



NATO PARLIAMENTARY ASSEMBLY

STANDING COMMITTEE (SC)

REVIEW OF THE ASSEMBLY'S CONSIDERATION OF GENDER IN 2019

TABLE OF CONTENTS

I.	INTRODUCTION.....	1
II.	GENDER MAINSTREAMING IN 2019.....	1
III.	GENDER BALANCE IN 2019.....	2
IV.	CONCLUSION.....	12

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 the gender balance within the organisation. As a result, the Standing Committee asked the Secretary General, at its meeting in Berlin in April 2017, to present a yearly update. The first report was presented to the Standing Committee at its meeting in Bucharest in October 2017 and the second report in March 2019. As per the Standing Committee's explicit approval, these reports have been made public. This is the third comprehensive review.

2. The report addresses progress towards gender mainstreaming and towards a more representative gender balance in 2019. It also highlights some of the priorities for the current year. The report concludes that 2019 saw fairly limited coverage of gender-related in the Assembly's programme of work. The picture regarding the gender balance within the Assembly remains mixed. Indeed, there has been no significant change since a change of the Assembly's Rules of Procedure in May 2017, which encourages parliaments to take gender diversity into account when appointing NATO PA delegations. The proportion of women in national delegations stands at a fairly stable rate of around 15%. Women are better represented among the Assembly's elected officers: they account for 19% of the Chairpersons, Vice-Chairpersons, and Rapporteurs of Committees and Sub-Committees. 43% of the female members of the Assembly hold an elected office as opposed to 36.5% of the men.

II. GENDER MAINSTREAMING IN 2019

3. The following sections review the situation in 2019 in relation to three benchmarks:

- the incorporation of a gender dimension in Committee reports, resolutions, and activities;
- the inclusion of discussions on gender issues in the Assembly's seminars and session programmes whenever relevant; and
- regular updates on national and NATO's implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security.

A. COMMITTEE REPORTS, RESOLUTIONS, AND ACTIVITIES IN 2019

4. Only one Committee report and one resolution included a reference to gender issues in 2019. The report by Ulla Schmidt (Germany) for the Committee on the Civil Dimension of Security on [NATO@70: Reaffirming the Alliance's Values](#) reviewed NATO's implementation of UNSCR 1325 on Women, Peace, and Security, and the Assembly's role in promoting this agenda. The related resolution – resolution 454 on [Reaffirming Commitment to NATO's Founding Principles and Values](#) – urged governments and parliaments in NATO countries “to foster the implementation of NATO's Women, Peace, and Security agenda and to mainstream gender through all NATO policies”.

5. Turning to Committee activities, during a visit to Sweden by the Sub-Committee on Democratic Governance and the Sub-Committee on Transatlantic Defence and Security Cooperation, members visited the Nordic Centre for Gender in Military Operations. The centre, established under the authority of the Nordic Defence Cooperation (NORDEVCO) and hosted by Sweden, serves as a centre of expertise for NATO in all gender-related aspects, supports lessons learned processes and coordinates the development of NATO gender-related training and exercises.

6. During a visit to Jordan, a delegation of the Mediterranean and Middle East Special Group and the Sub-Committee on Future Security and Defence Capabilities met with the coordinator of UN Women, a representative of the International Committee of the Red Cross and the Secretary General of the Jordanian National Commission for Women to discuss the unique challenges women confront in Jordan and in the region as a whole, including the situation of female refugees, gender and sustainable development, gender and security, and violence against women.

B. SEMINAR AND SESSION THEMES IN 2019

7. No scheduled discussion during Assembly seminars and sessions explicitly featured a gender dimension. However, then President of the NATO PA, Madeleine Moon, hosted “Women in Defence” luncheons at the 2019 Spring and Annual Sessions. The first event held in Bratislava aimed to offer an opportunity for female Assembly members to meet one another. The event also enabled members to identify a number of issues with a clear gender dimension which could be put forward for further consideration by the Assembly.

8. In London, female Assembly members had in-depth discussions with Clare Hutchinson, the NATO Secretary General’s Special Representative for Women, Peace and Security, and Sarah MacIntosh, the United Kingdom’s Ambassador to NATO on, respectively, NATO and the United Kingdom’s implementation of UNSCR 1325.

C. COMMITTEES’ CONSIDERATION OF NATIONAL AND NATO’S IMPLEMENTATION OF UNSCR 1325

9. The Committee on the Civil Dimension of Security conducts regular surveys of parliamentary implementation of UNSCR 1325. The fourth survey was presented in 2018, and the Committee is planning further work in 2020. However, no specific activity was conducted in 2019 by the Committee or any other Committees relating to national or NATO implementation of UNSCR 1325.

D. OUTLOOK FOR 2020

10. While the Assembly’s overall record regarding gender mainstreaming in 2019 is fairly limited, 2020 should provide several important opportunities to highlight the women, peace, and security agenda.

11. To mark the 20th anniversary of UNSCR 1325, the CDS has made advancing the women, peace, and security agenda the topic of its General Report. This issue also features among the President’s priorities. A further “Women in Defence” luncheon will be held at the Assembly’s Spring Session in Kyiv. Moreover, the International Secretariat will seek to organise a special training programme for female members of parliament. The International Secretariat will also seek to give more visibility to the work of the Assembly’s women on its website and social media channels.

III. GENDER BALANCE IN 2019

12. 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 amendment to what is now Article 1 of the Rules, adopted by the Assembly at its Spring Session in Tbilisi in May 2017, states that “[d]elegations are strongly encouraged to seek gender diversity.”

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

14. One of the key moments when change can take place is when new delegations are constituted after elections. Eight parliaments have had elections since the previous review. At the time of writing¹, the United Kingdom has not yet appointed its new NATO PA delegation. As to the seven other delegations, Table 1 below shows the following:

- In four cases, newly constituted delegations include a higher proportion of women. In three cases, the increase is significant, with the number of women in the delegation doubling and in one country even tripling.
- Two newly formed delegations include the same proportion of women as in the previous delegation.
- Only one delegation includes fewer women than before the elections.

15. As the sections below illustrate, overall progress towards a more gender-balanced Assembly membership has been mixed in the past year.

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

A. REPRESENTATION OF MEN AND WOMEN IN NATIONAL DELEGATIONS

17. Table 1 and the related graph below provide 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 2016², September 2017³ and February 2019⁴. Table 2 indicates which delegations are led by a woman. Table 3 and its related graph provide figures for actual participation in the NATO PA's latest Annual Session in London in October 2019 compared with Annual Sessions in 2016, 2017 and 2018.

Table 1: Gender balance in national delegations: March 2016, September 2017, February 2019 and February 2020

¹ 12 March 2020

² 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.

³ 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 Bucharest, Romania, on 8 October 2017.

⁴ As per the data presented in the report "Review of the Assembly's Consideration of Gender" [062 SC 19 E] presented by the NATO PA Secretary General to the Standing Committee at its meeting in Zagreb, Croatia on 30 March 2019.

	March 2016			September 2017			February 2019		February 2020				
Parliament	Number of members	Numbers of women in delegation	% of women in the delegation	Number of members	Numbers of women in delegation	% of women in the delegation	Number of women in delegation	% of women in delegation	Number of members	Numbers of women in delegation ⁵	% of women in delegation	% of women in national parliament ⁶	Change since elections
Albania	4	1	25%	4	N/A	N/A	1	25%	4	1	25%	29.5%	
Belgium	7	1	14%	7	1	14%	1	14%	7	2	29%	41.9%	↑ (May 2019)
Bulgaria	6	0	0%	6	0	0%	0	0%	6	0	0%	26.7%	
Canada	12	N/A	N/A	12	N/A		N/A		12	N/A	N/A	31.7%	
Croatia	5	1	20%	5	0	0%	0	0%	5	0	0%	19.2%	
Czech Republic	7	0	0%	7	0	0%	0	0%	7	0	0%	20.3%	
Denmark	5	2	40%	5	2	40%	2	40%	5	0	0%	39.7%	↓ (June 2019)
Estonia	3	1	33%	3	1	33%	1	33%	3	1	33%	28.7%	→ (March 2019)
France	18	4	22%	18	5	27.8%	4	22%	18	4	22%	37.2%	
Germany	18	4	22%	18	4	22%	2	11%	18	2	11%	26.6%	
Greece	7	1	17%	7	1	17%	1	14%	7	2	29%	20.7%	↑ (July 2019)
Hungary	7	1	14%	7	0	0%	1	17%	7	1	14%	12%	
Iceland	3	1	33%	3	2	66.7%	1	33%	3	1	33%	38.1%	
Italy	18	1	6%	18	1	6%	2	11%	18	2	11%	38.1%	
Latvia	3	0	0%	3	0	0%	0	0%	3	0	0%	30%	

⁵ As of 24 February 2020 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 every meeting due to the specific rules of these delegations.

⁶ Source: Inter-Parliamentary Union, Women in National Parliaments (situation as of 1 January 2020) <https://data.ipu.org/women-ranking?month=1&year=2020>

Lithuania	4	1	25%	4	1	25%	1	25%	4	0	0%	24.1%	
Luxembourg	3	0	0%	3	0	0%	1	33%	3	2	67%	30%	
Montenegro	-	-	-	3	-	0%	0	0%	3	0	0%	29.6%	
Netherlands	7	1	14%	7	1	14%	2	29%	7	1	14%	35.1%	
Norway	5	2	40%	5	2	40%	2	40%	5	2	40%	41.4%	
Poland	12	0	0%	12	0	0%	0	0%	12	1	8%	27.9%	↑ (October 2019)
Portugal	7	1	14%	7	1	14%	1	14%	7	3	43%	40%	↑ (October 2019)
Romania	10	2	20%	10	0	0%	0	0%	10	0	0%	19.8%	
Slovakia	5	0	0%	5	0	0%	0	0%	5	0	0%	20.7%	
Slovenia	3	1	33%	3	1	33%	1	33%	3	1	33%	22.3%	
Spain	12	3	17%	12	2	16.7%	3	17%	12	3	17%	41.9%	→ (November 2019)
Turkey	12	3	25%	18	N/A	N/A	2	11%	18	1	6%	17.3%	
United Kingdom	18	4	22%	18	N/A	N/A	4	22%	-	-	-	30.2%	December 2019
United States	36	N/A	N/A	36	N/A	N/A	N/A	N/A	36	N/A	N/A	23.7%	
Total	209⁷	35⁸	16.7%⁸	178⁷	25⁸	14%⁸	33⁸	15%⁸	200⁷	30⁸	15%⁸		

⁷ Not counting the United States and Canada

⁸ Not counting the delegations for which the gender breakdown is indicated as not available

Share of women in national delegations vs in national parliaments

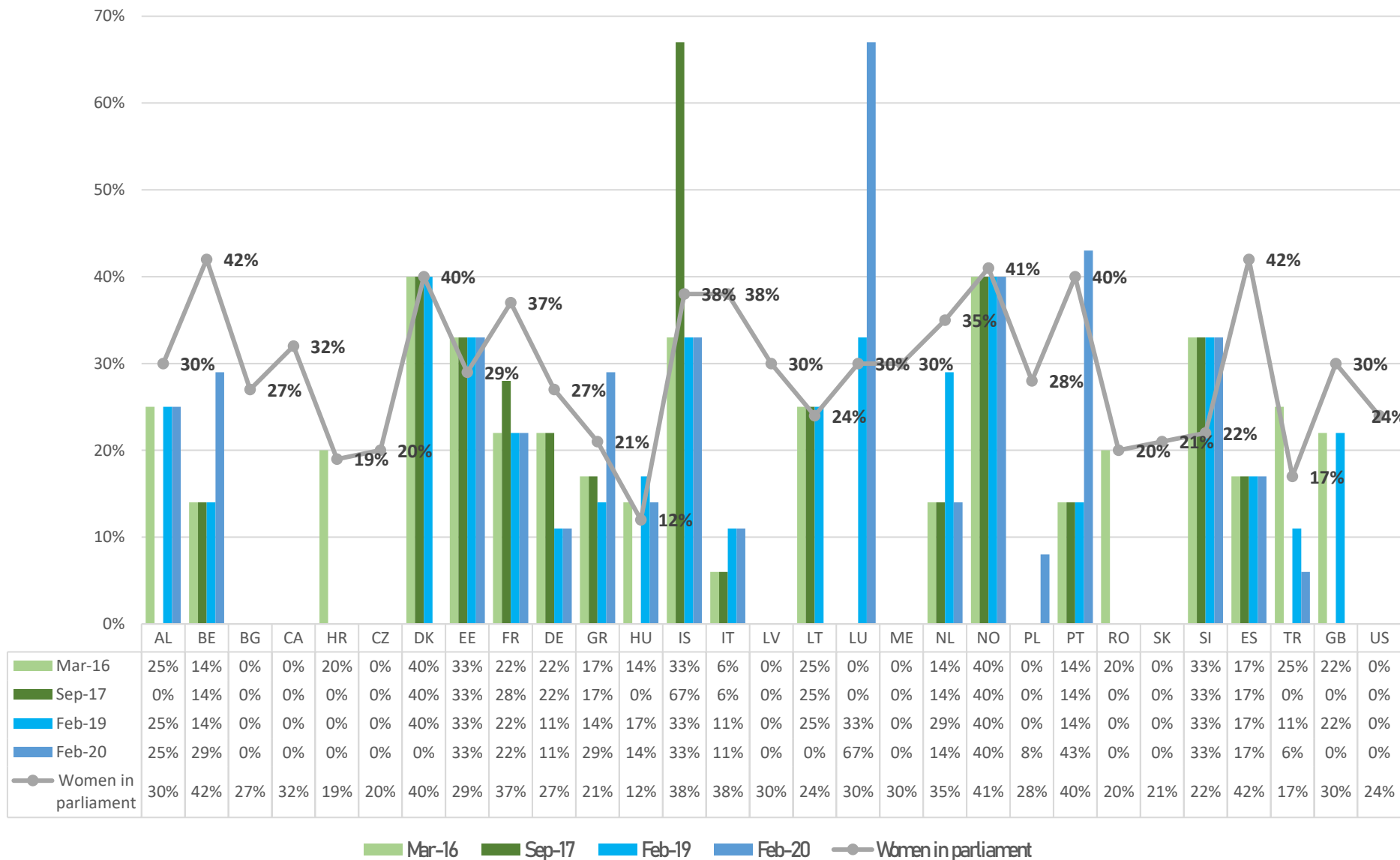


Table 2: Delegations which have a woman as their leader

Parliament	March 2016	September 2017	February 2019	February 2020
Albania			X	X
Belgium				
Bulgaria				
Canada		X		
Croatia				
Czech Republic				
Denmark				
Estonia				X
France				
Germany				
Greece				X
Hungary				
Iceland	X	X		
Italy				
Latvia				
Lithuania		X	X	
Luxembourg				X
Montenegro				
Netherlands				
Norway				
Poland				
Portugal				
Romania				
Slovakia				
Slovenia	X	X		
Spain				X
Turkey				
United Kingdom				
United States				
Total	2	4	2	5

Table 3: Gender balance among participants in the 2016, 2017, 2018 and 2019 Annual Sessions

	2016 ⁹			2017 ¹⁰			2018 ¹¹			2019 ¹²		
Parliament	Participants in session	Women	% of women participants	Participants in session	Women ¹⁰	% of women participants	Participants in session	Women	% of women participants	Participants in session	Women	% of women participants
Albania	4	1	25%	4	1	25%	2	0	0%	4	1	25%
Belgium	9	2	22%	10	2	20%	10	3	30%	8	2	25%
Bulgaria	2	0	0%	5	0	0%	3	0	0%	4	0	0%
Canada	9	3	33%	10	3	30%	15	7	47%	7	1	14%
Croatia	4	1	25%	2	0	0%	5	0	0%	5	0	0%
Czech Republic	6	0	0%	7	1	14%	8	0	0%	7	0	0%
Denmark	2	1	50%	1	0	0%	2	0	0%	4	0	0%
Estonia	1	0	0%	2	0	0%	3	1	33%	3	0	0%
France	14	3	21%	14	4	29%	16	4	25%	17	5	29%
Germany	11	3	27%	8	4	50%	16	5	31%	12	1	8%
Greece	6	0	0%	8	1	14%	6	0	0%	8	2	25%
Hungary	2	1	50%	4	0	0%	6	1	17%	4	1	25%
Iceland	-	-	-	1	1	100%	2	1	50%	3	1	33%
Italy	11	0	0%	14	0	0%	15	2	13%	14	2	14%
Latvia	4	0	0%	4	0	0%	1	0	0%	4	0	0%
Lithuania	1	1	100%	4	2	50%	4	2	50%	3	1	33%
Luxembourg	2	1	50%	1	0	0%	2	1	50%	4	1	25%
Montenegro	-	-	-	2	0	0%	2	0	0%	3	0	0%

⁹ Based on effective participation at the Annual session in Istanbul, November 2016, including members and alternate members

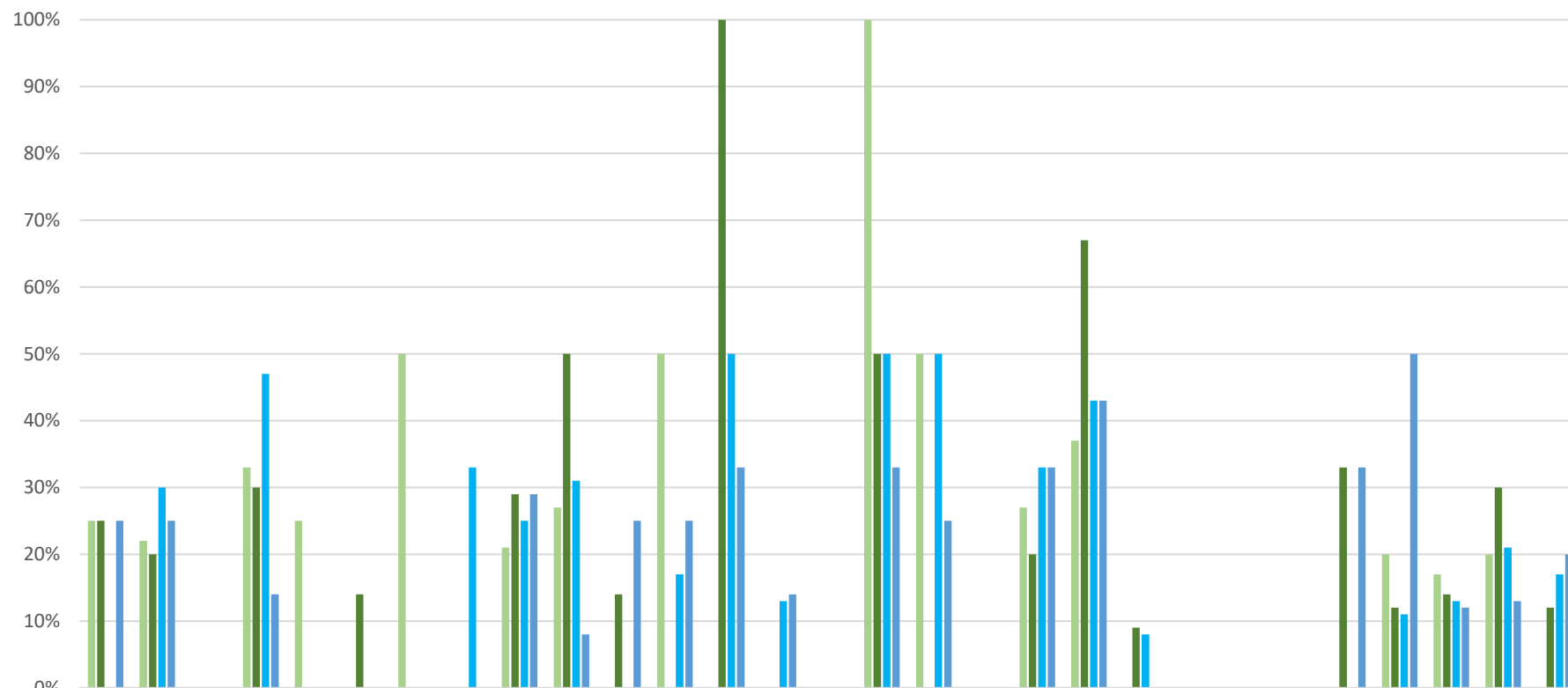
¹⁰ Based on effective participation at the Annual session in Bucharest, October 2017, including members and alternate members

¹¹ Based on effective participation at the Annual session in Halifax, November 2018, including members and alternate members

¹² Based on effective participation at the Annual session in London, October 2019, including members and alternate members

Netherlands	11	3	27%	10	2	20%	6	2	33%	3	1	33%
Norway	8	3	37%	3	2	67%	7	3	43%	7	3	43%
Poland	7	0	0%	11	1	9%	12	1	8%	-	-	-
Portugal	5	0	0%	6	0	0%	6	0	0%	3	0	0%
Romania	1	0	0%	19	0	0%	4	0	0%	5	0	0%
Slovakia	2	0	0%	1	0	0%	1	0	0%	3	0	0%
Slovenia	2	0	0%	3	1	33%	-	-	-	3	1	33%
Spain	10	2	20%	8	1	12%	9	1	11%	6	3	50%
Turkey	12	2	17%	7	1	14%	15	2	13%	17	2	12%
United Kingdom	15	3	20%	10	3	30%	14	3	21%	15	2	13%
United States	5	0	0%	8	1	12%	12	2	17%	15	3	20%
Total	166	30	18%	187	31	17%	204	41	20%	191	33	17%

Share of women among participants in NATO PA Annual Sessions



	AL	BE	BG	CA	HR	CZ	DK	EE	FR	DE	GR	HU	IS	IT	LV	LT	LU	ME	NL	NO	PL	PT	RO	SK	SI	ES	TR	GB	US
2016	25%	22%	0%	33%	25%	0%	50%	0%	21%	27%	0%	50%	0%	0%	100%	50%	0%	27%	37%	0%	0%	0%	0%	0%	20%	17%	20%	0%	
2017	25%	20%	0%	30%	0%	14%	0%	0%	29%	50%	14%	0%	100%	0%	0%	50%	0%	0%	20%	67%	9%	0%	0%	0%	33%	12%	14%	30%	12%
2018	0%	30%	0%	47%	0%	0%	0%	33%	25%	31%	0%	17%	50%	13%	0%	50%	50%	0%	33%	43%	8%	0%	0%	0%	11%	13%	21%	17%	
2019	25%	25%	0%	14%	0%	0%	0%	0%	29%	8%	25%	25%	33%	14%	0%	33%	25%	0%	33%	43%	0%	0%	0%	0%	33%	50%	12%	13%	20%

2016 2017 2018 2019

18. The figures presented above show that the representation of women in the Assembly remains relatively stable over the years:

- Overall, the share of women in national delegations has remained relatively stable over the past four years, at 14-16%.
- In seventeen countries, the proportion of women in the national delegations to the NATO PA remains lower than the representation of women in the parliament as a whole – this is the same number as in 2017 and 2018. In six countries, the share of women is higher in the NATO PA delegation than in the parliament, and in three it is similar.
- The proportion of women among actual participants in NATO PA annual sessions – including members and alternates – has also remained fairly stable, at 17-18%. The annual session in Halifax in 2018 saw a peak of 20%.

19. The number of all-male delegations, however, has increased steadily over the past four years, from 6 in 2016 to 9 in 2019.

20. In contrast, the data shows an increase in the representation of women in two respects:

- Five delegations are led by women, the highest number in the past four years.
- As mentioned above, only one of the delegations which has recently held elections has a lower proportion of women than before the election; in other cases, the proportion has either remained stable or increased.

21. Overall, 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.

B. REPRESENTATION OF MEN AND WOMEN AMONG ELECTED OFFICERS OF THE ASSEMBLY

22. 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%)

February 2020

NATO PA Bureau: 6 members; 6 men

Enlarged Bureau: 9 members; 8 men (89%), 1 woman (11%)

Committee and Sub-Committee officers: 69 positions filled: 56 men (81%), 13 women (19%)

23. These statistics show that, after a steady increase in the proportion of women in elected positions in the Committees between 2016 and 2019, 2020 marks a drop back to 2016 levels.

24. This being said, except for the Bureau, women are somewhat better represented among elected officers (19%) than in the overall membership (15%). In other words, the odds of being elected as an Assembly officer – member of the Bureau or officer of a Committee/Sub-Committee – remain better for women members of the NATO PA (43.3%) than for men (36.5%).

25. It is worth recalling as well that in November 2018, the Assembly for the first time elected a female President – who succeeded another woman designated by the Standing Committee to fulfil the remainder of the former President’s term. One of the five Committee Chairpersons is also currently a woman.

C. MEN AND WOMEN IN THE INTERNATIONAL SECRETARIAT

26. In the International Secretariat, the contingent of women continues to outweigh that of men by a wide margin, with currently 19 women (68%) and 9 men (32%) permanently employed. The first woman Secretary General took up her duties in January 2020.

27. Women are also well represented among the Research Assistant programme. Over the past 13 years (2006-2019), 115 young graduates have been selected to take part in the programme, 65 of whom are women (56.5%).

D. MALE AND FEMALE SPEAKERS

28. 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.

29. 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	2019
Total number of independent guest speakers at NATO PA seminars and sessions	64	63	75	65	48
Number of female speakers	15	9	19	15	13
Proportion of female speakers	23%	14.3%	25.3%	23%	27%

30. Whereas the share of female speakers was particularly low in 2016, it was broadly similar in 2015, 2017 and 2018, at 23-25%, and increased to 27% in 2019.

IV. CONCLUSION

31. This document is the third annual review of progress towards gender mainstreaming and towards 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.

32. On gender mainstreaming, the report shows that the Assembly’s programme of work put limited emphasis on gender-relevant issues. 2020, which marks the 20th anniversary of the adoption of UNSCR 1325, should provide several important opportunities to promote the women, peace and security agenda. It would be important however to ensure that an appropriate focus is kept up in the coming years as well.

33. The picture regarding gender balance within the Assembly remains mixed. Women account for some 15% of Assembly members – a proportion which has remained fairly stable in the past four years. At the same time, women are better represented among elected officers of the Assembly. Figures show that 43% of the women members of the Assembly hold an elected office – as opposed to 36.5% of men. They represent 19% of elected officers of the Committees and Sub-Committees. However, these shares have decreased in 2019 compared with 2018 and 2017 levels.

34. The report thus shows that the twin goals of enhanced gender mainstreaming and improved gender balance have not yet translated into lasting practices within the Assembly. These annual reports will hopefully help raise further awareness.
