



NORTH ATLANTIC TREATY ORGANISATION
ORGANISATION DU TRAITÉ DE L'ATLANTIQUE NORD
HEADQUARTERS, SUPREME ALLIED COMMANDER TRANSFORMATION
7857 BLANDY ROAD, SUITE 100
NORFOLK, VIRGINIA, 23551-2490



WHAT DOES IT MEAN TO INTEGRATE GENDER PERSPECTIVE?

1. Consider Women and Men When Planning a Meeting. You must consider how to advertise the meeting. Will you place posters in the market or in other places where women will go? Will you hold the meeting at night when most women cannot attend? Meeting should be organised when both men and women are available.
2. Increase Efforts to Expand the Role of Women. The number of women leading UN peacekeeping, political and peace-building missions in 2011 went up from 6 to 33 missions.
3. Consult Women On The Construction of Schools. Women in Afghanistan highlighted the importance of building walls around a school facility explaining that the privacy the walls provided would enable girls to attend the school.
4. Ask Women What They Want And Need. During a development project in Afghanistan, the international community decided to place running water inside the houses so that the women did not have to walk to the well to get water everyday, several times a day. Women in Afghanistan do not want this, as going to the well to get water is sometimes their only opportunity to meet other people, other women, to find out what is happening in the village and the surrounding area. By not knowing and respecting the cultural and social norms of the Afghan society and by not asking the women what they wanted, we further limited the women's possibilities to access important information that would only be transmitted to them while visiting the well.
5. Supplies Should Not Be One-Size-Fits-All. Guarantee a supply of equipment, such as uniforms, towels and body armour, in sizes and shapes that fit both men and women.
6. Appeal Recruitment Campaigns To Both Men And Women. Many recruitment campaigns do not necessarily appeal to women as they tend to emphasise 'masculine values'. The Ministry of Defence of Norway consulted marketing agencies that led to the Armed Forces changing its public image. A new advertisement reads "It is not about how many kilos you can carry: it is about how smart you are".
7. Increase Women's Participation in Decision-Making Processes. The Gender Affairs Unit of the United Nations Transitional Administration in East Timor facilitated an incredible increase of women's participation in decision-making from the local to the national level. The Unit offered training workshops for potential women candidates in elections and provided training for civil police and larger networks of actors to build the capacities to integrate gender into their work. At least one third of candidates elected to the national assembly were women, in addition to two female cabinet members, 50 per cent of women chosen for Village Development Councils and 30 per cent of women in the police forces.
8. Use Women In Operations. A U.S. Corporal as part of a Female Engagement Team (FET) visiting a village, established excellent rapport with a male farmer in Afghanistan during repeated visits to his farm. The farmer was thrilled to talk to someone who shared his enthusiasm for his crop: watermelon. The farmer gave the Corporal two watermelons as a gift. She accepted the gift

and as they continued talking, the man revealed that he had information about the Taliban and security threats in the area. The farmer then shared the location of several IED belts in the area, as well as key Taliban conspirators. The information was verified and proved true. The safe removal of the IED belts saved the lives of military personnel and created a safer environment for the local population.

9. Consider Needs of Both Men And Women In Development Projects. Integrating gender perspective applies also when building something as simple as a bridge. “During one of the pre-operations briefings, the operations officer didn’t think that was necessary to consider integrating gender perspective. “Our task is to build a bridge, we don’t need to worry about gender issues”, he claimed. The instructor then started to ask questions: “Who is going to use this bridge?” Well, the locals,” the officer answered. “You mean men, women and children?” the instructor asked. “Well, yes.” “OK, how do they travel?” “By car mostly,” the officer answered. “The women too?” the instructor asked. “No, they’ll probably walk,” the officer answered. “Then maybe you want to consider building a pedestrian zone on the bridge?” the instructor asked. The operation officer could only agree. “Now, gentlemen, we have just used a gender perspective on building a bridge,” the instructor added.”

10. Take Women Into Account. The Dutch Provincial Reconstruction Team (PRT) officials in Uruzgan made plans to build an orchard in a central location within the community. When Civil Affairs personnel learned from local women that they could not leave their children at home unattended to travel to the central location, Dutch officials changed their approach and instead allocated trees to individual families. The livelihood program thrived.

11. Consider The View Of Both Men And Women. When planning demining operations, local women were included in discussions to determine areas for demining. Demining teams also took into account that women’s literacy rates were often lower than men’s, so the teams added pictures to warning signs for dangerous areas.

12. Accommodate Women. During registration for the armed forces in Liberia, women trying to sign-up were elbowed out of the queue and discouraged from joining. The officer in charge came up with a simple solution: he made two queues (one for women and one for men).

13. Ask For the Perspective Of Men And Women When Obtaining Information. In the following parable, there exists a poor municipality with a flourishing of crime structure, a Monitoring Team patrolling asks the police chief the following questions: “1. What is your number one security threat and 2. How can we help?” The police chief responded “There is a group of young criminals and I need better trained police officers”. The Team then asked a local woman recognized as a figurehead the same two questions. Her response was “Our sons have no jobs and no schools, so they are vulnerable and often victims of gangs. What we need are schools, education courses and community centres”. This example illustrates the very differing perspectives that two people from the same village, dealing with the same situation, might have, according to their different roles and responsibilities. If the monitoring team had only spoken to the police chief, his situational awareness would have been limited to only one perspective.

14. Provide Support To Both Men And Women. Imagine the following: men were paid to leave the village to build roads. Due to insecurity in the region, security was provided for the men who ventured out of the village, but none was provided for women, children and elderly that stayed in the village. Because they were afraid to leave, the women picked necessary firewood on a nearby hill. When the wet season began, rain pouring on the now-deforested hills resulted in a mudslide

killing 300 people in the village. This example shows that not considering the needs of women can lead to bad results.

15. Consult The Local Population – Women Included. Consultation with Afghan women allowed troops to learn about an upcoming wedding ceremony expected to take place near a NATO supply route. With such knowledge, the supply convoys were able to take another route and avoid disruptions. Moreover, troops were not alarmed by the noise coming from the ceremony, which could have otherwise been mistaken for a riot or other suspect agitation, and; potential collateral damage was avoided.

16. Listen To What Men and Women Have To Say. It was brought to the attention of KFOR that in the multi-ethnic neighbourhood of North Mitrovica, Kosovo, a particular group shared their opinions of the security situation in the area, explaining that they felt unsafe due to stone throwing. It was principally the women who requested that KFOR show a stronger presence and asked for night time patrols.

17. Support Peace Initiatives. In the Pacific region, women were instrumental ‘brokers’ of peace during the crises on Bougainville Island and in Fiji. Today, they still play a vital role in peace building. International workers support the advocacy and awareness-raising of the women’s organisations and these organizations advise and inform security policy makers and the general public on issues related to gender and security.

18. Provide Separate Facilities For Men And Women. In Afghanistan, the lack of female interpreters made it very difficult to communicate effectively with Afghan women, ensuring that their full needs and views were taken into account. One of the demands made by most female Afghan interpreters was separate accommodation and toilets/bathrooms for men and women.

19. Ensure Participation By Providing Transportation and Using Local Facilities. In 1994 South Africa transitioned towards democracy. A number of measures were put into place to ensure public participation. To transport religious and community leaders, non-governmental organization (NGO) activists and other civil society representatives, military planes and buses were used. Local facilities like schools were used to organise public meetings where everyone was allowed to express their concerns and needs. The inclusion of women’s organisations and the involvement of women parliamentarians contributed to the creation of relatively gender-sensitive security structures.

20. Consider Needs of Both Men and Women When Patrolling. It was discovered that along their typical routes, the patrol only came across men. They realised that by changing their routes, including venturing into smaller, less busy streets, the patrols would be exposed to the wider population, including women.

21. Take Special Measures to Protect Women from Gender-Based Violence. UN peacekeepers deployed to the Democratic Republic of Congo learned about how tensions were leading to hostility and violence. After organizing a series of dialogues to promote communication and reconciliation, the peacekeepers learned about the times and places where women were more vulnerable to sexual violence. They then created peacekeeping patrols at specific days and times to ensure safer passage for women.

22. Protect Women and Girls from Gender-Based Violence. In one instance, desks were created in camps and staffed with women trained to take and register incidents of violence. It is a good idea to consult with local women’s groups on how to best address gender-based violence.

23. Training Should Be Conducted By Both Men And Women. UNSCR 1325 and gender perspective training should be given by both men and women to both men and women. A balanced diversity in gender-related training supports the overall goals of UNSCR 1325.

24. Ensure Overlap Of Gender Advisors. Strengthen communication between Gender Advisors once in-theatre as well as pre-deployment. For example, the Swedish Armed Forces require a two-week overlap of Gender Advisors to ensure consistency of activities.

25. Collect Sex-disaggregated Data. This includes material that identify men's and women's patterns of mobility, divisions of labour, political standing, access to resources, participation in the conflict and risks of being targeted by violence. This information will allow a gender-aware analysis. To obtain this information, it is crucial to have contact with different local actors including women's organisations and women from the political elite.