



*Italian Defence General Staff*

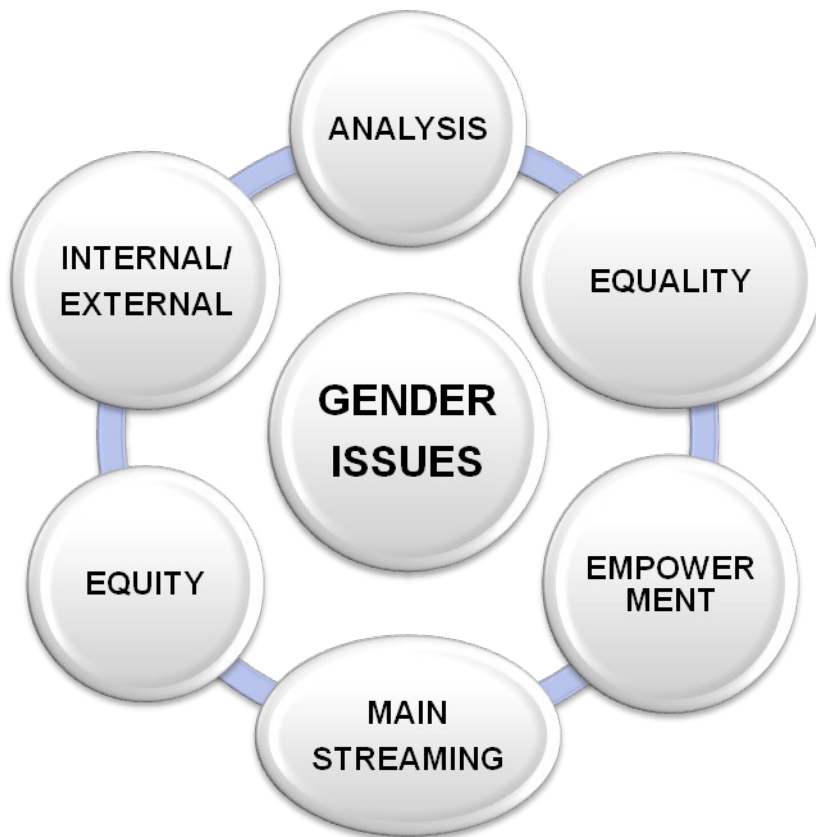
# ***GENDER PERSPECTIVE IN ITALIAN DEFENCE***



*Italian Defence General Staff*

# GENDER IN ITALIAN DEFENCE ORGANIZATION

different contexts, different treatments





# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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Women strength in Italian Armed Forces accounts for 5,90%, totaling around 16,500 individuals.

Recruitment started in 2000 with no gender – based restriction





# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## FEMALE ACTIVE DUTY MILITARY PERSONNEL

RANK STATUS	ARMY	NAVY + COAST GUARD	AIR FORCE	CARABINIERI	TOTAL
OFFICERS	437	546	340	397	1.720
W. OFFICERS/ SERGEANT	309	232	345	1.407	2.293
ACTIVE SERVICE VOLUNTEERS	3.455	633	410	2.631	7.129
SHORT TERM VOLUNTEERS	2.712	1.079	537	0	4.328
CADETS	250	186	367	334	1.137
TOTAL	<b>7.163</b> <b>(~7,4%)</b>	<b>2.676</b> <b>(~6,7%)</b>	<b>1.999</b> <b>(~4,9%)</b>	<b>4.769</b> <b>(~4,64%)</b>	<b>16.607</b> <b>(~5,9%)</b>



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No limitations apply on careers and employment, with regard to international operation as well.\*

However, some gender specificities have risen up as force multipliers: e.g. Female Engagement Team in Afghanistan, Lebanon, etc.

\*differences in recruitments are related to the natural biological dissimilarities (different parameters in physical selections)





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Italian Defence promotes a gender perspective culture through the following actions







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## ESTABLISHMENT OF A GENDER PERSPECTIVE AD HOC ORGANIZATION

**2012** Defence General Staff

Personnel Division

*ad hoc* organization

“Equal Opportunities and  
Gender Perspective  
Sec.”



Defence General Staff

**2013** Armed Forces

“Focal Point Unit ”



Army



Navy



Air  
Force



Carabinieri



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## ACTIVE PARTICIPATION TO NCGP

### MILITARY COMMITTEE



ADVISORY BODY TO THE NATO  
MILITARY COMMITTEE (MC) ON  
GENDER RELATED POLICIES FOR THE  
ARMED FORCES OF THE ALLIANCE

### NATO COMMITTEE ON GENDER PERSPECTIVES



### EXECUTIVE COMMITTEE:

- CHAIR (The NETHERLANDS)
- CHAIR ELECT (PORTUGAL)
- DEPUTY CHAIR 1 (ITALY)**
- DEPUTY CHAIR 2 (CANADA)
- DEPUTY CHAIR 3 (USA)





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RELEASE OF  
GUIDELINES  
CONCERNING  
EQUAL  
OPPORTUNITIES  
AND GENDER  
PERSPECTIVE  
(2012)

*(superseded)*



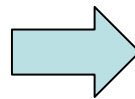


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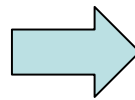
## 3 NEW GUIDELINES

- Family and parental care
- Equal opportunities



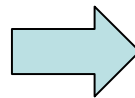
**ISSUED ON JULY 2017**

- E&T on Gender perspective
- Gender Advisor



**ON GOING**

- Fair treatment
- Interpersonal Relationships



**ON GOING**



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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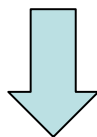
## ESTABLISHMENT OF A JOINT COUNCIL ON GENDER PERSPECTIVES

(Law. n. 7/2014)

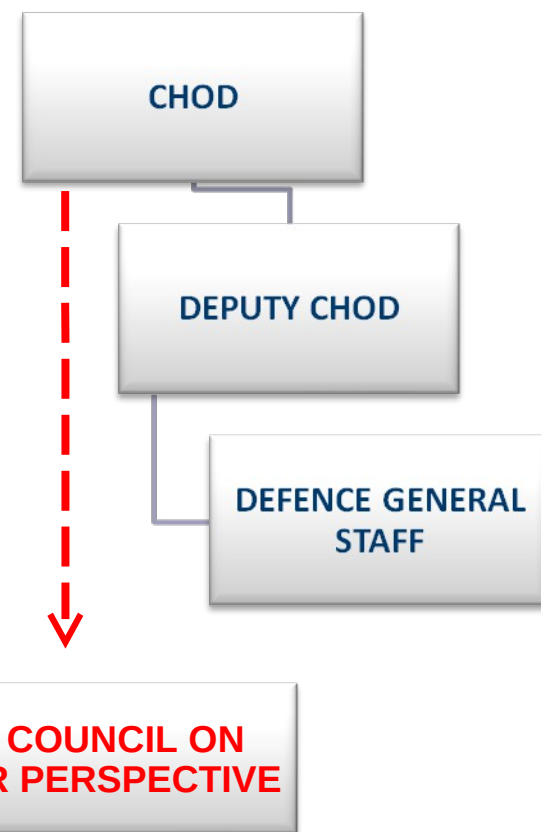
ADVISORY BODY TO THE CHOD

7 components:

- n. 1 Chair Person
- n. 6 Members (3 men & 3 women)



National Focal Point for national and international organizations dealing with these specific topics





# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## JOINT COUNCIL ON GENDER PERSPECTIVES

### MAIN FUNCTIONS

- assistance to the CHOD in the planning, coordination and evaluation of the level of integration
- assistance to the families military personnel, primarily those engaged in international missions
- assistance in the preparation and monitoring the effectiveness of guidelines on gender issues
- providing advice on communication-related activities of the Ministry of Defence, aimed at spreading the culture of gender equality and integration among the Armed Forces and the Carabinieri Corps



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## Education & Training

- Curricula in Armed Forces and Carabinieri Corps E&T institutes (Academies, WO Schools and OR training schools) include gender issues
- «training package» *ad hoc* for augmentees
- “door to door” seminar and workshop
- Female Engagement Team course
- Pilot Gender Advisor Course (Off./NCOs) NCGM and ESDC courses







# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## PILOT GENDER ADVISOR COURSE for Officers (since 2014)

COURSE	PERSONNEL TRAINED
2014 1 <sup>^</sup> Gender Advisor Course (OF 2 – OF 5)	<b>n. <u>156</u> Officers</b>  <b>(n.64 A., n.25 N, n.41 AF, n.26 CC)</b>
2015 2 <sup>^</sup> Gender Advisor Course (OF 2 – OF 5)	
2016 3 <sup>^</sup> Gender Advisor Course (OF 2 – OF 5)	
2018 4 <sup>^</sup> Gender Advisor Course (OF 2 – OF 5)	



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## PILOT GENDER ADVISOR COURSE for Officers

- **Contents**

implementation of the gender perspective in military ops./exerc. (plan.,exec.,eval.), gender analysis, IHL, CR-SGBV, SEA, CAAC,POC, gender equality

- **Lecturers**

Military/civilian National and International Expert

- **Target Audience**

Officers from Army, Navy, Air Force, Carabinieri Corps

- **Duration**

3 weeks (1 e-learning; 2 residential)



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## PILOT GENDER FOCAL POINT COURSE for NCOs (since 2017)

COURSE	PERSONNEL TRAINED
2017 1 <sup>^</sup> Gender Advisor Course (OR 7 – 9)	n. <u>30</u> NCOs  (n.10 A., n.8 N, n.7 AF, n.5 CC)



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## PILOT GENDER FOCAL POINT COURSE for NCOs

- **Contents**

gender perspective, gender equality, human rights;

- **Lecturers**

Military/civilian national Expert

- **Target audience**

NCOs from Army, Navy, Air Force, Carabinieri Corps

- **Duration**

2 weeks (1 e-learning; 1 residential)



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## COURSES ABROAD (2014 – 2019)

### Nordic Center for Gender in Military Operations

COURSE	PERSONNEL TRAINED
Key Leader Seminar on Gender Perspectives in Military Operations (OF6 – 9)	n.13 Officers (n.7 A., n.1 N., n.1 AF, n.4 CC)
Commanding Officers Seminar on Gender in Military Operations (OF4 – 6)	n.8 Officers (n.4 A., n.1 N., n.2 AF, n.1 CC)
Gender Advisor (GENAD) (OF 3 - 5)	n.23 Officers (n.12 A., n.4 N., n.6 AF, n.1 CC)

### European Security and Defence College

COURSE	PERSONNEL TRAINED
Comprehensive approach to gender in operations - MADRID (OF3 – 5)	n.15 Officers (n.9 A., n.3 N., n.2 AF, n.1 CC)
Comprehensive approach to gender in operations – AMSTERDAM/THE HAGUE (OF3 – 5)	n.14 Officers (n.3 A., n.3 N., n.5 AF, n.3 CC)





# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## ROLE OF THE GENDER ADVISOR IN THE ITALIAN ARMED FORCES

**ADVICES ON:  
GENDER PERSPECTIVE  
GENDER EQUALITY AND EQUAL OPPORTUNITIES**

**COMMANDER**

**ALL MILITARY  
PERSONNEL**



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## GENDER ADVISORS OPERATIONAL STRUCTURE

AFGHANISTAN

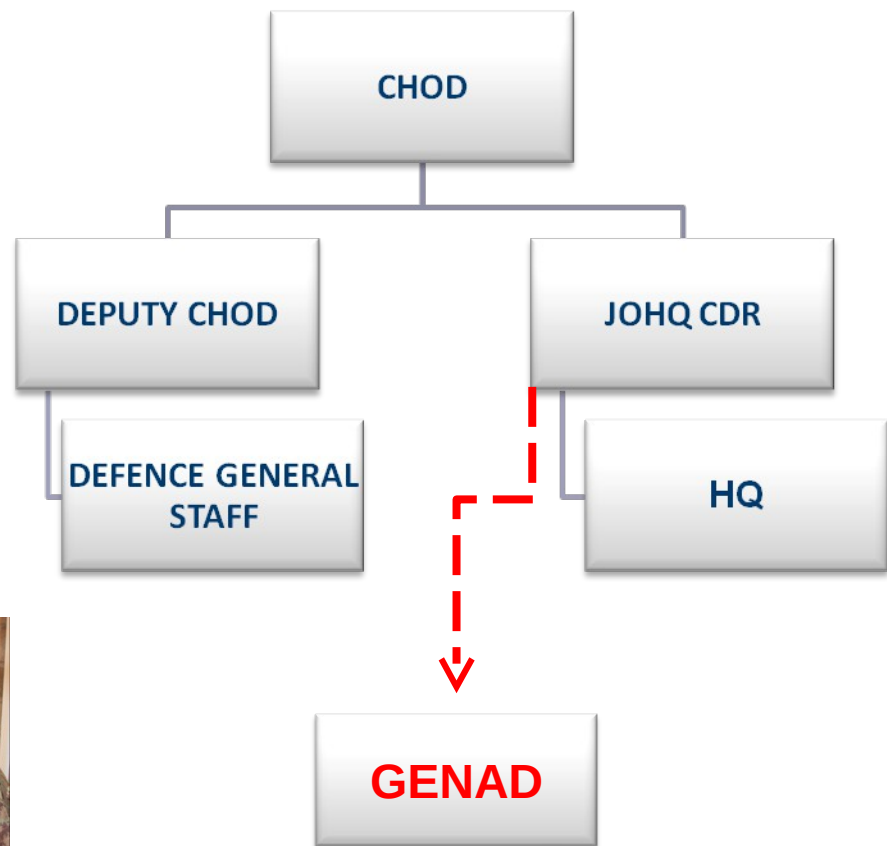


- RC-WEST SINCE 2014
- TAAC – WEST SINCE 2014

LEBANON:



- SECTOR WEST SINCE 2014





# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## 3<sup>rd</sup> NATIONAL ACTION PLAN 2016 - 2019 (UNSCR 1325)

### MILITARY GOALS

Increasing the number of

- Gender Advisors
- Gender Focal Points
- Female military personnel
- Female staff deployed
- Female Engagement Teams deployed



MINISTERO DEGLI AFFARI ESTERI E DELLA COOPERAZIONE INTERNAZIONALE  
*Inter-ministerial Committee for Human Rights (CIDU)*  
*Comitato Interministeriale per i Diritti Umani*

Italy's Third National Action Plan,  
in accordance with UN Security Council Resolution 1325(2000),

2016 - 2019



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## DPKO'S PROJECT

ITALIAN DEFENCE HAS  
SHOWN AN ACTIVE  
INTEREST IN DPKO'S  
PROJECT TO COVER 15%  
OF THE POSITION OF  
OBSERVERS/STAFF  
OFFICERS OF UN- RUN  
MISSIONS WITH FEMALE





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## LATEST MAIN ACTIVITIES

- SURVEY ON THE ATTRACTION OF CAREERS IN THE ARMED FORCES FOR ITALIAN GIRLS
- ROLE OF GENDER ADVISOR IN LIVEX/CPX/CAX
- NATIONAL STRATEGIC PLAN FOR THE IMPLEMENTATION OF THE COUNCIL OF EUROPE CONVENTION (ISTANBUL CONVENTION)





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## WAY AHEAD

- LI/LL ON IMPLEMENTATION OF GENDER PERSPECTIVE IN TOO (started from Lebanon)
- GENDER FOCAL POINT COURSE for NCOs (2<sup>nd</sup> edition)
- GENDER AWARENESS COURSE FOR FOREIGN MILITARY PERSONNEL



# GENDER PERSPECTIVE IN ITALIAN DEFENCE

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## POINT OF CONTACT

### DEFENCE GENERAL STAFF PERSONNEL DIVISION

**EQUAL OPPORTUNITIES AND GENDER PERSPECTIVE SECTION**

email: [primo.restav4s@smd.difesa.it](mailto:primo.restav4s@smd.difesa.it)



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*Implementation of Gender  
perspective  
in the Italian Armed Forces*