Civil Society Advisory Panel on Women, Peace and Security

Report of the Second Annual Meeting

Brussels, 1st – 3rd October 2017

Report, 17 November 2017

Contents

1. Background

NATO and its partners recognise the important role of civil society in promoting the WPS agenda, and in promoting women's and girls' empowerment and the protection of their rights. The Civil Society Advisory Panel on Women, Peace and Security (CSAP) was established in 2016 to assist NATO to more systematically draw upon the insights and expertise of civil society, and to benefit from civil society contributions as it moves the agenda on WPS forward. NATO seeks to ensure a continued dialogue with civil society actors on matters concerning WPS, including in the planning and execution of NATO-led operations and missions.

The CSAP's terms of reference outline that the CSAP is intended to:

- Facilitate regular and systematic consultation and dialogue between civil society and NATO through an Annual Meeting

- Provide a channel for civil society feedback and recommendations to NATO on matters pertaining to the WPS agenda and gender perspective and its implementation

- Prepare recommendations to NATO with a view to enhance implementation and contribute to the revision of the NATO/Euro-Atlantic Partnership Council Policy and Action Plan on Women, Peace and Security (WPS Policy and Action Plan)

- As appropriate, facilitate the establishment of local consultative mechanisms between NATO and women's rights groups, key leaders and other representatives from civil society, in areas where NATO and its partners are carrying out activities.

The CSAP is external to the organisational and governance structures of NATO; the application of its recommendations is at NATO's discretion.

Membership of the CSAP aims to be geographically balanced, amongst civil society organizations (CSOs) and networks based and/or operating in NATO, Allied and Partner nations. The CSAP membership includes: a Core Group of 15 individuals, participating in a personal capacity; and representatives of 13 CSOs (see Annex 1). Members are selected by the NATO Special Representative on Women, Peace and Security, after seeking recommendations from national delegations to NATO and international organisations. Membership is fixed for a period of two years and is renewable.

The CSAP meets every 12 months in Brussels. After each meeting, the CSAP prepares a report containing meeting conclusions and recommendations, a list of participants and plan for upcoming activities. The CSAP's terms of reference specify that the CSAP will determine the ways in which it wishes to conduct its business, including electing its chair, rapporteur(s), moderators / facilitators for specific issues etc. The CSAP may wish to establish thematic working groups and select their facilitators. The members (and associated CSOs) may wish to continue their dialogue between meetings and communicate to exchange information, develop assessments and draft recommendations.

The CSAP held its first annual meeting in October 2016. The meeting was dedicated to outlining the CSAP's strategic framework, including desired outcomes and an action plan for future work. The Core Group of the CSAP appointed a CSAP Chair. The report of the October 2016 CSAP meeting is available:

https://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2016_10/20170309_161018-apwps-annual-mtg-rep.pdf

The CSAP was established on the initiative of the former NATO Special Representative on Women, Peace and Security, Ambassador Marriët Schuurman. This post is currently vacant. Whilst recruitment of the next Special Representative on Women, Peace and Security is ongoing, the CSAP's main interlocutor at NATO is Ms. Jackie Dow, Acting Head of NATO's Office on Women, Peace and Security.

The Geneva Centre for Democratic Control of Armed Forces (DCAF) has been engaged by NATO to support it and the CSAP members in preparing and conducting the CSAP meetings. The Swiss Government supplements funding from NATO to allow DCAF to provide ongoing support to the CSAP. The Canadian Government's funding to NATO's Office on Women, Peace and Security provided the financial resources for this year's CSAP meeting.

2. Overview of the second Annual CSAP Meeting, 1-3 October 2017

2.1. Preparation & objectives

In July 2017, four CSAP members volunteered to form an interim CSAP Steering Committee, to work with the CSAP Chair, DCAF and NATO's Office on Women, Peace and Security to prepare the second meeting. Coordinated by DCAF, CSAP members took part in a pre-meeting survey to shape the objectives and agenda of the second Annual CSAP Meeting.

The objectives of the second Annual CSAP Meeting were to:
1) Increase CSAP members' understanding of NATO's achievements and challenges in implementing its WPS Policy and Action Plan through exchange and discussion
2) Contribute to the upcoming revision of NATO's WPS Policy and Action Plan and identify opportunities for future discussions as the revision of the WPS Policy and Action Plan proceeds
3) Discuss and approve more effective governance and working mechanisms of the CSAP
4) Identify priorities and division of labour for initiatives to be undertaken prior to the next annual meeting.

To support CSAP members' preparation for the meeting, DCAF distributed a briefing pack containing links to and copies of key NATO documents. The CSAP Steering Committee prepared and distributed background documents on review of NATO's WPS Policy and Action Plan and CSAP governance issues. Another CSAP member distributed a briefing paper on possible entry points for CSAP in engaging with NATO's gender training and education.

2.2. Opening sessions

The Second Annual Meeting of the Civil Society Advisory Panel on Women, Peace and Security (CSAP) took place in the Holiday Inn Brussels Airport, 1-3 October 2017. The meeting agenda is at Annex 2.

A 90 minute CSAP Core Group meeting, chaired by DCAF, preceded the main meeting. This session recapped the agenda, reviewed the meeting objectives,

and discussed how best to integrate the eight new CSAP members.

The CSAP Chair opened the 2nd Annual CSAP Meeting by welcoming CSAP members, in particular new members and Ms. Jackie Dow, Acting Head of NATO's Office on Women, Peace and Security. Clarification was given about operational rules (e.g. application of the Chatham House rule; social media communication; photo consent). Follow-up and subsequent activities to the First Annual Meeting were outlined:

- Evaluations completed by CSAP members

- The strategic framework endorsed by the CSAP

- The transmission and presentation of the report of the First Annual Meeting by the former NATO Special Representative on Women, Peace and Security

- That several CSAP members were invited by NATO's Office on Women, Peace and Security to events and conferences at NATO HQ and to national conferences under the NATO auspices, including the Annual Conference of the NATO Committee on Gender Perspectives in May

- Input prepared in May 2017 to inform the terms of reference for the Independent Assessment of the WPS Policy and Action Plan.

The agenda of the Second Annual Meeting focused on two priorities: provision of recommendations on the revision/update of NATO's WPS Policy and Action Plan; and CSAP

governance, to improve the effectiveness and impact of its contribution to NATO's implementation of the WPS agenda.

Participants took the time to discuss their expectations regarding their CSAP membership, as well as what concerns or questions they would like NATO to address. Several new participants were keen to understand CSAP's strengths and added value. Many participants were concerned about the CSAP's credibility and wondered if the formulation of recommendations would actually have an impact on NATO. Members also expressed the hope to be able to bring the voices of civil society and conflict affected women and girls into discussions with NATO. Some members noted a tension between advising NATO, and bringing a meaningful contribution back to their own national work.

2.3.   NATO's Progress on WPS and the Lackenbauer Assessment

The Acting Head of the NATO Office on WPS discussed NATO's strengths and weaknesses in implementing WPS commitments and the approach to WPS in Preventing Violent Extremism (PVE) and Countering Violent Extremism (CVE). Strategic entry points for the CSAP to contribute to the revision of the WPS Policy and Action Plan were debated. Staff of the NATO Office on Women, Peace and Security presented the main findings of Dr. Helene Lackenbauer's draft "Independent Assessment of the NATO/EAPC Policy and Action Plan on Women, Peace and Security". A draft of this report was shared with CSAP but, regrettably, the final version of the report was not available to use in the preparation of the CSAP's recommendations.

2.4.   Learning from Experiences in NATO-led Operations

The second day's sessions began with hearing from CSAP members from Afghanistan and Kosovo. Hasina Safi and Igballe Rogova have agreed that a summary of their presentations might be included in this report.

Hasina Safi, Director of the Afghan Women's Network, spoke about the NATO International Security Assistance Force's (ISAF) civil society consultations in 2009 and 2010. Women's groups were essential in providing insight on communities' security issues, and gave NATO suggestions and advice on how their operations affect the communities on the ground and how they shall consider people's views to be supportive at the community level. The Afghan Women's Network started monitoring women's security situation and regularly communicating with NATO, based on research under the name of Monitoring Women's Security in Transition. During the years 2014 and 2015 the Afghan Women's Network's main contacts within ISAF became weaker. Since then, there is almost no direct contact with staff of the Resolute Support Mission. It is hoped that the CSAP provides opportunities to rekindle the relationship with NATO. The Afghan experience shows that local consultation mechanisms still depend upon the willingness of individuals within a NATO mission: they are not systematically implemented.

Igballe Rogova, Executive Director of the Kosovo Women's Network, described how women in ex-Yugoslavia were trafficked after the war to fulfil peacekeeping troops' demands. To raise this issue with the UN mission in Kosovo, a network of women met with senior leaders. They were told that "boys will be boys; you need to educate your women". From then on, women's groups understood they needed to speak to soldiers in camps. The Kosovo Women's Network was invited by the Swedish KFOR contingent to talk about women's security situation, especially

trafficking. That led to other camps opening their doors until they were officially invited to the main KFOR base to speak. The collaboration between KFOR and women's groups, as in Afghanistan, relied heavily upon the personality of leadership within the force. This collaboration culminated in KFOR organizing its first conference outside its own base, in Pristina, where women were invited to speak about women's rights. This was a significant demonstration of NATO's acknowledgement of the importance of women's work.

Both Hasina and Igo shed light on the risk of backlash in communities against CSOs engaging with NATO, whether cooperatively or critically. In Afghanistan, cooperating with NATO or any other international staff shall be proceeded very cautiously through the relevant local stakeholder, especially in the provinces. Conversely, in Kosovo, KFOR was seen as the hero that would save Kosovars. Any criticism of them was not well received; therefore women's CSOs had to push to be heard.

2.5.   Learning from NATO Staff on Integration of WPS issues in NATO Operations and Training

On the second day, NATO gender staff and staff of the Nordic Centre for Gender in Military Operations (NCGM) were invited to discuss the institutionalization of WPS within NATO operations and training.

The NATO International Military Staff Gender Advisor, Magda Dvorakova, gave an overview of NATO's policies and guidelines related to gender integration on the military side, and explained the NATO gender advisory structure. The presentation highlighted gender being considered a cross cutting topic, relevant to subjects such as conflict related sexual violence; protection of civilians; children associated with armed conflict; PVE, CVE and counter terrorism.

NATO SHAPE Acting Gender Advisor, James Collins, and NATO Operations Section Gender Focal Point, Megan Minnion, presented how gender is integrated into NATO activities in Afghanistan and Iraq. In both countries, a Gender Advisor is present and reports on their activities. In Afghanistan, the work mostly focuses on the policy side; whereas in Iraq, the work focuses on training.

Birgith Andreassen and Rebecca Blum from NCGM presented the Centre and its role in developing training to increase NATO Allies and Partners' gender capabilities. They gave an overview of how gender training is developed within NATO, starting from an assessment of the requirement and then the training gaps. The NCGM runs three types of courses: for Gender Advisors, for Gender Focal Points and Gender Training of Trainers, as well as various seminars.

They at times bring in civil society experts to inform their training needs analysis and to provide specific expertise on certain topics. They highlighted that civil society engagement in NATO training might be facilitated through their Subject Matter Expert Database, currently under development.

The IMS Gender Advisor presented the role of the NATO Committee on Gender Perspectives. She highlighted that the recommendations of the NATO Committee on Gender Perspectives' 2017 annual conference, endorsed by the Military Committee, called for the CSAP to be considered as a resource for consultation and dialogue on matters included in the WPS agenda and gender perspectives.

2.6.   Policy and Action Plan Review

CSAP members started their work with regard to the revision of NATO's WPS Policy and Action Plan with an initial brainstorming on strengths and weaknesses, so as to identify those issues upon which CSAP's recommendations would be most useful. The CSAP formed five groups to shape recommendations pertaining to five key themes:

1) Accountability, political will and resources
2) Results-based design, indicators and reporting, including transparency
3) NATO's approach/definition/understanding of WPS/gender perspectives & policy scope
4) NATO's interaction with women's organization and networks
5) NATO's progress on training/building capacity on WPS issues.

These working groups prepared recommendations which were then endorsed in plenary. They form the basis for the CSAP Recommendations on NATO's WPS Policy and Action Plan, included in Annex 3.

2.7.   Discussion with NATO Deputy Secretary General Rose Gottemoeller

At the end of the second day, a fruitful dialogue was held with NATO Deputy Secretary General, Rose Gottemoeller. She expressed – also on behalf of the NATO Secretary General – great appreciation for the CSAP's role and CSAP's contribution to the operational network structure of the Alliance both at the Headquarters (through the NATO's Office on Women, Peace and Security,

Gender Advisers and Focal Points) and in countries with NATO missions and operations. The Deputy Secretary General stressed the significance of having a civil society advisory panel for the first time in NATO's history.

Amongst the positive achievements on WPS so far, the Deputy Secretary General mentioned a strong network of Gender Advisors. Military authorities have made substantial progress in reporting on WPS

commitments. Several Ambassadors have pledged their commitment on 1325 and there is a greatly increased number of female Ambassadors at NATO. However, there needs to be more effort in pushing the WPS agenda forward. The Deputy Secretary-General highlighted the need to reinforce the WPS agenda in partnerships and more effective working relations with other international organizations, in particular the European Union and United Nations.

CSAP members welcomed the Deputy Secretary General. They highlighted that the membership of the CSAP is diverse, but shares commitment to a core WPS agenda, meaning: understanding the links between the security of women and global security, and the importance of women's participation in peacebuilding and conflict prevention. They assured her of the CSAP's commitment to engage constructively with NATO on WPS, but warned that the CSAP alone should not be regarded as representing the entirety of civil society in their own nations or globally.

CSAP members presented three preliminary recommendations to the Deputy Secretary General:

- Secure and dedicate financial resources for WPS work and the implementation of the WPS Policy and Action Plan

- Establish or participate in consistent, systematic and inclusive national consultations with a diverse group of women's organisations

- Develop common understanding and definitions on WPS and gender across NATO's civilian/military structures.

The Deputy Secretary General explained her expectations for the next WPS Policy and Action Plan. She hoped they would engage NATO staff, especially management, more effectively and make them accountable for implementing NATO's WPS commitments.

CSAP members from Ukraine, Kosovo and Moldova had the opportunity to discuss NATO's local activities and plans. Members encouraged the Deputy Secretary General to meet with local women *every time* she visits a NATO mission or operation, to understand the reality on the ground. The Deputy Secretary General stressed that she tries to meet with women's CSOs whenever she can and that she will seek out new opportunities to continue to do so in the future. She also mentioned that the next Secretary General's Special Representative for Women, Peace and Security will be mandated to engage with women from countries affected by NATO operations.

2.8.   Strengthening CSAP's Governance and Working Methods

A large part of the final day was dedicated to discussing CSAP governance in order to improve its efficiency; including conducting "strengths and weaknesses, opportunities and risks" analysis. Among the strengths, CSAP members appreciated its diverse composition, its common commitment to WPS and its grassroots women's expertise. CSAP's opportunities include its current high level support from NATO, but also flexible terms of reference that enable it to be constructively critical. Further, the CSAP can engage in the broader policy environment on gender, security and WPS and connect with national and international networks.

Concerning its potential weaknesses, the CSAP identified ambiguity towards, in some cases, which civil society constituencies members represent. Some members identified the risk of being instrumentalized by NATO and perceived by their own constituencies or peers in the WPS community as being complicit in the militarization of peacebuilding. CSAP members identified a range of ways to strengthen the CSAP's internal governance, agreeing the following by consensus.

- Alongside the position of CSAP Chair (created in the CSAP's Terms of Reference and currently held by Cristina Carletti), the CSAP created the position of Deputy Chair, appointing Hasina Safi to this role.

- The CSAP confirmed the interim CSAP Steering Committee as a standing structure, comprised of the Chair, Deputy Chair and three other members. Ludmilla Kwitko, Beth Woroniuk and Emmicki Roos were confirmed as members of the CSAP Steering Committee. Current members of the CSAP Steering Committee (including the Chair and Deputy Chair) would continue to serve for a further one year term (until the close of the 2018 meeting), having then prepared two CSAP meetings.

- The CSAP Steering Committee is mandated by the CSAP to:
  - prepare the annual CSAP meetings
  - consult CSAP members on meetings, recommendations and other matters arising
  - coordinate CSAP inputs to NATO and
  - represent the CSAP in communications with NATO.

  Further, in the months ahead, the Steering Committee would develop terms of reference for the Chair, Deputy Chair, and other Steering Committee members.

- The CSAP Steering Committee would also, in the months ahead, raise a number of matters with the Women, Peace and Security Office to strengthen how it and CSAP communicate and to appropriately reflect CSAP's independence. For example, it was

agreed to ask NATO that any requests for CSAP representation at NATO events be made through the CSAP Steering Committee. This is to ensure transparency and coordination; not intended to limit CSAP representation only to Steering Committee members.

- DCAF was asked to coordinate nomination of the successive CSAP Chair, Vice Chair and other Steering Committee members, in coordination with the current Steering Committee, in advance of the next annual meeting. These posts would be endorsed – or if necessary elected - by the CSAP for a two year term.

- DCAF was asked to set up a Facebook Group for the CSAP to facilitate ongoing communication, and complement the Slack platform.

2.9.   Meeting evaluation, conclusions and follow up

In its final session, the CSAP agreed processes around its reporting of the meeting, and expressions of appreciation:

- The Chair, with the support of DCAF and the Steering Committee, will draft the Report of the Second Annual Meeting, to be endorsed by the CSAP for its official transmission to the NATO's Office on Women, Peace and Security and to national delegations. This report will be public.

- The Chair will prepare letters of thanks for NATO personnel who participated in the meeting, and a letter to representatives of NATO Allies and Partners, informing them of the outcomes of the meeting.

Three new working groups were established to focus on:

- Compiling and crafting the CSAP's recommendations on the revision/update of NATO's WPS Policy and Action Plan (coordinated by Zarina Khan)

- Drafting a statement of common principles for the CSAP, building on the strategic framework for the CSAP developed during the CSAP's first meeting (coordinated by Isabelle Arradon)

- Developing a communications policy for the CSAP, outlining procedures and expectations as regards internal and external communications (coordinated by Hasina Safi).

It was also agreed to continue work around gender training and education, initially by exploring with NATO staff the potential for CSAP involvement in the incipient "Regional Acceleration Resolution 1325" learning exchange between NATO and other international organisations.

CSAP members completed written evaluations of the meeting, and verbally shared their reactions. Closing comments were made by the CSAP Chair, welcoming the new Deputy Chair and thanking the Steering Committee and DCAF for their work in preparing and facilitating the meeting.

3. Presentation of CSAP recommendations to, and dialogue with, representatives of Allied and Partner Nations

After the formal close of the CSAP meeting on its third day, CSAP members met with representatives of Allied and Partner Nations to engage in a structured dialogue around NATO's implementation of its WPS commitments, and the contribution of the CSAP and civil society more broadly. The session was co-chaired by the Acting Head of NATO's Office on Women, Peace and Security and the CSAP Chair, and attended by representatives of 19 nations, as well as the Chair of the NATO Committee on Gender Perspectives and a number of NATO staff working on WPS. The CSAP Chair thanked the Governments of Canada and Switzerland for their support to the CSAP.

The CSAP opened by highlighting the diversity of its membership, but reminding all present that it did not represent, and should not be seen as representing, the entirety of civil society. CSAP members then presented initial recommendations for the revision of NATO's WPS Policy and Action Plan, highlighting that:

- Allies and Partners should properly resource WPS work within NATO.

- The need to strengthen monitoring and reporting on the WPS Policy and Action Plan, and that this be tied to evaluating impact, learning lessons and accountability. It suggested consideration of independently conducted mid-term and final impact evaluation.

- The need for common understandings and definitions of "WPS" and "gender" across NATO's military and civilian structures, and shared understanding of the links between WPS and gender and conflict prevention.

- Consultation with women's organisations should be improved, and be coordinated, systematic and followed up. Consulting civil society helps NATO understand how it is perceived on the ground, and to be more sensitive to local cultures. Evaluations of NATO's work should include feedback from women's organisations and other CSOs.

- Civil society contributions to NATO and national military training and education on WPS and gender should be better understood and enabled. Civil society can support, in particular, training approaches that meet NATO's strategic aim to "change mindsets" concerning WPS.

Representatives of national delegations had the opportunity to ask questions and raise issues with the CSAP. Discussion focused on training priorities; resources for WPS work; monitoring, evaluation and accountability around NATO's implementation of WPS commitments; and how to ensure that local consultations with civil society are inclusive. CSAP participants from Afghanistan, Georgia, Kosovo, Moldova and Ukraine shared specific lessons learned in their countries and stressed the importance of consulting with women's civil society groups from the beginning of mission design.

CSAP members ended the meeting explaining that CSAP's written recommendations on the revision of NATO's 1325 Policy and Action Plan will be shared with NATO by the beginning of December. The Acting Head of NATO's Office on Women, Peace and Security confirmed that these would be transmitted to delegations.

The dialogue between the CSAP and representatives of Allied and Partner Nations was followed by an informal networking event.

4. Annexes

- Annex 1 - CSAP membership
- Annex 2 - Agenda of the Second Annual Meeting
- Annex 3 - CSAP recommendations for the 2018 revision of the NATO Women, Peace and Security (WPS) Policy and Action Plan

Annex 1: CSAP members

Members participating in their personal capacity (Core Group)

	Name
1.	Ms Tatyana Spassova Kmetova(Executive Director of the Centre of Women's Studies and Policies Foundation)
2.	Ms Beth Woroniuk (Coordinator, Women, Peace and Security Network-Canada)
3.	Ms Karin Nordmeyer (President if the National Committee for UN Women, Germany)
4.	Ms Helga Thorolfsdottir (Independent Consultant)
5.	Ms Cristiana Carletti (Associate Professor of International Public Law, University of Rome Three)
6.	*Ms Torunn Tryggestad (Director of the PRIO Centre on Gender, Peace and Security)
7.	Ms Michelle Barsa (Independent consultant)
8.	Dr Ludmilla Kwitko (Australian Civil Society Coalition for Women, Peace and Security, Steering Group member)
9.	Ms Hasina Safi (Director of the Afghan Women's Network)
10.	Ms Iulia Kharashvili (Co-founder and Director of the IDP Women Association "Consent")
11.	*Dr Anna Powles (Director of Women in International Security NZ and Senior Lecturer at Massey University)
12.	Ms Emmicki Roos (Executive Director, 1325 policy Group)
13.	Dr Kateryna Levchenko (Director, La Strada)
14.	Ms Igballe Rogova (Executive Director, Kosovo Women's Network)
15.	*Dr Salma Nims (Secretary general, Jordanian National Commission for Women)

Participating Civil Society Organisations

	Name
16.	*Institute for Inclusive Security – Ms Jacqueline O'Neill
17.	Estonian Atlantic Treaty Association (EATA) – Ms Krista Mulenok
18.	WO=MEN – Ms Anne-Floor Dekker
19.	Central and Eastern European Network for Gender Issues – Ms Dasa Sasic Silovic
20.	Spanish Women In International Security (SWIIS) – Dr Marian Angustias Caracuel Raya
21.	Gender Action for Peace and Security UK (GAPS UK) – Ms Zarina Khan
22.	International Crisis Group – Ms Isabelle Arradon

23.	Finnish 1325 Network – Ms Sara Haapalainen
24.	Search for Common Ground – Ms Matilda Flemming
25.	The Information and Documentation Center on NATO – Ms Elena Marzac
26.	Women's Information Consultative Center – Ms Olena Suslova
27.	Global Partnership for the Prevention of Armed Conflict (GPPAC) – Ms Jenny Aulin
28.	*The Arab Regional Network on WPS, KARAMA – Ms Elisabeth van der Steenhoven

*Were not able to participate in the 2017 CSAP Meeting.

Annex 2: Agenda of the second Annual CSAP Meeting

Day 1

Sunday 1 October 2017		Invited speaker(s)
11:00-12:30	**Meeting of the CSAP Core Group members (only)** *Review and discussion of CSAP meeting agenda and support to new CSAP members*	Jackie Dow, Acting Head NATO Office on Women, Peace and Security
12:30-13:30	*Sandwich Lunch*	
13:30-14:00	**Welcome and opening remarks, introductions**	Jackie Dow, Acting Head NATO Office on Women, Peace and Security
14:00-14:45	**Overview of the CSAP so far: the 2016 meeting, logframe and work since** *Overview of this meeting's objectives, agenda and working methods* *Collection of CSAP members' hopes and expectations for the meeting*	
14:45-15:30	**Discussion with Jackie Dow, Acting Head NATO Office on Women, Peace and Security** *Presentation of NATO's strengths and weaknesses in implementing WPS commitments; approach to WPS in PVE/CVE* *Q&A*	Jackie Dow, Acting Head NATO Office on Women, Peace and Security
15:30-15:50	*Coffee/tea break*	
15:50-16:45	**Discussion with Jackie Dow (continued)** *Suggestions of strategic entry points for CSAP* **Presentation and discussion of the main findings of Dr Lackenbauer's "Independent Assessment of the NATO/EAPC Policy and Action Plan on Women, Peace and Security"** *Q&A*	Jackie Dow, Acting Head NATO Office on Women, Peace and Security Hildur Sigurdardottir, NATO Office on Women, Peace and Security

16:45-17:15	**Plenary brainstorm of overall strengths and weaknesses of the NATO/EAPC Policy and Action Plan on Women, Peace and Security** *Noting key themes/issues might expect to be reflected in CSAP's recommendations and/or would ask all working groups to consider*	
17:15-17:30	**Wrap up Day 1**	
19:00-21:00	**Networking dinner for CSAP members with NATO staff, hosted by Jackie Dow**	

Day 2

<u>Monday 2 October 2017</u>		<u>Invited speaker(s)</u>
08:40-9:00	**Welcome coffee**	
09:00-09:10	**Introduction of Day 2** - *Learning from countries experiencing NATO operations* - *discussions with NATO staff* - *developing recommendations on NATO's 1325 Policy and Action Plan for discussion with NATO DSG at the end of the day*	
9:10-9:40	**Hearing from CSAP members in countries with a NATO operation or mission**	
9.40-10:20	**Discussion with NATO staff on integration of WPS issues in NATO operations**	NATO Operations Gender Focal Point, Megan Minion IMS Gender Advisor, Magda Dvorakova
10:20-11:30	**Working in 5/6 groups to develop recommendations on NATO's 1325 Policy and Action Plan** *(break out rooms needed)* *Coffee / tea*	
11:30-12:30	**Plenary report-back and discussion of initial work on recommendations on NATO's 1325 Policy and Action Plan** **Discussion of organisation and focus of outputs**	

	of group work	
	Format for oral presentation of recommendations to DSG and national representatives	
	Format for written recommendations as output of meeting	
12:30-13:30	*Sandwich Lunch*	
13:30-14:20	**Continued work in 5/6 groups to refine and record recommendations on NATO's 1325 Policy and Action Plan**	
14:30-15:30	**Discussion on implementation of and accountability for WPS commitments:** • **in training and education** • **through the NATO Committee on Gender Perspectives**	Birgith Andreassen & Rebecca Blum, Nordic Centre for Gender in Military Operations (NCGM) Lt Col Katrien d'Hert Chair of the NATO Committee on Gender Perspectives
15:30-15:50	*Coffee break & group photo*	
15:50-17:30	**Plenary - Agreement of recommendations on NATO's 1325 Policy and Action Plan** *5 clusters of comments and recommendations on NATO's 1325 Policy and Action Plan, checking for agreement, overlap and gaps* *Identify 3 preliminary recommendations to present to NATO DSG*	
17:30-18:30	**Dialogue with NATO Deputy Secretary-General**	NATO Deputy Secretary-General Rose Gottemoeller
19:30-21:30	*Buffet dinner, Kreative Kuisine restaurant (in the Holiday Inn)*	
Evening	**Preparation of presentation to nations** *Small group of volunteers develops the presentation to be made to representatives of Allied and Partner nations, on basis of recommendations of each group discussed in plenary* *(Free evening for others)*	

Day 3

Tuesday 3 October 2017		Invited speaker(s)
08:40-9:00	**Welcome coffee**	
09:00-09:15	**Introduction of Day 3** *CSAP governance and work ahead* *Discussion with nations*	
09:15-10:30	**CSAP: strengths, weaknesses opportunities, risks** *Including CSAP relations with the SGSR's office, NATO Gender Advisors, and other parts of NATO*	*(Present to answer questions)* Jackie Dow, Acting Head NATO Office on Women, Peace and Security
10:30-10:50	*Coffee break*	
10:50-12:30	**Strengthening CSAP governance and working methods**	*(Present to answer questions)* Jackie Dow, Acting Head NATO Office on Women, Peace and Security
12:30-13:30	*Sandwich Lunch*	
13:30-14:50	**Final closed CSAP session** *Discussion of work ahead* *Agreement of next steps* *Completion of meeting evaluation forms.*	
14:50-15:10	*Coffee break*	
15:15-17:00	**Presentation of CSAP recommendations to representatives of Allied and Partner nations and dialogue**	
17:00-19:00	**Informal networking event with representatives of Allied and Partner nations**	
19:30-21:30	*Buffet dinner, Kreative Kuisine restaurant (in the Holiday Inn)*	

Annex 3: CSAP recommendations for the 2018 revision of the NATO Women, Peace and Security (WPS) Policy and Action Plan (on following 5 pages)

Civil Society Advisory Panel recommendations for the 2018 revision of the NATO Women, Peace and Security (WPS) Policy and Action Plan

The Civil Society Advisory Panel (CSAP) on Women, Peace and Security (WPS) was established in 2016 to assist NATO to more systematically draw upon the insights and expertise of civil society, and to benefit from civil society contributions as it moves the agenda on WPS forward. The 28 members of the CSAP collectively offer extensive experience working on WPS in conflict affected countries; in developing, monitoring and evaluating WPS National Action Plans; and in engaging with NATO operations and missions. The CSAP was mandated upon its establishment to issue recommendations to NATO ahead of the proposed revision in 2018 of the *NATO/EAPC Policy for the Implementation of UNSCR 1325 on Women, Peace and Security and related resolutions* of 2014, and the *NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security* of 2016 (WPS Policy and Action Plan).

The CSAP welcomes the commitment expressed by NATO's leadership to advancing the WPS agenda within its work; the coordination offered by the Office of the Secretary General's Special Representative for Women, Peace and Security; NATO's willingness to learn from lessons in implementing WPS at the national level; and NATO's recognition of civil society's central role in promoting the WPS agenda. These and other strengths of the current WPS Policy and Action Plan – such as its focus on building internal capacities and structures – should be maintained in their next iteration.

The CSAP has evaluated the strengths and weaknesses of the current WPS Policy and Action Plan, having the opportunity during its October 2017 Annual Meeting for dialogue with a range of NATO officials, NATO staff and national representatives to NATO. The CSAP also drew upon our collective experience of working on WPS issues in numerous contexts and on multiple WPS action plans. The CSAP's following recommendations are directed to those NATO officials and staff responsible for working on revision of the WPS Policy and Action Plan; and to the NATO Allies and Partners members of the Euro-Atlantic Partnership Council.

Accountability, political will and resources

The current WPS Policy and Action Plan's implementation is limited by a lack of dedicated budget, linking also to lack of capacity to deliver the Policy and Action Plan commitments. While 55 NATO Allies and Partners have pledged a strong commitment to the WPS agenda, this has not been followed by financial resources. For example, only three out of 55 nations that associated themselves with the WPS Action Plan have contributed to the WPS Trust Fund. The Office of the Secretary General's Special Representative for WPS (WPS Office) is largely staffed through Voluntary National Contributions, and NATO's core budget is not sufficiently directed to WPS work.

While there appears to be good awareness of the WPS Policy and Action Plan in parts of NATO Headquarters, a limited WPS profile at field and country levels has hindered widespread implementation and the building of political support beyond Brussels. This in part was because the current WPS Action Plan did not make sufficiently clear who was responsible for implementation and at what level. To ensure that there is buy-in, activities and implementation at all levels of NATO, the CSAP recommends that NATO:

1. **Ensure accountability for implementing NATO's WPS commitments amongst all levels of senior management, building recognition that attention to WPS is everyone's responsibility;**

2. **Ensure the WPS Office is properly funded and staffed, including through core budgetary allocations;**

3. **Provide sufficient budget for regular impact assessments of WPS work and for gendered impact assessments of NATO operations and missions, for research on good practices and for collecting WPS-related data during missions;**

4. **Conduct a fresh independent assessment of implementation of WPS commitments in NATO-led operations and missions, as was done in 2012, and update the assessment every five years;**

5. **Ensure all senior NATO civilian and military officials and staff complete training on gender and WPS** (see further recommendations in the section below on training).

NATO's interaction with women's organisation and networks

The current WPS Policy and Action Plan do not adequately recognise the importance and role of civil society in achieving WPS objectives. Consultation with a broad range of civil society groups and representatives in target countries is key, but at present this consultation is erratic. Regular dialogue with civil society is vital to the effective implementation of WPS activities as it allows NATO to better understand local gendered conflict dynamics, the needs of women and girls in communities affected by conflict, and existing programmes of work on WPS. NATO's activities should aim to support the positions and initiatives of local women's organisations and networks for greater local and national impact. The CSAP recommend that the WPS Policy and Action Plan include commitments for NATO to:

6. **Establish or participate in consistent, coordinated systematic and inclusive national and local consultations with a diverse group of women's organisations;**
   a. NATO should work with women's organisations and networks in particular to sensitise NATO personnel about the local culture.
   b. Consultation with women's organisations should always be followed up, with reporting back on what steps were taken as a result of the input from women's organisations and further consultation to assess the impacts of such actions.

7. **Include a diverse range of organisations and networks in all evaluations and assessments of NATO-led operations and missions. Ensure that women's organisations are consulted in the annual progress reports and impact assessments for the WPS Policy and Action Plan;**

8. **Ensure that public meetings with local women's organisations, women's rights activists and women's human rights defenders are regularly included in visits by high-ranking NATO officials to conflict-affect countries/regions.**

Results-based design, indicators and reporting, including transparency

The technical design of the WPS Policy and Action Plan should be strengthened to be more measurable and focused on assessing effectiveness and impact of implementation. Together, the WPS Policy and Action Plan should set out a clear theory of change: i.e. clearly articulate the problem being addressed, state what NATO will do, and explain what changes are expected to happen as a result of NATO's actions. The current WPS Action Plan outlines an extensive series of inputs/"actions" and "indicators", but most indicators measure outputs rather than outcomes - meaning that they predominantly capture quantitative data on deliverables but do not capture the changes in attitudes and behaviours that *result* from the actions undertaken (i.e. the desired *outcomes*, and so progress towards the desired *impacts*). Further, in the WPS Action Plan, many of the actions listed do not obviously connect with the

stated outcomes, which complicates understanding the types of changes projected in the near, mid, and long-term. Without an understanding of projected changes, there is no clear vision of how NATO ultimately expects to achieve the WPS Action Plan's goals; nor guidance as to how NATO personnel should go about implementing WPS policy.

While the current WPS Action Plan includes a brief section on monitoring and reporting, it lacks a comprehensive monitoring and evaluation plan. As a result, it is unclear when and how the WPS Action Plan will be monitored and whether independent mid-term and final impact evaluations will be carried out.

To ensure the next WPS Policy and Action Plan are comprehensive, transparent and measurable, the CSAP recommend that NATO:

9. **Articulate intended impact:**
   a. Tier desired results in short, mid, and long-term outcomes for each of the outcome areas included in the WPS Action Plan. Define clear outcomes by making them SMART (specific, measurable, achievable, relevant, and time-bound) and focus on the intended impact of the WPS Action Plan on conflict-affected women.
   b. Specify outcome-level indicators that can be used to approximate impact for each of the short, mid, and long-term outcomes, noting that qualitative assessment is essential to WPS monitoring and evaluation.
   c. Conduct a baseline assessment to inform and set targets for each indicator.
   d. Provide sufficient and consistent budget for robust monitoring and evaluation across the life of the WPS Policy and Action Plan.

10. **Specify reporting requirements:**
    a. Clarify a comprehensive monitoring and evaluation plan that includes intervals for regular reporting from NATO components, the scope of those reports, and processes for conducting independent mid-term and final impact evaluations (including annual reporting on the indicators).
    b. Make all annual progress reports on WPS, including that of the Secretary General's Special Representative for WPS, available to the CSAP and other civil society stakeholders.

11. **Enhance common understanding of monitoring & evaluation terms:**
    a. Define key monitoring and evaluation terms such as "outcome," "output", and "outcome indicator," coupled with WPS-specific examples of each.
    b. Offer training for NATO WPS staff and Gender Advisors on developing monitoring and evaluation plans for WPS.
    c. Develop templates for the annual reporting on the indicators and offer training to respondents on data collection and analysis and the use of outcome-level indicators.

NATO's understanding of WPS/gender terminology

The current WPS Policy and Action Plan lack clear articulation of terms such as 'Women, Peace and Security', 'gender' and 'gender perspectives'. It is important that there is a common and consistent understanding of such terms within NATO, including across civilian and military sides; that terms are not used interchangeably, recognising that each has connected but different goals and requires different skills and activities. If WPS is not meaningfully understood, its application in NATO's work risks becoming merely superficial and failing to address the root causes of conflict and gender inequality. For instance, the Women, Peace and Security policy agenda is firmly centred upon the prevention of conflict. Yet, this emphasis is missing from NATO's WPS Policy and Action Plan, and

references to the importance of women's participation in these documents are not clearly linked to conflict prevention.

To ensure that the terminology used in the updated WPS Policy and Action Plan is clear, and effectively understood by all (inside and outside of NATO), the CSAP recommends that NATO:

12. **Review and clarify key terms relating to WPS/gender so that they are consistent with global good practice on WPS.**

13. **Ensure the integration of WPS/gender perspectives and key terms into analysis and policy development around emerging security challenges such as: human trafficking, displacement/migration and preventing/countering violent extremism, in line with global good practice on WPS** (see further recommendations in the section below on training)**.**

NATO's progress on WPS training and capacity building

The WPS Action Plan regards education, training and exercises as "cross-cutting enablers"; and "essential tools in raising awareness" and to "foster change in mindset and behaviour". Currently, there are challenges, notably to 'mainstreaming' gender analysis and perspectives in specific functions, as well as in the take-up of WPS priorities at senior leadership level. Furthermore, the military side is more advanced than the civilian in the development and implementation of gender courses and guidelines.

The WPS Action Plan also has ambitions to "connect to/involve civil society in education, training and exercises", but it does not specify how or in relation to which topics. It is generally accepted that there are certain thematic priorities in the WPS agenda where the involvement of civil society in training not only has an added value but may be necessary to meet WPS commitments. Thematic priorities which coincide with civil society expertise most obviously include: protection of civilians, prevention of gender and sexual based violence, prevention of violent extremism from a human security perspective, community engagement, context awareness and gender sensitive analysis, and the relevance of human security to the WPS agenda.

Civil society can also contribute in strengthening the methodology of training and its evaluation. This can include bringing the understanding that training on gender is more than just technical knowledge, as it aims to change attitudes and behaviour. Civil society can be well placed to introduce ideas that challenge attitudes and support reflection; for example, considering masculinities, and power dynamics in the classroom. The CSAP recommends that NATO:

14. **Clearly identify and acknowledge the added value of involving civil society in specific areas of gender training and education, and develop operational guidance for strategic collaboration with civil society on training and education:**
    a. Draw from civil society input, as well as existing guidance on engagement with civil society from other intergovernmental agencies, such as UN DPKO.
    b. Spell out a clear understanding of the added value of civil society, in particular women's organisations, in relation to gender training, and integrate guidance on understanding/awareness of civil society in training curricula wherever relevant.
    c. Make clear and transparent criteria for identifying and selecting civil society partners as Subject Matter Experts and training partners.
    d. Adopt a 'Do No Harm' approach and build awareness of why civil society might be hesitant to engage with militaries.
    e. Involve civil society in the full training and education cycle: from needs assessment, to planning through to evaluation.

f. Revise the resourcing rules: for Subject Matter Experts to play a full role they need to be compensated for their time beyond expenses.

15. Integrate a feminist approach to training methodologies, recognising dynamics such as masculinities and power dynamics both in and beyond the 'classroom'.

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