



FEMALE LEADERSHIP IN SECURITY AND DEFENCE

*“Gender Equality 20 years after the
adoption of the UN Security Council
Resolution 1325. The impact on the security
and defence sector”*

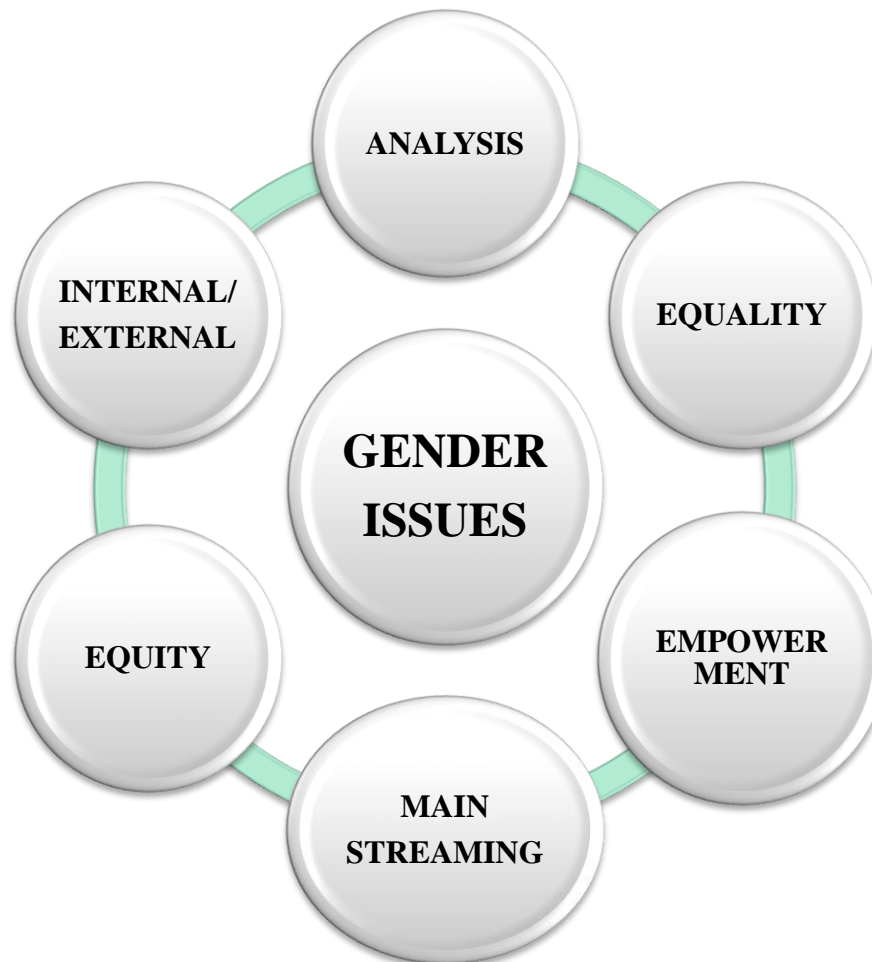


GENDER PERSPECTIVE IN ITALIAN DEFENCE

Defence General Staff

GENDER IN ITALIAN DEFENCE ORGANIZATION

different contexts, different treatments





GENDER PERSPECTIVE IN ITALIAN DEFENCE

Defence General Staff

Women strength in Italian Armed Forces accounts for 6,30%, totaling around 17,800 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	449	638	340	405	1.698
W. OFFICERS/ SERGEANT	324	248	345	1.546	2.179
ACTIVE SERVICE VOLUNTEERS	3.553	621	410	2.820	6.154
SHORT TERM VOLUNTEERS	3.078	1.139	537	0	4.053
CADETS	283	208	367	509	827
TOTAL	7.667 (~7,7%)	2.854 (~7,2%)	1.999 (~5%)	5.280 (~5%)	17.800 (~6,3%)



GENDER PERSPECTIVE IN ITALIAN DEFENCE

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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 – FET*** in Afghanistan or ***Female Assessment/Analysis and Support Team – FAST*** in Lebanon, etc.

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





GENDER PERSPECTIVE IN ITALIAN DEFENCE

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Italian Defence promotes a gender perspective culture through the following actions





GENDER PERSPECTIVE IN ITALIAN DEFENCE

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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



GENDER PERSPECTIVE IN ITALIAN DEFENCE

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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





GENDER PERSPECTIVE IN ITALIAN DEFENCE

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

(superseded)



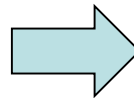


GENDER PERSPECTIVE IN ITALIAN DEFENCE

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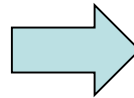
3 NEW GUIDELINES

- Family and parental care
- Equal opportunities



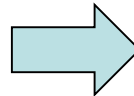
ISSUED ON JULY 2017

- E&T on Gender perspective
- Gender Advisor



ON GOING

- Fair treatment
- Interpersonal Relationships



ON GOING



GENDER PERSPECTIVE IN ITALIAN DEFENCE

Defence General Staff

ESTABLISHMENT OF A JOINT COUNCIL ON GENDER PERSPECTIVES

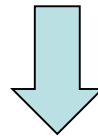
(Law. n. 7/2014)

ADVISORY BODY TO THE CHOD

7 components:

n. 1 Chair Person (can be either man or woman)

n. 6 Members (3 men & 3 women to guarantee gender balance)



National Focal Point for NATO-related activities and for other 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
- ITA Gender Advisor Courses (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^ Gender Advisor Course (OF 2 – OF 5)	n. <u>156</u> Officers (n.64 A., n.25 N, n.41 AF, n.26 CC)
2015 2^ Gender Advisor Course (OF 2 – OF 5)	
2016 3^ Gender Advisor Course (OF 2 – OF 5)	
2019 4^ Gender Advisor Course (OF 2 – OF 5)	



GENDER PERSPECTIVE IN ITALIAN DEFENCE

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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^ Gender Advisor Course (OR 7 – 9)	n. 72 NCOs (n.24 A., n.18 N, n.21 AF, n.9 CC)
2019 2^ Gender Advisor Course (OR 7 – 9)	



GENDER PERSPECTIVE IN ITALIAN DEFENCE

Defence General Staff

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 – 2020)

Nordic Center for Gender in Military Operations

COURSE	PERSONNEL TRAINED
Key Leader Seminar on Gender Perspectives in Military Operations (OF6 – 9)	n.10 Officers (n.6 A., n.1 AF, n.3 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.11 A., n.4 N., n.7 AF, n.1 CC)
Gender Focal Point (GFP) (OF 4 – OR 6)	n.5 NCOs (n.1 A., n.2 AF, n.2 CC)

European Security and Defence College

COURSE	PERSONNEL TRAINED
Comprehensive approach to gender in operations - MADRID (OF3 – 5)	n.12 Officers (n.8 A., n.2 N., n.1 AF, n.1 CC)
Comprehensive approach to gender in operations – AMSTERDAM/THE HAGUE (OF3 – 5)	n.15 Officers (n.4 A., n.4 N., n.4 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 DEPLOYED - OPERATIONAL STRUCTURE

AFGHANISTAN:

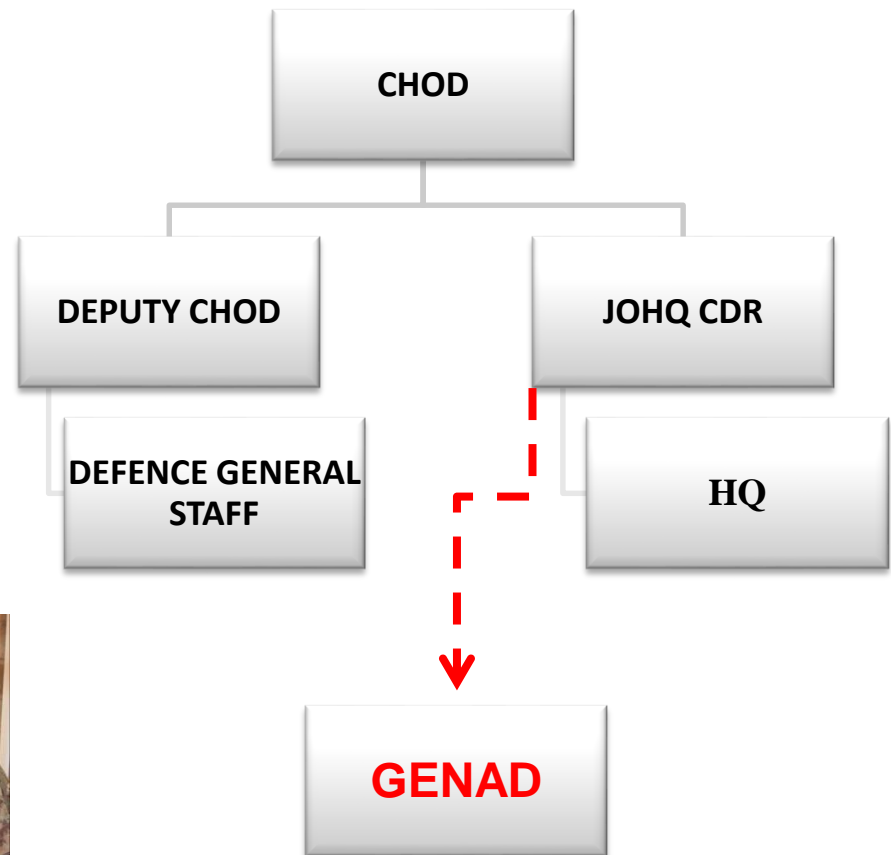


- RC-WEST SINCE 2014
- TAAC – WEST SINCE 2014

LEBANON:



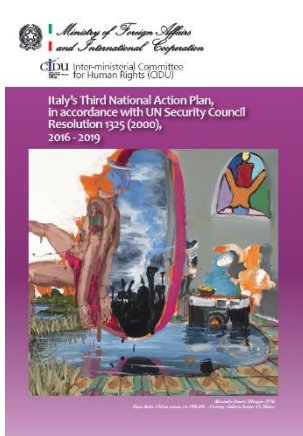
- SECTOR WEST SINCE 2014





GENDER PERSPECTIVE IN ITALIAN DEFENCE

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3rd 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



** Extended until 2020*



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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 STAFF





GENDER PERSPECTIVE IN ITALIAN DEFENCE

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LATEST MAIN ACTIVITIES

- ISSUE OF AN OFFICIAL PUBLICATION ON “WPS SYSTEM IN THE ITALIAN ARMED FORCES”
- SURVEY ON THE ATTRACTION OF CAREERS IN THE ARMED FORCES FOR ITALIAN GIRLS
- NATIONAL STRATEGIC PLAN FOR THE IMPLEMENTATION OF THE COUNCIL OF EUROPE CONVENTION (ISTANBUL CONVENTION)
- ROLE OF GENDER ADVISOR IN LIVEX/CPX/CAX



GENDER PERSPECTIVE IN ITALIAN DEFENCE

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WAY AHEAD

- ITALIAN *GENAD* AND *GFP* COURSES (*postponed due to Covid-19*)
- GENDER AWARENESS COURSE FOR FOREIGN MILITARY PERSONNEL
- LI/LL ON IMPLEMENTATION OF GENDER PERSPECTIVE IN TOO (started from Lebanon)
- EXCHANGE PROGRAM OF BEST PRACTICE BETWEEN AFGHAN AND ITALIAN FEMALE MILITARY PERSONNEL
- 2021 'FLSD' GENDER MEETING
- 2021 '5+5' GENDER MEETING



GENDER PERSPECTIVE IN ITALIAN DEFENCE

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POINT OF CONTACT

**DEFENCE GENERAL STAFF
PERSONNEL DIVISION
EQUAL OPPORTUNITIES AND GENDER PERSPECTIVE**

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