



# Courses and Seminars

<b>Gender Field Advisor (GFA) Course (NATO Selected)</b> <ul style="list-style-type: none"> <li>• 28 participants</li> <li>• Pre-deployment for GFA, GENAD</li> <li>• Focus on the advisory role and gender perspective in operational planning processes.</li> </ul>	<b>Gender Commanding Officers Seminar</b> <ul style="list-style-type: none"> <li>• 20 participants</li> <li>• Commanders, OF4 - OF6</li> <li>• Focus on COs' role in integrating gender perspective into military operations</li> <li>• Operational and tactical level.</li> </ul>
<b>Gender Training of Trainers (GTot) course (NATO Selected)</b> <ul style="list-style-type: none"> <li>• 25 participants</li> <li>• Trainers, OF1-OF4 or OR5-OR9</li> <li>• Focus on training troops, units and officers in gender perspective in military operations (methodology)</li> </ul>	<b>Gender Key Leader Seminar (NATO Selected)</b> <ul style="list-style-type: none"> <li>• 15 participants</li> <li>• Flag Officers OF6 - OF9, Ambassadors.</li> <li>• How gender perspective contribute to achieving political military, strategic and operational objectives.</li> </ul>

NCGM regularly holds events, workshops, expert meetings, conferences, exercises and networking opportunities.

For current dates of our activities please visit our web page:  
[www.mil.se/swedint](http://www.mil.se/swedint)



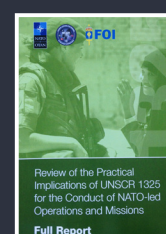
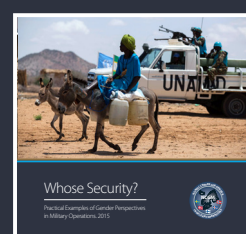
Photo: Lundahl, Combat Camera

## SWEDISH ARMED FORCES



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## NCGM publications



## Nordic Center for Gender in Military Operations

Applying a gender perspective will improve operational effectiveness and strengthen the military capability.







# Nordic Centre for Gender in Military Operations, NCGM

As the leading international centre on gender in military operations, the NCGM enables actors to apply a gender perspective to every situation.

NCGM is a hub of knowledge on gender in military operations, guided by a Steering Committee and hosted by the Swedish Armed Forces at the Swedish Armed Forces International Training Centre (SWEDINT), The Life Guards Regiment, Sweden.

## Gender perspectives in military operations

To have a gender perspective is to be able to detect if, when and how, women, men, girls and boys are being affected differently by a situation or operation. By gathering information from both women and men, we will receive a better understanding of a situation. Through integrating gender perspective in military operations, human rights will be strengthened and the opportunity will increase for the entire population to take an equal part in building a democracy.

### We integrate gender perspective by asking:

Not only.....	But also.....
What people do?	Who does what?
How many men?	Which men?
Who is included?	Who participates?
Who talks?	Who is listened to?
What has changed?	Who is affected by the change?

## Background of NCGM

The establishment of NCGM in 2012 was the result of increased efforts by the Nordic countries in implementing UN Security Council resolution 1325 and related resolutions on Women, Peace and Security into military peace support operations. NCGM assists the military in integrating gender perspectives into the planning, execution and evaluation phases of operations through education and training, integrating gender into military exercises, cooperation through a network of key experts and institutions and by providing advice to policy and process development.

Since the establishment, NCGM has provided international training courses to a wide audience from senior military leadership to Gender Focal Points (GFP) for troops from all regions of the world. Most courses are conducted in Sweden but courses can also be provided through Mobile Education and Training Teams, tailor-made to the training audiences requirements.

NCGM gathers and publishes lessons learned and best practices, participates in international conferences and seminars and has built a global network and pool of experts on gender in military operations. NCGM collaborates closely with the Nordic countries, NATO, UN, EU, other IOs, NGOs and military training centres all around the world.

NATO Department Head

In February 2013 NCGM was appointed as NATO's Department Head concerning gender. In this capacity NCGM translates NATO's operational requirements into education and training programme (E&T), supports NATO Nations and Partners with a pool of Subject Matter Experts at E&T events, including exercises. Additionally NCGM conduct it's own accredited courses and seminars, both in-house and as Mobile Educations and Training Teams (METT).

# Gender advisory functions

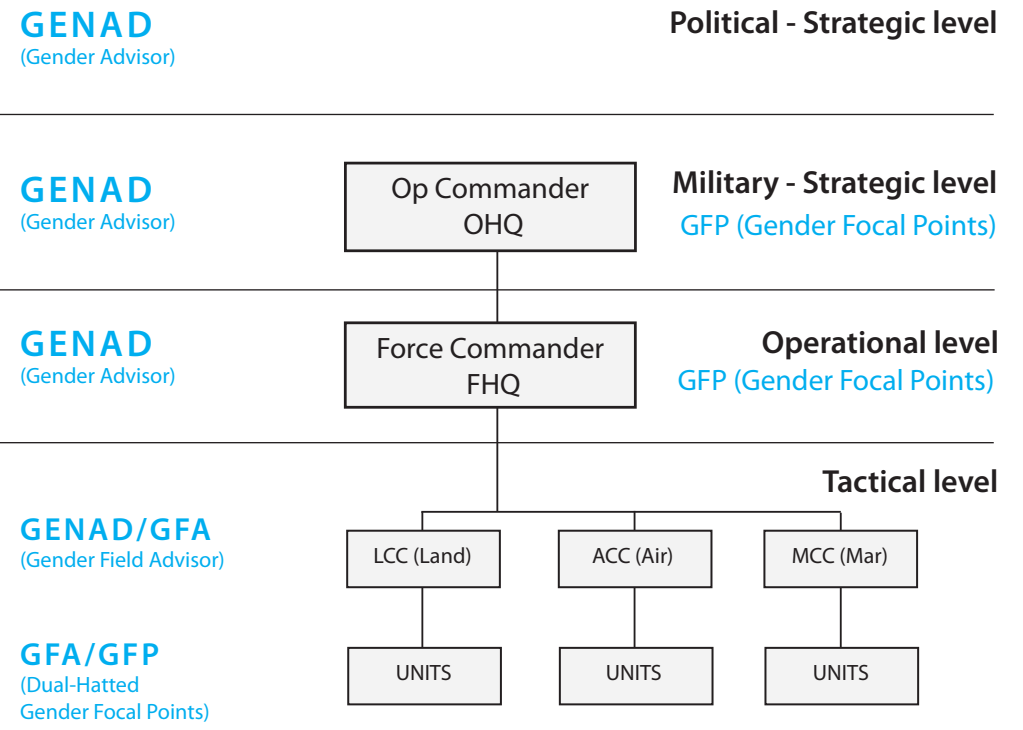
Gender Advisor (GENAD) – serves in a peacetime HQ and at strategic and operational HQ levels. The GENAD should have direct access to the Commander/Command Group in order to be able to communicate promptly and directly with decision makers. The GENAD maintains functional contact with other GENADs, GFAs and GFPs in higher and subordinate commands.

Gender Field Advisor (GFA) – is deployed in an operation area. The GFA reports directly to the Commander and provides support to ensure that planning, execution and evaluation properly integrate gender perspective.

Gender Focal Point (GFP) – is a dual-hatted position that supports the Commander in implementing directives and procedures with gender perspective. The GFP maintains a functional dialogue with the GENAD/GFA but reports within the chain of command. At the tactical level the GFP ensures that gender perspective is fully integrated into the daily tasks of the operation.

The Commander and senior management of the mission are responsible for the integration of gender perspective.

This is a generic structure that outlines the different gender advisory functions within NATO.



"We asked the patrolling units questions about the presence of women, how they acted and where they were. In this way, we were able to establish a baseline and note when negative changes occurred."

Lt Joachim Ottosson, Afghanistan, ISAF

