NATO, its members and partners investigate and prosecute any SGBV cases attributed to their personnel transparently and without delay.

Outcome 3: NATO-led operations and missions are adequately staffed with dedicated gender advisors.

Actions/Activities:

- NATO members and partners create a pool of trained and experienced staff with the requisite gender expertise.
- All gender advisor positions are established as a full-time (100%) dedicated position.
- Members and partners provide a dedicated budget to enable the effective work of gender advisors, e.g., funding initiatives for the involvement of local women CSOs.

National Contributions

Outcome 1: All NATO members and partners have developed a National Action Plan (NAP) on Women, Peace and Security in consultation with national CSOs.

Actions/Activities:

- NATO members and partners advise, assist and fund the development of NAPs on WPS in consultation with national CSOs.

Outcome 2: Security policies are developed and revised with the participation of CSOs; women's organisations participate in NATO-driven conflict resolution and peace processes.

Actions/Activities:

- NATO members and partners establish national CSO platforms, reaching especially to women's organizations, to enable dialogue on security policies and facilitate consultation on peace processes.

Cross-cutting Enablers

Outcome 1: Barriers to achieving gender balance across NATO are understood by the North Atlantic Council and Heads of Divisions and Strategic Commands.

Activities:

- An independent gender audit published by 2015 and every three years thereafter.
- Annual gender audit including disaggregated data conducted by HR.
- Audit recommendations are included into the 2015 – 2017 NATO diversity and equality action plan; Heads of Divisions and Strategic Commands brief their departments on findings and audit findings are published.

Outcome 2: Policies revised and implemented to advance gender balance and promote women's leadership.

Actions/Activities:

- Personnel review and selection boards interview at least 30% female candidates for open posts and integrate gender awareness into interview competency questions as well as in performance (appraisal) reviews.
- NATO provides financial and logistical support for networking/mentoring scheme for past and current female NATO personnel.
- NATO enforces the effective implementation of internal complaints procedures and ensures a gender balance on appeals boards.
- NATO SecGen encourages member states to maintain a gender balance in their voluntary national contributions.
- Codes of conduct are revised to ensure they address sexual harassment; training and enforcement of the CoC are strengthened.

Outcome 3: NATO leadership has the skills to integrate gender in conflict analysis and planning and execution of operations and missions.

Actions/Activities:

- NATO requires mandatory gender training for senior leadership, and NATO staff trainers undergo gender ToT to acquire gender training competency.
- NATO, its members and partners support and fund the development of conflict-specific gender training adapted to operational specialties and employing the best available methodologies.
- CSOs, including those from conflict-affected states, are included in the development of training and exercises.
- Members and partners are encouraged to develop and adopt a gender-mainstreamed standard curriculum using existing reference materials.
- NATO, its members and partners review all existing training and education curricula to integrate WPS themes.

Outcome 4: NATO external communication systematically integrates WPS themes.

Actions/Activities:

- NATO develops and disseminates a communications toolkit with messaging on WPS and encourages members and partners to use the toolkit.
- NATO integrates WPS themes into all SecGen public remarks.
- SecGen annual report on NATO activities includes a WPS section.

Implementation-Monitoring and Reporting

Outcome 1: NATO monitoring and reporting system on the implementation of the WPS policy is operational and effective.

Actions/Activities:

- NATO dedicates permanent human and financial resources to monitor and report WPS policy implementation.

- NATO develops an inclusive monitoring and reporting process through consultation with all relevant stakeholders including IOs and CSOs.
- NATO identifies and develops a set of quantitative and qualitative indicators compatible with indicators of other relevant actors such as the UN and the EU.
- NATO encourages members and partners to adopt the same indicators and standardized reporting systems.
- NATO encourages members and partners to share best practices with NATO and among themselves.
- NATO commissions a biannual independent external review of its implementation of the policy.

Conclusion

Verbal feedback from participants indicates that they appreciated the opportunity to interact with NATO staff members, other colleagues from civil society working on Women, Peace and Security issues and to provide input on recommendations to support the implementation of the NATO/ EAPC Policy on Women, Peace and Security. Participants saw this initiative as a very positive step and expressed their hope that in the future these consultations become a standard practice.

Annex

Annex 1: Agenda

Day 1

Sunday, 1 June 2014	
	Opening Reception
19:30	NH Grand Sablon Hotel (Foyer level -1)

Day 2

Monday, 2 June 2014	
08:30-09:00	**Arrival and registration at venue (Foyer level -1)** NH Grand Sablon Hotel
09:00-09:05	**Welcome and opening remarks** Mari Skaare, Special Representative for Women, Peace and Security of the NATO Secretary General
09:05- 09:25	**Introduction** (methodology and the conference agenda) Daniel de Torres, Deputy Head of Operations III, DCAF
09:25-09:55	**The NATO/Euro-Atlantic Partnership Council Policy on Women, Peace and Security** Mari Skaare, Special Representative for Women, Peace and Security of the NATO Secretary General
09:55-10:40	**Q&A** with the participation of NATO Staff
10:40-10:55	Coffee break
10:55-12:25	**1st set of consultations** Working groups will discuss and draft preliminary recommendations for the implementation of UNSCR 1325 on the basis of main elements of the NATO/EAPC Policy.
12:25-13:25	**Lunch** Proceeded by an introduction to the NATO Science for Peace and Security Programme (SPS)
13:25-14:25	**Feedback in plenary** Working groups will be given the opportunity to present their draft recommendations for feedback and suggestions.
14:25-15:25	**2nd set of consultations** Working groups will refine and finalise their initial recommendations for the implementation of UNSCR 1325 on the basis of main elements of the NATO/EAPC Policy.
15:25-15:40	Coffee break
15:40-16:40	**Feedback in plenary** Working groups will be given the opportunity to present their recommendations.
16:40-17:10	**Concluding remarks**
17:10-17:25	**Official closure**

**NATO/EAPC POLICY FOR THE IMPLEMENTATION OF UNSCR 1325
ON WOMEN, PEACE AND SECURITY AND RELATED RESOLUTIONS**

Overarching Aim
- NATO's fundamental and enduring purpose is to safeguard the freedom and security of all its members by political and military means. In accordance with NATO's Strategic Concept, this will be done through its three essential core tasks of collective defence, crisis management and cooperative security. Within the context of NATO's wider policy objectives and core tasks, NATO will continue to integrate a gender perspective into its work and contribute to the implementation of UNSCR 1325 and related Resolutions.
- NATO and its partners aim to contribute to the full implementation of the UN Security Council Resolutions on Women, Peace and Security by making this Policy an integral part of their everyday business in both civilian and military structures.
- NATO and its partners aim to ensure that a gender perspective is mainstreamed into policies, activities and efforts to prevent and resolve conflicts. Due regard will be given to the social roles of both men and women and how these may lead to different risks and security needs. Attention will also be paid to how these roles may translate into different contributions to conflict prevention and resolution.
- NATO and its partners aim to yield a change in mind sets and behaviours in their institutions and promote awareness and positive changes.

Cooperative Security/ Crisis Management and NATO-led Operations and Missions/ National Contributions/Cross-Cutting Enablers/ Implementation-Monitoring and Reporting:

Policy point /number (e.g. policy point 14. or policy point 14 and 15)	Outcome (one or several outcomes)	How it will be achieved (suggest action NATO could undertake)
	1.	1.
	2.	2.

	3.	3.
	4.	4.
	5.	5.