



NATO PARLIAMENTARY ASSEMBLY

STANDING COMMITTEE (SC)

REVIEW OF THE ASSEMBLY'S CONSIDERATION OF GENDER IN 2018

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I. INTRODUCTION

1. Between 2015 and 2017, the NATO Parliamentary Assembly conducted a comprehensive review of the consideration of gender within the organisation. This addressed both gender mainstreaming in the Assembly's policies and activities, and gender balance within the organisation. As a result, at its meeting in Berlin in April 2017, the Standing Committee asked the Secretary General to present a yearly update. The first report was presented to the Standing Committee at its meeting in Bucharest in October 2017, and as per the Standing Committee's explicit approval, made public. This is the second comprehensive review. It was decided that the first Standing Committee meeting of each year would be the most appropriate point to consider this type of annual report: at this point, participation data from the previous annual session is available, and there is more time available for deliberation within the Standing Committee.

2. The report addresses successively progress achieved towards gender mainstreaming and towards a more representative gender balance in 2018.

3. It concludes that gender-related issues feature regularly in the Assembly's programme of work. The picture regarding gender balance within the Assembly remains mixed, however, with no significant change having resulted from the introduction in the Assembly's Rules of Procedure, in May 2017, of an encouragement for parliaments to take gender diversity into account when appointing NATO PA delegations. The proportion of women in national delegations currently stands at around 15%. Elections held in 10 member countries in the past 18 months since the first annual review have not led to a more representative gender balance in the Assembly's overall membership. Women are, however, better represented among the Assembly's elected officers where they account for 25% of the Chairpersons, Vice-Chairpersons and Rapporteurs of Committees and Sub-Committees. More significantly, perhaps, over half of the women members of the Assembly hold an elected office.

II. GENDER MAINSTREAMING IN 2018

4. The following sections review the situation in 2018 in relation to four benchmarks:
- the incorporation of a gender dimension in Committee reports, resolutions and activities;
 - regular updates on national and NATO's implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security;
 - the inclusion of discussions on gender issues in the Assembly's seminars and session programmes whenever relevant;
 - the selection of the best male and female experts for these programmes.

Committee reports, resolutions and activities in 2018

5. Several Committee activities in 2018 included a gender dimension.

6. Two Committee reports had sections on the rights of women in the areas they studied: the Committee on the Civil Dimension of Security's (CDS) General Report on "Fostering Democracy and Human Rights in the Black Sea Region" [164 CDS 18 E rev 1] and the Mediterranean and Middle East Special Group's (GSM) report on "Change and Continuity in the Gulf" [187 GSM 18 E rev 1]. In addition, the Sub-Committee on Future Security and Defence Capabilities' (DSCFC) Report on "NATO Special Operations Forces in the Modern Security Environment" [169 DSCFC 18 E rev.1] included a section on the growing role of women in special operations forces. Similarly, the Science and Technology Committee's (STC) report and resolution on maintaining NATO's science and technology edge included a

specific recommendation to NATO's Science and Technology Organisation to improve the gender balance in its network of scientists and engineers.

7. Committee visits to Qatar and Abu Dhabi also included discussions of women's role and rights in these societies.

8. Last but certainly not least, the Assembly's declaration for the 2018 Brussels Summit included a recommendation to Allied Heads of State and Government "to encourage further progress in the implementation by NATO and Allies of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, as well as UNSCR 1612 on Children and Armed Conflict".

Committees' consideration of national and NATO's implementation of UNSCR 1325

9. In 2018, the CDS Committee conducted – in cooperation with the Geneva Centre for the Democratic Control of Armed Forces – its fourth survey of parliamentary implementation of UNSCR 1325, the results of which were presented at the Annual Session in Halifax, Canada.

10. In 2015, 2016 and 2017, the issue of NATO's implementation of UNSCR 1325 was discussed during the Assembly's Joint Committee meetings in Brussels, which featured a presentation by NATO's Special Representative on Women, Peace and Security. In 2018, the NATO Special Representative addressed the CDS Committee at the Annual Session in Halifax, Canada, where she presented NATO's new Policy and Action Plan, adopted by Allied leaders in July 2018.

Seminar and session themes in 2018

11. At the Spring Session in Warsaw, Poland, the STC invited Jennifer Henderson, Keeper of the Registers of Scotland and former Transformation Director at the United Kingdom's Defence Science and Technology Laboratory, to share her experience on ways to improve gender equality in the United Kingdom's Defence Science and Technology Laboratory. At the Annual Session in Halifax, as mentioned above, the CDS took the lead with discussions on national and NATO implementation of UNSCR 1325. Also in Halifax, the Deputy Permanent Representative of Canada to NATO highlighted her country's role and contribution in promoting the Women, Peace and Security Agenda within NATO.

12. No specific discussion on gender-related themes were held during the Assembly's seminars, however.

Male and Female speakers

13. The Assembly can support the participation of women in the broader defence world through the choice of the guest speakers it invites to its meetings. Quality is naturally the primary criterion for selecting these experts, but more female speakers could be invited with equivalent levels of expertise.

14. The data below looks at the male/female ratio of speakers at NATO PA meetings (seminars and sessions) in the past four years. It focuses on independent experts only, as the Assembly has little or no leverage over the choice (and gender) of official speakers.

	2015	2016	2017	2018
Total number of independent guest speakers at NATO PA seminars and sessions	64	63	75	65
Number of female speakers	15	9	19	15
Proportion of female speakers	23%	14.3%	25.3%	23%

15. Whereas the share of female speakers was particularly low in 2016, it was broadly similar in 2015, 2017 and 2018, at 23-25%. Arguably, the Assembly's database of women experts could be further developed.

16. On other aspects, the overall picture presented above shows that gender-related issues feature regularly and in various forms in the Assembly's policy documents and activities.

III. GENDER BALANCE IN 2018

17. At its meeting in Berlin in March 2017, the Standing Committee agreed to include a recommendation related to the gender composition of national delegations in the Assembly's Rules of Procedure. The revised Preamble adopted by the Assembly at its Spring Session in Tbilisi in May 2017, states that "[d]elegations are strongly encouraged to seek gender diversity."

18. By revising its Rules of Procedure, the Assembly signalled its commitment to aiming towards a more representative gender balance. The Standing Committee stayed away from imposing rigid rules, however, recognising the objective obstacles which certain delegations face. The Assembly's approach is therefore mostly based on raising awareness and encouraging incremental change.

19. One of the key moments when change can take place is when new delegations are constituted after elections. A fairly large number of member parliaments – ten – have had elections since the previous review in September 2017. The data for the United States is difficult to interpret because, due to national practices, there is a relatively high variation in participation from meeting to meeting. As to the nine other delegations, table 1 below shows that in three cases, the delegations constituted following recent elections include a higher proportion of women. Three others include fewer women than before elections. The last three include the same proportion of women. In two cases, the number of women in the delegation have been maintained or increased, despite an overall reduction of the share of women in the respective national parliaments. In three other cases, the number of women on the delegation has remained stable or decreased, despite an increase in the share of women in the respective national parliaments.

20. Overall, as the sections below illustrate, in the past year and a half progress towards a more gender-balanced Assembly membership has been mixed. Women are proportionately better represented among the elected officers of the Assembly, however.

21. The proportion of women in the International Secretariat remains steadily high.

Representation of men and women in national delegations

22. Table 1 below provides an overview of the current number and proportion of men and women in each of the 29 member delegations and how they compare with March 2016¹ and September 2017². Table 2 indicates which delegations are led by a woman. Table 3 provides figures for actual participation at the NATO PA's latest Annual Session in Halifax in November 2018 compared with Annual Sessions in 2016 and 2017.

¹ As per the data in the report "Gender in the NATO PA" [075 SC 16 E] presented by former Vice-President Angelien Eijnsink (Netherlands) to the Standing Committee at its meeting in Paris, France, on 2 April 2016.

² As per the data presented in the report "Review of the Assembly's Consideration of Gender" [213 SC 17 E] presented by the NATO PA Secretary General to the Standing Committee at its meeting in Berlin, Germany, on 1 April 2017.

Table 1: Men and women in national delegations: March 2016, September 2017, February 2019

	March 2016				September 2017				February 2019						
Parliament	Number of members	Numbers of women in delegation ³	Numbers of men in delegation ³	% of women in the delegation ³	Number of members	Numbers of women in delegation ⁴	Numbers of men in delegation ⁴	% of women in the delegation ⁴	Number of women in delegation ⁵	Number of men in delegation ⁵	% of women in delegation ⁵	% of women in national parliament ⁶	Elections	Change since elections	
Albania	4	1	3	25%	4	N/A	N/A	N/A	1	3	25%	27.9%			
Belgium	7	1	6	14%	7	1	6	14%	1	6	14%	41.4%			
Bulgaria	6	0	6	0%	6	0	6	0%	0	6	0%	23.8%			
Canada	12	N/A	N/A	N/A	12	N/A	N/A		N/A	N/A		31.7%			
Croatia	5	1	4	20%	5	0	5	0%	0	5	0%	18.5%			
Czech Republic	7	0	7	0%	7	0	7	0%	0	7	0%	20.3%	October 2017	→	
Denmark	5	2	3	40%	5	2	3	40%	2	3	40%	37.4%			
Estonia	3	1	2	33%	3	1	2	33%	1	2	33%	26.7%			
France	18	4	14	22%	18	5	13	27.8%	4	14	22%	35.7%			
Germany	18	4	14	22%	18	4	14	22%	2	16	11%	31.5%	September 2017	↓	
Greece	7	1	6	17%	7	1	6	17%	1	6	14%	18.7%			
Hungary	7	1	6	14%	7	0	7	0%	1	5	17%	12.6%	April 2018	↑	

³ As of 15 March 2016 based on information provided by delegations. The numbers for the United States and Canada are not shown as the composition of the delegation varies with almost each meeting due to the specific rules of these delegations.

⁴ As of 1 September 2017 based on information provided by delegations. The numbers for the United States and Canada are not shown as the composition of the delegation varies with almost each meeting due to the specific rules of these delegations.

⁵ As of 28 February 2019 based on information provided by delegations. The numbers for the United States and Canada are not shown as the composition of the delegation varies with almost each meeting due to the specific rules of these delegations.

⁶ Source: Inter-Parliamentary Union, Women in National Parliaments (situation as of 1 December 2018) <http://archive.ipu.org/wmn-e/classif.htm>

Iceland	3	1	2	33%	3	2	1	66.7%	1	2	33%	38.1%	October 2017	↓
Italy	18	1	17	6%	18	1	17	6%	2	16	11%	35.6%	March 2018	↑
Latvia	3	0	3	0%	3	0	3	0%	0	3	0%	31%	October 2018	→
Lithuania	4	1	3	25%	4	1	3	25%	1	3	25%	21.3%		
Luxembourg	3	0	3	0%	3	0	3	0%	1	2	33%	20%	October 2018	↑
Montenegro	-	-	-	-	3	-	2 ⁷	0%	0	3	0%	23.5%		
Netherlands	7	1	6	14%	7	1	6	14%	2	5	29%	35.6%		
Norway	5	2	3	40%	5	2	3	40%	2	3	40%	41.4%		
Poland	12	0	12	0%	12	0	12	0%	0	12	0%	25.5%		
Portugal	7	1	6	14%	7	1	6	14%	1	6	14%	34.8%		
Romania	10	2	8	20%	10	0	10	0%	0	10	0%	18.7%		
Slovakia	5	0	5	0%	5	0	5	0%	0	5	0%	20%		
Slovenia	3	1	2	33%	3	1	2	33%	1	2	33%	20%	June 2018	→
Spain	12	3	9	17%	12	2	10	16.7%	3	9	17%	38.6%		
Turkey	12	3	9	25%	18	N/A ⁸	N/A	N/A	2	16	11%	17.4%	June 2018	↓
United Kingdom	18	4	14	22%	18	N/A ⁸	N/A	N/A	4	14	22%	28.9%		
United States	36	N/A	N/A	N/A	36	N/A	N/A	N/A	N/A	N/A	N/A	23.6%	November 2018	
Total	209⁹	35¹⁰	174¹⁰	16.7%¹⁰	178⁹	25¹⁰	152¹⁰	14%¹⁰	33¹⁰	184¹⁰	15%¹⁰			

⁷ Third member of the delegation not nominated yet

⁸ New delegation not yet appointed

⁹ Not counting the United States and Canada

¹⁰ Not counting the delegations for which the gender breakdown is indicated as not available

Table 2: Delegations which have a woman as their leader

Parliament	March 2016	September 2017	February 2019
Albania			X
Belgium			
Bulgaria			
Canada		X	
Croatia			
Czech Republic			
Denmark			
Estonia			
France			
Germany			
Greece			
Hungary			
Iceland	X	X	
Italy			
Latvia			
Lithuania		X	X
Luxembourg			
Montenegro			
Netherlands			
Norway			
Poland			
Portugal			
Romania			
Slovakia			
Slovenia	X	X	
Spain			
Turkey			
United Kingdom			
United States			
Total	2	4	2

Table 3: Men and women in national delegations – participation in the 2016, 2017 and 2018 Annual Sessions

	2016				2017					2018				
Parliament	Participants in session ¹¹	Women ¹¹	Men ¹¹	% of women participants ¹¹	Participants in session ¹²	Women ¹²	Men ¹²	% of women participants ¹²	Change	Participants in session ¹³	Women ¹³	Men ¹³	% of women participants ¹³	Change
Albania	4	1	3	25%	4	1	3	25%	→	2	0	2	0%	↓
Belgium	9	2	7	22%	10	2	8	20%	↓	10	3	7	30%	↑
Bulgaria	2	0	2	0%	5	0	5	0%	→	3	0	3	0%	→
Canada	9	3	6	33%	10	3	7	30%	↓	15	7	8	47%	↑
Croatia	4	1	3	25%	2	0	2	0%	↓	5	0	5	0%	→
Czech Republic	6	0	6	0%	7	1	6	14%	↑	8	0	8	0%	↓
Denmark	2	1	1	50%	1	0	1	0%	↓	2	0	2	0%	→
Estonia	1	0	1	0%	2	0	2	0%	→	3	1	2	33%	↑
France	14	3	11	21%	14	4	10	29%	↑	16	4	12	25%	↓
Germany	11	3	8	27%	8	4	4	50%	↑	16	5	11	31%	↓
Greece	6	0	6	0%	8	1	7	14%	↑	6	0	6	0%	↓
Hungary	2	1	1	50%	4	0	4	0%	↓	6	1	5	17%	↑
Iceland	-	-	-	-	1	1	0	100%	N/A	2	1	1	50%	↓
Italy	11	0	11	0%	14	0	14	0%	→	15	2	13	13%	↑
Latvia	4	0	4	0%	4	0	4	0%	→	1	0	1	0%	→
Lithuania	1	1	0	100%	4	2	2	50%	↓	4	2	2	50%	→
Luxembourg	2	1	1	50%	1	0	1	0%	↓	2	1	1	50%	↑
Montenegro	-	-	-	-	2	0	2	0%	N/A	2	0	2	0%	→
Netherlands	11	3	8	27%	10	2	8	20%	↓	6	2	4	33%	↑

¹¹ Based on effective participation at the Annual session in Istanbul, November 2016, including members and alternate members

¹² Based on effective participation at the Annual session in Bucharest, October 2017, including members and alternate members

¹³ Based on effective participation at the Annual session in Halifax, November 2018, including members and alternate members

Norway	8	3	5	37%	3	2	1	67%	↑	7	3	4	43%	↓
Poland	7	0	7	0%	11	1	10	9%	↑	12	1	11	8%	↓
Portugal	5	0	5	0%	6	0	6	0%	→	6	0	6	0%	→
Romania	1	0	1	0%	19	0	19	0%	→	4	0	4	0%	→
Slovakia	2	0	2	0%	1	0	1	0%	→	1	0	1	0%	→
Slovenia	2	0	2	0%	3	1	2	33%	↑	-	-	-	-	N/A
Spain	10	2	8	20%	8	1	7	12%	↓	9	1	8	11%	↓
Turkey	12	2	10	17%	7	1	6	14%	↓	15	2	13	13%	↓
United Kingdom	15	3	12	20%	10	3	7	30%	↑	14	3	11	21%	↓
United States	5	0	5	0%	8	1	7	12%	↑	12	2	10	17%	↑
Total	166	30	136	18%	187	31	156	17%	↓	204	41	163	20%	↑

23. A rapid analysis shows that:

- Overall, the proportion of women members of the Assembly has increased slightly from 14% in September 2017 to 15% today but remains lower than the level recorded in March 2016 of close to 17%;
- The number of all-male delegations has steadily increased from six in March 2016 to seven in September 2017 and eight today;
- As in September 2017, in close to three quarters of cases, the proportion of women in the national delegation to the NATO PA is lower than the representation of women in the parliament as a whole. The number of delegations in which women are better represented than in the parliament as a whole – six – is slightly higher than in September 2017, but down from nine in March 2016;
- Only two delegations are led by women, down from four in September 2017;
- As mentioned above, only three of the delegations which have recently held elections have a larger proportion of women than before the election, and in three cases, the share of women in the delegation has remained stable or decreased despite a higher proportion of women elected to those parliaments.

24. On the other hand, the proportion of women among actual participants in NATO PA spring sessions – including members and alternates – has increased from 17-18% in 2016-2017 to 20% in 2018.

25. The picture regarding the composition of NATO PA delegations is therefore mixed, with no evident movement towards a more representative gender balance despite the inclusion in May 2017 of an encouragement, in the Assembly's Rules of Procedure, for delegations to take into account gender diversity.

Representation of men and women among elected officers of the Assembly

26. Below are the statistics regarding the representation of men and women among elected officers of the Assembly:

March 2016

NATO PA Bureau: 7 members: 6 men (85.7%), 1 woman (14.3%)

Enlarged Bureau: 12 members: 9 men (75%), 3 women (25%)

Committee and Sub-Committee officers: 64 positions filled: 52 men (81%), 12 women (19%)

September 2017

NATO PA Bureau: 7 members: 6 men (85.7%), 1 woman (14.3%)

Enlarged Bureau: 11 members: 10 men (91%), 1 woman (9%)

Committee and Sub-Committee officers: 64 positions filled: 50 men (78%), 14 women (22%)

February 2019

NATO PA Bureau: 7 members: 6 men (85.7%), 1 woman (14.3%)

Enlarged Bureau: 10 members, 8 men (80%), 2 women (20%)

Committee and Sub-Committee officers: 69 positions filled: 52 men (75%), 17 women (25%)

27. These statistics show that, with the exception of the Bureau, women are much better represented among elected officers (25%) than in the overall membership (15%), and that the proportion of women in elected positions in the Committees has increased steadily since March 2016. Indeed, the figures above suggest that the odds of being elected as an Assembly officer – member of the Bureau or officer of a Committee/Sub-Committee – are significantly better for women members of the NATO PA (54.5%) than for men (28.8%), and this more favourable “electability quotient” for women members has continued to increase since March 2016. It is worth adding that since September 2017, the Assembly has for the first time elected a woman President – who

succeeded another woman designated by the Standing Committee to fulfil the remainder of the former President's term. Two of the five Committee Chairpersons are also currently women.

Men and women in the International Secretariat

28. In the International Secretariat, the contingent of women continues to outweigh that of men by a wide margin, with currently 19 women (70%) and 8 men (30%) permanently employed. In 2018, the Standing Committee elected the first-ever woman Secretary General, who will take up her duties on 1 January 2020.

29. Women are also well represented among the Research Assistant programme. Over the past 12 years (2006-2018), 106 young graduates have been selected to take part in the programme, 58 of whom are women (55%).

IV. CONCLUSION

30. This document is the second annual review of progress towards gender mainstreaming and a more representative gender balance in the NATO PA. As mandated by the Standing Committee, it will be made public on the NATO PA's website.

31. On gender mainstreaming, the report shows that the Assembly's programme of work includes what appears to be an appropriate focus on gender-relevant issues.

32. The proportion of women experts invited to NATO PA meetings remains relatively low, however. Continuing to develop a database of women experts thus remains a relevant and valuable objective.

33. The picture regarding gender balance within the Assembly remains mixed. Women only account for some 15% of Assembly members, but are better represented among elected officers of the Committees and Sub-Committees (25%). Figures show that 54.5% of the women members of the Assembly hold an elected office – as opposed to only 28.8% of men. It thus seems that there is no impediment to women members reaching positions of influence within the Assembly's Committees. Therefore, the key to a more representative gender balance seems to lie mainly with delegations. The Assembly took a significant step by revising its Rules of Procedure in May 2017 to encourage delegations to seek gender diversity. It appears that implementation of this guideline is likely to take time.

34. The main challenge for the Assembly going forward is to ensure that the twin goals of enhanced gender mainstreaming and improved gender balance translate into lasting new practices. This report will hopefully serve as a useful contribution to this effort.