Civil Society Advisory Panel on Women, Peace and Security

Report of the 3rd Annual Meeting
NATO HQ, Brussels, 9-10 October 2018
Background

In June 2014, the Euro-Atlantic Partnership Council first recommended the establishment of a Civil Society Advisory Panel (CSAP) as a way to strengthen dialogue between NATO and civil society on topics related to Women, Peace and Security (WPS). CSAP was included in NATO’s Revised Action Plan for the Implementation of UNSCR 1325 and Related Resolutions and was formally established in 2016.

As affirmed at the Brussels Summit in 2018, NATO continues to recognize the instrumental role of civil society in promoting the Women, Peace and Security agenda. CSAP’s importance to NATO is also underlined in the revised NATO/EAPC Policy on Women, Peace and Security and related Action Plan, both of which were endorsed by Heads of State and Government at the Summit in 2018.

The CSAP held its first annual meeting in October 2016. It was dedicated to outlining the CSAP’s strategic framework, including desired outcomes and an action plan for future work. It also offered input prepared in May 2017 to inform the terms of reference for the independent assessment of the WPS Policy and Action Plan.

The second annual meeting took place in October 2017, and provided recommendations that informed the revision of NATO’s WPS Policy and Action Plan.

CSAP’s 3rd annual meeting took place at NATO HQ on 9-10 October 2018. Its main objectives:

▪ Introduce and discuss the new Secretary General’s Special Representative’s (SGSR) vision for WPS and CSAP in relation to the Policy and Action Plan;
▪ Engage with NATO Divisions in working sessions to discuss the role of civil society and WPS in these domains;
▪ Assess the functionality of CSAP and initiate the review of the CSAP Terms of Reference (TOR).

The meeting’s agenda (Annex A) was prepared in full consultation with the CSAP Steering Committee. Unlike previous years, it was decided to hold the meeting entirely at NATO HQ, a conscious effort to bring the CSAP closer to the organization. The meeting was attended by a total of 15 CSAP members, and enjoyed senior level participation of about 20 representatives from NATO, Allies and Partner Nations. A detailed list of participants is provided at Annex B.
Independent Assessment

The 3rd annual meeting launched an independent assessment of the civil society panel. As outlined in the CSAP TOR, a review of the CSAP objectives, structure, membership and representation was envisioned to take place in 2018. An external consultant was recruited for the review who interviewed attendees as well as key WPS stakeholders, past and present, from NATO. The main outcomes of the independent assessment are expected to be finalized in November 2018, and will be shared with CSAP members and Nations. The recommendations will inform a new TOR and structure for CSAP.

CSAP Steering Committee pre-meeting

In preparation for the formal start of the annual meeting, the SGSR met with the CSAP Steering Committee on 8 October 2018. This meeting was organized at the request of the Steering Meeting and took place outside of NATO HQ. At the meeting, the SGSR and Steering Committee met for a first time, and were able to talk through some of the main expectations for the meeting. Importantly, the SGSR outlined her vision for CSAP which prepared the group for a dedicated discussion on this subject the next day.

Day 1: Tuesday, 9 October 2018

Opening

The CSAP’s 3rd annual meeting was formally opened by NATO Deputy Secretary General Rose Gottemoeller, Ambassador Christian Meuwly from the Swiss Delegation to NATO, and Ms. Vera Alexander, Deputy Permanent Representative of Canada to NATO. The purpose of the opening panel was to showcase the strategic priority that senior leadership at NATO assigns to the WPS mandate.

Deputy Secretary General Rose Gottemoeller highlighted the unique composition of CSAP and confirmed its importance to deliver relevant advice to the Alliance. Ms. Gottemoeller complimented CSAP’s invaluable contributions to the SGSR’s work to review the Policy and Action Plan on WPS. Many of the recommendations made during last year’s annual meeting were worked into these new documents. Ambassador Christian Meuwly underlined the critical role played by women in the promotion of peace and security. Switzerland will launch its 4th National Action Plan (NAP) on WPS this year, and for the first time civil society representatives will be
contributing partners. Switzerland continues to be committed to the WPS mandate and considers WPS an important tool in working towards a more inclusive, safer, and peaceful world. Deputy Permanent Representative of Canada to NATO, Ms. Vera Alexander, elaborated upon Canada’s contribution to WPS at NATO and in other intergovernmental contexts, and outlined several new Canadian initiatives in support of WPS.

Several issues were raised by CSAP members, including the need for appropriate financial resources on WPS within NATO - both at HQ and at the local level. In addition, debates on WPS need to expand to the global level and are to be recognized as a cross-cutting issue important for NATO to tackle new threats and challenges.

**CSAP: Progress made and Vision for the Future**

During this session, the SGSR and CSAP Chair discussed CSAP progress made to date and expectations for the future. This was the first opportunity for most CSAP members to learn about the new SGSR’s ideas on how to move the mandate forward.

The SGSR expressed her admiration for CSAP and confirmed that the majority of CSAP recommendations were included in the revised WPS Policy and Action Plan. She called for CSAP membership to become more diverse in age and geography, and advocated the need to include rural women. She also asked for a clearer CSAP structure that would allow for more direct engagement between NATO and CSAP. In view of these considerations, she welcomed the independent assessment, and appealed to everybody with an interest in CSAP to contribute to the external consultant’s interview process.

The CSAP Chair outlined progress made by the CSAP until now, moving from its establishment and membership to the drafting of the TOR, and summarizing the periodic involvement and proactive participation of CSAP members in several NATO events and initiatives. The overview was very much welcomed by NATO, which applauded the good work the Panel has done so far. In relation to the vision for the future, the Chair emphasized the importance of CSAP remaining an independent body that engages with NATO and offers constructive support to the WPS agenda.

CSAP members recognized that this is a critical moment for CSAP to think of concrete ways to move forward. The SGSR replied by outlining a set of work strands which could be of interest to CSAP involvement. The overview provided by the SGSR
resurfaced for more detailed discussion in different parts of the meeting and most were inserted in the CSAP work plan that was agreed with the SGSR.

Discussion of CSAP Terms of Reference

The SGSR and her staff outlined the process for reviewing the CSAP governance structure and related TOR. A draft version of the updated TOR was shared with CSAP members prior to the meeting and several proposals were made for its review. It was agreed that CSAP would collate all comments and proposals and would forward these to the SGSR. There was also agreement that the outcomes of the independent assessment could influence the review of the TOR.

Discussion of Revised Women, Peace and Security Policy and Action Plan

The SGSR’s team provided a detailed overview of the process for the revision of the NATO/EAPC Policy and Action Plan on WPS, which was finalized when Heads of State and Government endorsed both documents at the Brussels Summit in July 2018. Both documents were shared with CSAP members prior to the annual meeting. The revised Policy and Action Plan centre on the key principles of Integration, Inclusiveness, and Integrity. Importantly, this session looked into the recommendations made by CSAP during last year’s annual meeting, and explained the way in which the majority of these were taken on board in the updated documents. Building upon the revised Action Plan, the Office for WPS has started working on a detailed Implementation Plan that will include indicators to measure progress made. In addition, all military and civilian Divisions at NATO HQ have been tasked to deliver their own Action Plans, an effort which will be carried out in full coordination with the SGSR, and which serves to ensure that gender perspectives become integral parts of NATO policies, programmes and projects.

Working sessions

During the working sessions, CSAP members engaged in discussions with representatives from several NATO Divisions and Offices (i.e. IMS GENAD, IMS O/CMC, IMS O&P, IS/EM, IS/ESC, IS/PASP, IS/PDD, IS/OPS, OSG/PPU). The objective of the working sessions was to provide CSAP with insight into a broad selection of Divisions within NATO, and with the way in which their work relate to the WPS mandate. In addition, NATO Divisional representation had the unique opportunity to hear from key civil society stakeholders on ways to enhance their work and policy efforts.

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**Operations**

*Speakers: Mr. Michel Soula, Section Head, All Operations and Missions except Afghanistan and Iraq, Operations Divisions, NATO; Dr. Vlasta Zekulić, Operational Preparedness Section, Operations Division, NATO; Colonel Jozias de Wolf, Maritime Plans Section Head, Operations & Planning Division, International Military Staff, NATO.*

The Operations Division’s mission is to provide support to the Secretary General, the North Atlantic Council, Allies and Partners on strategic and political aspects of current and potential NATO-led operations, missions, exercises and civil emergency support. The Operations & Planning Division supports the Military Committee in providing strategic and military advice on issues such as ongoing military operations; contingency planning; operations planning; education, training and exercises; and crisis management.

All speakers recognized the importance of gender perspectives in the operations planning and conduct phases. More specifically, lessons learned in Afghanistan and Kosovo have influenced the design of NATO’s new mission in Iraq. Challenges continue to relate to cultural differences, low levels of female recruitment in the armed forces, and the uneven implementation of the WPS mandate on the ground. It was acknowledged that more work lies ahead, and must focus on gender training and development.

**Executive Management**

*Speakers: Mr. Patrice Billaud-Durand, Deputy Assistant Secretary General Human Resources, Executive Management, NATO; Ms. Monika Hankiewicz-Klopotek, Head of Talent Acquisition, Executive Management, NATO.*

The role of Executive Management is to provide management and support services to the North Atlantic Council, its subordinate committees and to the International Staff headed by the Secretary General. The management support ranges from medium term financial and workforce planning, to facilities and linguistic support and services. The staff expertise in EM covers financial and human resources, management, technology management (from software development to architecture management), linguistic skills, building management and general management know-how.
In this session, representatives from Executive Management outlined the ways in which this Division works towards a greater gender balance at NATO as well as a respectful working environment that promotes an appropriate work-life balance. There has been progress in recent years, but much work lies ahead. Some of this is dedicated to breaking down the barriers for female recruitment in leadership roles and to the review of NATO’s policy on harassment and bullying, a process which is ongoing.

**Engagement with the Military**

Speakers: Air Chief Marshal Sir Stuart Peach, Chairman of the Military Committee, NATO; Lieutenant Colonel Yvonne Marie Brierley, Gender Advisor, International Military Staff, NATO

The Military Committee is responsible for the overall conduct of military affairs of the Alliance and is the primary source of consensus-based military advice to the North Atlantic Council. The Military Committee also provides direction and guidance to NATO’s two Strategic Commands: Allied Command Operations and Allied Command Transformation. The Military Committee is supported by the International Military Staff (IMS), which acts as its executive body. The IMS Gender Advisor provides information and advice on gender issues, including the effective implementation of UNSCR 1325 and related Resolutions. It also serves as the Secretariat for the NATO Committee on Gender Perspectives (NCGP). The IMS Gender Advisor and NCGP make up the central advisory bodies to NATO’s military leadership on gender-related issues and the implementation the Women, Peace and Security mandate.

In this session, both speakers outlined the progress made and challenges ahead of achieving greater gender equality in the armed forces. They underscored the importance of gender perspectives to enhance the overall operational effectiveness and output of the Alliance.
Small Arms and Light Weapons

Speakers: Mr. William Alberque, Director, Arms Control, Disarmament and WMD Non-Proliferation Centre, Political Affairs and Security Policy Division, NATO; Ms. Eirini Lemos-Maniati, Deputy Director, Arms Control, Disarmament and WMD Non-Proliferation Centre, Political Affairs and Security Policy Division, NATO

In close coordination with other divisions, the Political Affairs and Security Policy Division (PASP) provides political advice and policy guidance for the Secretary General regarding internal, regional, economic and security affairs. Furthermore, the Division handles the Alliance’s numerous relations with partner countries and with other international organisations. PASP itself is organised into several sections dealing with: Arms Control and Coordination, NATO and Multilateral Affairs, Russia and Ukraine Relations, Euro-Atlantic Integration and Partnership, Mediterranean Dialogue & Istanbul Cooperation Initiative, Cooperation Policy & Programmes, and Defence and Security Economics.

This panel explained that the NATO Guidelines for Gender Mainstreaming in Small Arms & Light Weapons (SALW) projects were created through engagement with NGOs, civil society and stakeholders in the field. The Guidelines underscore the importance of building a gender component into all of NATO’s SALW activities, which aim at regaining control over the uncontrolled transfers of SALW as a contribution to security, peace and stability. It was agreed that CSAP provide feedback on the Guidelines through the WPS Office.

Day 2: Wednesday 10 October 2018

Upon close deliberation between CSAP and NATO, it was decided that CSAP conduct an internal meeting to come up with a set of substantial and procedural points related to the future work of the Panel. This internal meeting was not attended by anyone from NATO. The outcomes of this session were discussed with the SGSR and resulted in agreement on a set of short-term activities as well as elements for longer-term cooperation.
NATO’s Strategic Vision for Women, Peace and Security

Speaker: Dr. Benedetta Berti, Head of Policy Planning Unit, Office of the Secretary General, NATO

The Policy Planning Unit is embedded within the Office of the Secretary General. It oversees the review of current and future strategic issues, collaborating across NATO international and military senior staff, as well as with the broader expert community, including think tanks, academic institutions and non-governmental organisations.

The WPS mandate forms part of NATO’s broader consideration of human security as a strategic priority. The changing security environment makes that the Alliance has to increasingly deal with unconventional challenges and threats, which has implied a gradual expansion of our focus from traditional deterrence and defence efforts to also include protection of civilians, children in armed conflict, and WPS.

Working sessions

Public Diplomacy

Speaker: Ms. Carmen Romero, Deputy Assistant Secretary General, Public Diplomacy Division, NATO

The Public Diplomacy Division (PDD) engages with multiple audiences in explaining NATO’s policies and activities to publics worldwide. In addition, the Division promotes security cooperation, dialogue and partnerships with all public diplomacy means and tools. PDD also acts as lead coordinator for all strategic communication activities across all NATO civilian and military bodies and harmonizes all of public diplomacy activities undertaken by other entities belonging to the NATO structure.
During this session, PDD showcased that the WPS mandate is embedded in all aspects of its work. Research has shown that three types of audiences have difficulties relating to NATO: youth, women, and people without an academic degree. As such, much of PDD’s work is dedicated to promoting the WPS mandate, reaching out to women and educating them about NATO. Engagement is done in a variety of different ways and include investing in digital media platforms, storytelling, and conducting opinion polls. CSAP was asked to contribute to a call for proposals for the 70th anniversary of the signing of the North Atlantic Treaty in 2019.

**Emerging Security Challenges**

*Speakers: Dr. Antonio Missiroli, Assistant Secretary General, Emerging Security Challenges Division, NATO; Ms Chelsey Slack, Cyber Defence Section, Emerging Security Challenges Division, NATO*

The Alliance’s security environment is increasingly diverse, rapidly evolving and unpredictable. The Emerging Security Challenges (ESC) is part of NATO’s response to this evolving international environment and underlines the determination to move new, non-traditional security challenges to the fore of NATO’s security agenda, policy and actions.

The spectrum of issues dealt with by the Emerging Security Challenges Division were introduced, and include topics such as nuclear policy, cyber defence, energy security, and counter-terrorism. All these areas are interconnected with the WPS mandate. Specific attention was paid to cyber defence and the related cyber defence pledge, and the importance of integrating gender perspectives into this effort.

**Way Ahead**

This report has been drafted by the Office of the SGSR, in full consultation with the CSAP Steering Committee. The independent assessment of CSAP will be finalized by December 2018, and will inform the revision of the CSAP TOR. The draft revised TOR will be discussed with Nations in early 2019. Once these are approved, the SGSR will issue a formal notice inviting Allies and Partner Nations to submit recommendations for membership of CSAP.
Annex A: Meeting Agenda

NATO Civil Society Advisory Panel

Annual Meeting

AGENDA

9-10 OCTOBER 2018
NATO HQ
9.00-9.30: Opening
Location: Transatlantic Room.
Speakers: **The Hon. Rose Gottemoeller**, Deputy Secretary General, NATO; **H.E. Christian Meuwly**, Ambassador, Mission of Switzerland to NATO; **Ms. Vera Alexander**, Deputy Permanent Representative, Permanent Representation of Canada to NATO.

9.30-10.30: CSAP: Progress made and Vision for the Future
Location: Transatlantic Room.
Speakers: **Ms. Clare Hutchinson**, Special Representative for Women, Peace and Security, NATO; **Professor Cristiana Carletti**, Chair of CSAP and Associate Professor of International Public Law, University Rome Three.

10.30-10.45: Coffee Break
Location: Public Square.

10.45-11.45: Discussion of CSAP Terms of Reference
Location: Transatlantic Room.
Speaker: **Ms. Clare Hutchinson**, Special Representative for Women, Peace and Security, NATO.

11.45-13.00: Discussion of Women, Peace and Security Policy and Action Plan
Location: Transatlantic Room.
Speaker: **Ms. Gudrun Thorbjornsdottir**, Advisor, Office of the Secretary General for Women, Peace and Security, NATO.

13.00-14.00: Networking Lunch
Location: Public Square.

14.00-15.30: Working Session ‘Operations’
Location: Red Room.
Speakers: **Mr. Michel Soula**, Section Head, All Operations and Missions except Afghanistan and Iraq, Operations Division, NATO; **Dr. Vlasta Zekulić**, Operational Preparedness Section, Operations Division, NATO. **Colonel Jozias de Wolf**, Maritime Plans Section Head, Operations & Planning Division, International Military Staff, NATO.

14.00-15.30: Working Session ‘Executive Management’
Location: Blue Room.
Speakers: **Mr. Patrice Billaud-Durand**, Deputy Assistant Secretary General Human Resources, Executive Management, NATO; **Ms. Monika Hankiewicz-Klopotek**, Head of Talent Acquisition, Executive Management, NATO.
15.30-17.00: Working Session ‘Engagement with the Military’
Location: Red Room.
Speakers: Air Chief Marshal Sir Stuart Peach, Chairman of the Military Committee, NATO; Lieutenant Colonel Yvonne Marie Brierley, Gender Advisor, International Military Staff, NATO.

15.30-17.00: Working Session ‘Small Arms and Light Weapons’
Location: Blue Room.
Speakers: Mr. William Alberque, Director, Arms Control, Disarmament and WMD Non-Proliferation Centre, Political Affairs and Security Policy Division, NATO; Ms. Eirini Lemos-Maniati, Deputy Director, Arms Control, Disarmament, and WMD Non-Proliferation Centre, Political Affairs and Security Policy Division, NATO.

17.00-18.00: Wrap-Up
Location: Transatlantic Room.
Speaker: Ms. Clare Hutchinson, Special Representative for Women, Peace and Security, NATO.

18.00-20.00: Evening Reception co-hosted by the Swiss Mission to NATO
Location: Compass East Restaurant, NATO HQ.

WEDNESDAY, 10 OCTOBER

9.00-9.30: Opening
Location: Transatlantic Room.
Speaker: Professor Cristiana Carletti, Chair of CSAP and Associate Professor of International Public Law, University Rome Three.

9.30-10.30: NATO’s Strategic Vision for Women, Peace and Security
Location: Transatlantic Room.
Speaker: Dr. Benedetta Berti, Head of Policy Planning Unit, Office of the Secretary General, NATO.

10.30-11.15: Working Session ‘Public Diplomacy’
Location: Transatlantic Room.
Speaker: Ms. Carmen Romero, Deputy Assistant Secretary General, Public Diplomacy Division, NATO.

11.15-12.00: Working Session ‘Emerging Security Challenges’
Location: Transatlantic Room.
Speakers: Dr. Antonio Missiroli, Assistant Secretary General, Emerging Security Challenges Division, NATO; Ms Chelsey Slack, Cyber Defence Section, Emerging Security Challenges Division, NATO.
12.00-12.15: Closing
Location: Transatlantic Room.
Speaker: Ms. Clare Hutchinson, Special Representative for Women, Peace and Security, NATO
Annex B: List of Participants

Wiliam Alberque  
NATO

Vera Alexander  
Deputy Permanent Representative of Canada to NATO

Isabelle Arradon  
International Crisis Group

Dr. Benedetta Berti  
NATO

Patrice Billaud-Durand  
NATO

Hannah Bond  
Gender Action for Peace and Security (UK)

Lieutenant Colonel Yvonne Brierley  
NATO

Dr. María Angustias Caracuel Raya  
Spanish Women in International Security

Professor Cristiana Carletti  
University of Rome Three

Anne-Floor Dekker  
WO=MEN

The Hon. Rose Gottemoeller  
Deputy Secretary General, NATO

Monika Hankiewicz-Klopotek  
NATO

Clare Hutchinson  
Special Representative for Women, Peace and Security, NATO

Iulia Kharashvili  
IDP Women Association “Consent”

Tatyana Kmetova  
Centre of Women’s Studies and Policies Foundation

Dr. Ludmilla Kwitko  
Australian Civil Society Coalition for Women, Peace and Security

Eirini Lemos-Maniati  
NATO

Ambassador Christian Meuwly,  
Mission of Switzerland to NATO

Romana Michelon  
NATO

Dr. Antonio Missiroli  
NATO

Krista Mulenok  
Estonian Atlantic Treaty Association

Air Chief Marshal Sir Stuart Peach  
Chairman of the Military Committee, NATO

Major Sanja Pejovic,  
NATO

Igballe Rogova  
Kosovo Women’s Network
Carmen Romero  
NATO

Daša Šašić Šilović  
Central and Eastern European Network for Gender Issues

Chelsey Slack  
NATO

Michel Soula  
NATO

Olena Suslova  
Women’s Information Consultative Center

Dr. Elisa Tarnaala  
Finnish 1325 Network

Gudrun Thorbjornsottir  
NATO

Elizabeth van der Steenhooven  
The Arab Regional Network on WPS, KARAMA

Colonel Jozias de Wolf  
NATO

Beth Woroniuk  
Women, Peace and Security Network Canada

Dr. Vlasta Zekulić  
NATO