



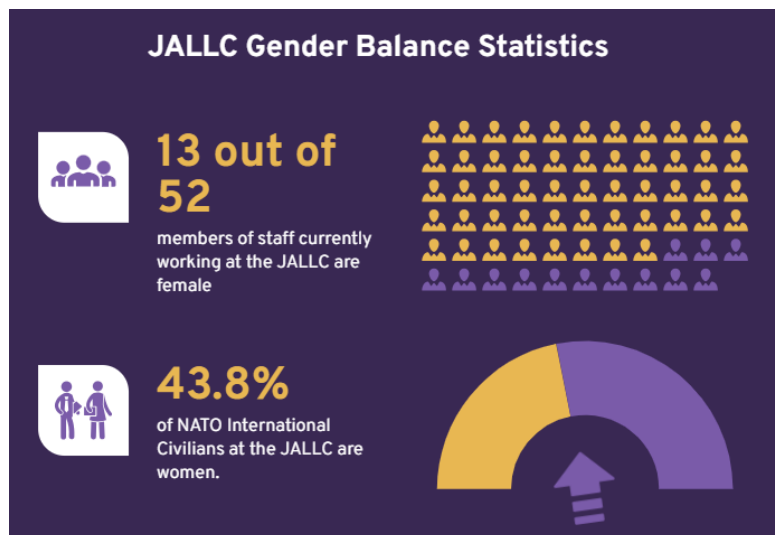
The JALLC is in touch with its Feminine Side

International Women’s Day 2024 was on 08 March this year. Although the JALLC doesn’t need a special day to recognize its female staff members, it is an occasion to honour the remarkable achievements and contributions of women worldwide. This day serves as an important reminder of the progress made towards gender equality, while also acknowledging the work that remains to be done in the journey towards that end.

In this article, we take a look at the JALLC’s gender balance and why it matters. The good news is, the JALLC is doing quite well in this area and gender equality and diversity are high on the JALLC’s agenda.

Let’s start with some hard facts. Out of a total of 52 staff currently working in the building (including current contractors, interns, and our fabulous cleaning support staff), women represent 24.5%. While this statistic is pretty average in 2024 for a normal workforce (see below), that number increases to a respectable 43.8% if we only consider the NATO International Civilians (i.e., excluding military staff that rotate every three years). This suggests that, at least among the civilian staff, the JALLC has been successful in achieving gender balance.

All but one of the senior civilian positions in the JALLC (A3-A4) are held by women, with the JALLC’s Principal Operational Research Analyst, Ms. Jacqueline Eaton, also being one of the longest serving members of the JALLC with over a decade of NATO experience. But the JALLC also currently has three female military staff serving in its ranks, including the JALLC’s Public Affairs and Protocol Officer, LTC Sonia Guerra.

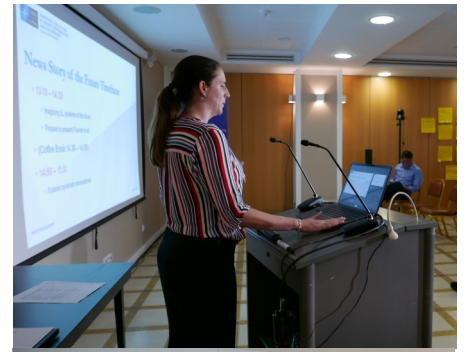


Women are also represented quite evenly across the JALLC's two divisions as well as in the JALLC's support staff, and act as advisors to the JALLC's Command Group. In short, the JALLC sets an excellent example of how things can be done in 2024. This is all the more impressive given that recruitment in NATO is merit-based, and implies that the JALLC is doing well in terms of recruiting the right people with the right skills, without discriminating against women. This is what NATO aims for.

Gender Equality in Security and Defence

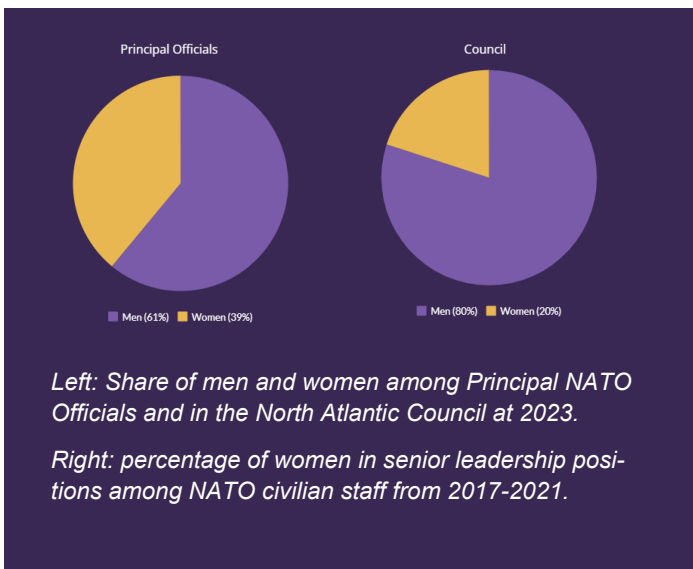
It's not like this everywhere though. According to an article written by the European Institute for Gender Equality in 2023,¹ just 1 in 5 leadership positions amongst civilian staff in NATO were held by Women. The article also notes that only 1 in 5 NATO council representatives—those who have been politically appointed by Member States—are women. It's not just at NATO that women are (still) under-represented. In October 2000, the UN Security Council Resolution 1325 on Women, Peace and Security urged, "Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict." However, more than 20 years later and in 2023, just 11% of UN peacekeeping operations' commanders were women.

In fact, the statistics regarding women's role in political and defence decision-making, are not great. The EIGE's Gender Balance in the Security Sector publication from its Gender Statistics Database,² which covers EU and NATO statistics, does not paint a rosy picture. In most cases, women represent 25% or less of every group analysed, with women taking a slightly higher number of positions in the lower ranking posts.

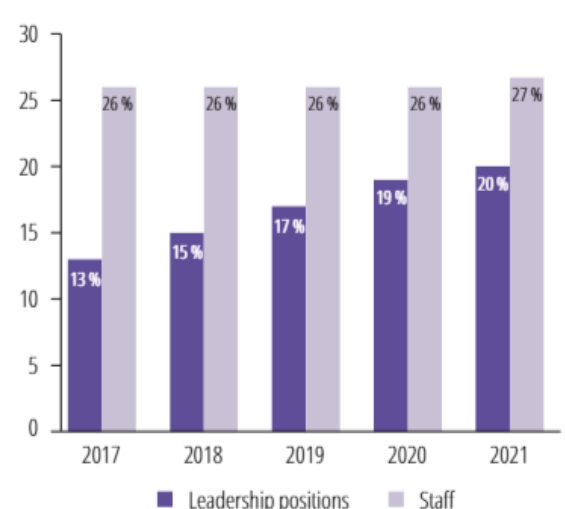


Top: Ms. Jackie Eaton, the JALLC's Principal Operational Research Analyst and most Senior Civilian. Here delivering a presentation at the NATO Lessons Learned Semantic Representation Working Group held in Cascais, Portugal in 2023.

Bottom: LTC Sonia Guerra (PRT F), the JALLC's Public Affairs and Protocol Officer. Here pictured managing VIP moments during the JALLC's 21st Anniversary celebrations in September 2023.



Percentage of women in senior leadership positions among NATO civilian staff, NATO-wide, 2017-2021.³



¹ EIGE; Gender Balance in the Security Sector; https://eige.europa.eu/newsroom/news/4-5-nato-council-representatives-are-men-need-more-female-representation?language_content_entity=en#:~:text=Only%201%20in%205%20NATO,for%20only%2011%25%20of%20commanders;Date%20last%20accessed%2007%20March%202024.

² EIGE; Gender Balance in the Security Sector; <https://eige.europa.eu/publications-resources/publications/gender-balance-security-sector;Date%20last%20accessed;07%20March%202024.>

³ Ibid.

Why does it matter?

Why does it matter? Well, the EIGE notes that, “The impact of security policies is not equal across different groups of people. And when diverse needs are not adequately considered, this leads to the entrenching of existing inequalities and worse outcomes for peace and security.”

It matters. And it matters to NATO. Since 2002, NATO has been working hard to improve its Gender Balance. The Gender Balance and Diversity Task Force, which was established in 2002, works to coordinate policies, identify barriers and promote activities to build a diverse and inclusive workforce in the International Staff and civilian International Military Staff workforce. Under the direction of the Deputy Secretary General, in 2003, the Task Force defined guiding principles and proposed objectives to improve the gender balance at NATO agreeing that, no quotas would be set since recruitment in NATO is merit-based.

It also matters to ACT. This year's ACT theme for International Womens Day is Gender equality, Climate Change and Security. Gender equality and climate change are deeply interconnected, as climate change disproportionately affects women and girls, particularly in vulnerable communities around the world. ACT's contribution in addressing gender inequality is crucial for effective climate action and resilience-building efforts.

Gender equality is also intricately linked to security in multifaceted ways. In contexts of conflict and instability, women and girls often face heightened risks, including violence, displacement, and loss of livelihoods. Additionally, gender-inclusive approaches to conflict resolution and peacebuilding lead to more sustainable outcomes, addressing root causes of conflict and promoting long-term stability. By prioritizing gender equality, societies can better address threats to human security, such as gender-based violence, poverty, and discrimination, ensuring the safety, well-being, and dignity of all individuals. In this respect, the JALLC is at the forefront of studies that will contribute to gender equality, such as the current study being conducted on Human Security.

Did you know?

According to the UN, International Women's Day is celebrated in many countries around the world. It is a day when women are recognized for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political.

Officially recognized by the UN in 1977, International Women's Day first emerged from the activities of labour movements at the turn of the twentieth century in North America and across Europe. Find out more about International Women's Day here: [UN Website Page on IWD](#).

Since those early years, International Women's Day has assumed a new global dimension for women in developed and developing countries alike. The growing international women's movement, which has been strengthened by four global UN women's conferences, has helped make the commemoration a rallying point to build support for women's rights and participation in the political and economic arenas.



For the first time ever, a NATO AWACS mission sortie has been completed with an all-female aircrew. Click on the image to find out more.



Find out more about NATO's challenge for women and girls in science by clicking on the image.



Military operations in today's world require a diversity of qualifications and resources to ensure that peace and security are achieved and maintained. Click on the image to read more.

On the right road

It seems that, in 2024, at the JALLC at least, we are getting there. Although women are still generally under-represented in the higher military ranks, among the JALLC's civilian staff, women are more equally represented.

Speaking to LTC Csilla Cserna, the newest Gender Focal Point at the JALLC, after being appointed in 2023, she noted, *"The JALLC is truly a meritocracy. Women are treated as colleagues and not women. Knowledge, expertise, and experience do not have a gender, and as such it is not relevant whether that knowledge, expertise, and experience is shared by a woman or a man. Here we are a team, we are colleagues, and we all work together to achieve the JALLC's mission. There is always room for improvement. But overall, I think the JALLC is doing well."*

Commodore Fernando Artilheiro, the JALLC's Commander said, *"I am proud that the JALLC has a good gender balance among its civilian staff. As we reflect on the achievements of JALLC in the last year, we have embraced gender equality in our Command and foster an environment where all staff members, regardless of their gender, have equal opportunities for growth and recognition. By continuing the promotion of gender equality, the JALLC can harness diverse perspectives and talents of our workforce, drive innovation, creativity, and ultimately, success."*

So join us, on this occasion, as we take a moment to honour the remarkable achievements and contributions of women worldwide. This day serves as an important reminder of the progress made towards gender equality, while also acknowledging the work that remains to be done in the journey towards that end.

Happy International Women's Day!



Keeping it real. The JALLC's International Women are a truly professional group of people. Highly skilled, experienced, and capable. From our amazing cleaning support staff, to our Senior Operational Research Analysts, every single one is committed, dedicated, and happy to help each other.

“By continuing the promotion of gender equality, the JALLC can harness diverse perspectives and talents of our workforce, drive innovation, creativity, and ultimately, success.

COM JALLC

“On International Women's Day, I honour the countless women who have shaped and strengthened NATO since the founding of our Alliance 75 years ago. Their resilience, sacrifice, and dedication have been paramount to our success. We have come a long way in integrating gender perspectives into our policies and operations, but our work is far from over.

NATO Secretary General