



Supreme
Allied
Commander
Transformation



Training Gender in Operations

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Outline



Achievements and Current Efforts

- Gender awareness module for PDT
- ADL Courses
- Education and Training (E&T) plan
- GA job description
- GA in exercises
- Introducing GA into training
- Course Accreditation
- Education events and visits



Gender Awareness Module in Pre-Deployment Training



- Target audience
 - Military deployed to NATO operations
 - NATO civilians
 - UN personnel
- ISAF PDT Phase 2A training
- ISAF ADL
 - accessible to anyone with a military or governmental e-mail address



ADL Courses



- ADL course for GA, GFA, GFP
 - In development – online distribution June 12
 - Three hour course
 - Tool for advisors

<https://jatl.act.nato.int//>



Crédits DCoD
2011



Education & Training Plans *Construct*



- Levels of knowledge:
 1. Remember
 2. Understand
 3. Apply
 4. Excel
 5. Leadership and command
 6. Advanced skills and concept knowledge
 7. Expert skills and concept knowledge



Education & Training Plan

Gender Advisors



Mandatory

- ADL GA/GFA Course
- Gender Field Advisor Resident Course
- ADL - Introduction to the Comprehensive Operations Planning Directive (COPD)
- Comprehensive Operations Planning Orientation Course (COPOC)
- ISAF Mission Rehearsal Training (MRT)



Education & Training Plan

Gender Field Advisors



Mandatory

- ADL GA/GFA Course
- Gender Field Advisor Resident Course
- ADL – Intro to COPD
- Regional Command Exercise

Desired

- COPOC
- HUMINT Resident Course
- CIMIC Resident Course



GA Job Description



- Coordinated with ACO and JFC Brunssum
- Updated in new Education and Training plan
- Integrated in the Education Training and Opportunities Catalogue (ETOC)
- To be integrated in the e-ITEP



GA in Exercises



- GA participation in the Joint Operational Planning Group (JOPG)
 - Pyramid / Pinnacle Exercises
- 2012 COMISAF Training Objectives include GA
 - ISAF MRT, IAPDT and RC Exercises to include GA specific vignettes

Goal

Continue to enlarge the role of and increase participation of GA in all NATO exercises



Introducing GA into Training



- Introduction of GA by
 - Centres of Excellence (COE)
 - Education and Training Facilities (ETF)
 - Partner Training Centers (PTC)
- Incorporate UNSCR 1325 considerations
- Integrate gender perspective into curriculums



Accreditation



- Gender field advisor course in Sweden accredited in June 2011
- Accreditation process
 - Request to ACT
 - Evaluation of Course – quality assurance
 - Recommendations to achieve accreditation
- Quality assurance process
- Delivered by Education and Training institutions



ACT Education Events and Initiatives



- AIM - Increase awareness of UNSCR 1325
- Information displays
 - Static and electronic media (website)
- Gender perspective briefing
 - For newcomers
 - Periodical





Way Ahead



- Contribute to the update of Bi-SC Directie 40-1
- Compete a Memorandum of Agreement with NCGM for delivery of Gender Perspective
- Spearhead development of a Strategic Education and Training Plan for Gender Perspective
- Create a “Gender Package” for NETFs, COEs etc



SUMMARY & QUESTIONS

Training Gender in Operations