

NATO'S

GENDER IN MILITARY OPERATIONS

discipline

An overview of the Education and
Training Facilities within the discipline



2026





The Nordic Centre for Gender in Military Operations (NCGM) as NATO Department Head (DH) for Gender in Military Operations aims to integrate gender perspectives across military organisations, operations, missions and activities. In addition to the role as DH, NCGM is an expert centre on Women, Peace and Security and Gender Perspectives in military operations as well as a NATO-accredited Education and Training Facility since 2018. NCGM's work is guided by NATO's Requirements Authority and an international Steering Committee representing NCGM's member nations.

NCGM assists the military in integrating gender perspectives into the planning, execution and evaluation phases of operations. This is done through education and training, military exercises, cooperation through a network of key experts and institutions, and by providing advice to policy and process development.

Since its establishment, NCGM has provided international training to a wide audience from senior military leadership to Gender Advisors, Gender Focal Points and trainers of military and civilian personnel from all regions of the world. Most courses are conducted residentially in Sweden, but courses can also be provided online or through Mobile Education and Training Teams. NCGM also delivers tailor-made courses, such as the Senior Leader Seminars (SLS), to address specific training audiences' needs and requirements.

NCGM'S COURSES AND SEMINARS:
NATO Gender Advisor Course (GENAD)

Aims to enable staff to successfully perform as a Gender Advisor in both peacetime and crisis establishments at strategic, operational and tactical levels.

Directed towards military and civilian personnel appointed or selected for GENAD positions within NATO Command Structure and NATO Force Structure, national or multinational HQs at strategic, operational and tactical levels.

- ETOC Code: GEN-GO-45610
- NATO ePRIME number: ACT.840
- Status: NATO approved.
- Target audience: OF 1-OF4, OR5-OR9 or civilian equivalent.
- Duration: Two weeks + one week of pre-studies.

NATO Gender Focal Point Course (GFP)

Aims to enable dual-hatted GFPs to facilitate integration of gender perspectives within their chain of command and functional area. It focuses on the GFPs' function in strengthening the Gender Advisory Structure and responsibilities in assisting their respective chain of command/functional area with the mainstreaming of gender perspectives in all core/mandated tasks.

- ETOC Code: GEN-GO-25549
- NATO ePRIME number: ACT.838
- Status: NATO approved.
- Tactical, Operational and Strategic level
- Target audience: OR-06 and above and/or civilian equivalent.
- Duration: Four days + pre-study materials.

NATO Key Leader Seminar on Gender (KLS)

Focuses on how gender perspectives contribute to achieving political, military strategic and operational objectives. Increases key leaders' knowledge on how to integrate gender perspectives into operations planning, execution and evaluation at strategic and operational level, and emphasizes how gender perspectives can increase operational effect.

- ETOC Code: GEN-GO-35650
- NATO ePRIME number: ACT.841
- Status: NATO approved.
- Target audience: Flag Officers (OF 6-9), Key Leaders (senior leaders or senior NCOs), Ambassadors, or senior Civilian Representatives.
- Duration: Two days.

NATO Commanding Officer Seminar on Gender (COMSEM)

Focuses on Commanding Officers' role in integrating gender perspectives into military operations at the operational and tactical levels. The seminar provides the targeted audience with necessary knowledge to support NATO's political and military objective of implementing the UNSCR 1325 and related resolutions (the Women, Peace, and Security agenda) by integrating gender perspectives into daily activities.

- ETOC Code: GEN-GO-25663
- NATO ePRIME number: ACT.842
- Status: NATO approved.
- Target audience: OF4-OF6 or civilian equivalent.
- Duration: Three days.

NATO Gender Training of Trainers (GTOT)

The course enables trainers to successfully plan and conduct education, training, and exercises with an integrated gender perspective within the own functional area of expertise.

- ETOC Code: GEN-GO-35649
- NATO ePRIME number: ACT.980
- Status: NATO approved. Target audience: OF 1-OF4, OR5-OR9 or civilian equivalent.
- Duration: Two weeks + one week pre-study material).

Senior Leader Seminar (SLS)

NCGM offers tailored training through our Senior Leader Seminars, delivered upon incoming requests from partner nations and organizations.

For more information: ncgm@mil.se and www.mil.se/ncgm



Peace Support Operations Training Centre — PSOTC (Bosnia & Herzegovina)

PSOTC is a NATO-accredited Education and Training Facility providing courses divided in three different areas — officer's courses, NCO courses, and wider security section courses. PSOTC is a solution-provider within the Gender in Military Operations discipline offering the Utility of Gender in Peace Support Operations Course.

Utility of Gender in Peace Support Operations (UGPSOC)

The course increases awareness and provides an understanding of how to apply gender perspectives in the security sector. It has a particular focus on peace support operations (PSO) and how peace support forces (PSF) can understand women's needs and their role as actors within the society they are tasked to protect.

- ETOC Code: GEN-GO-21324
- NATO ePRIME number: ACT.653
- Status: NATO approved.
- Target audience: Military officers (OF-I — OF-4) and NCOs (OR-5 — OR-9) including all services, police, and civilians (mid-level decision makers).
- Duration: Five days.

For more information: psotc@psotc.org and www.psotc.org



Crisis Management and Disaster Response Centre of Excellence - CMDR COE (Bulgaria)

CMDR COE is a NATO-accredited Education and Training Facility that serves as a hub of expertise in the areas of crisis management and disaster response. The Centre also addresses a range of cross-cutting topics, carefully selected to support long-term transformation and adaptation within NATO's core tasks. CMDR COE has a long-standing and continuously growing commitment to supporting gender mainstreaming in the security and defence sector, particularly in the CMDR domain. In addition to NCGM, CMDR COE also provides the Gender Focal Point (GFP) Course.

Gender Focal Point Course - GFP

The course aims to enable personnel to perform successfully as GFPs by establishing a mutual understanding of the role and responsibilities of a GFP in their contribution to the integration of gender perspectives within respective functional areas.

- ETOC Code: GEN-GO-25432
- NATO ePRIME number: ACT.810
- Status: NATO approved.
- Tactical, Operational and Strategic level
- Target audience: Military officers (OF-2 and higher*) and/or civil equivalent assigned to NATO HQs and agencies, missions and operations; NATO Ally and Partner nations' Ministry of Defence and subordinated HQs; Ministry of Interior, and Ministry of Foreign Affairs.
* Exceptions are possible for NCOs (OR-7 above) based on functional responsibilities consistent with strategic/operational organisations.
- Duration: Four days.

For more information: office@cmdrcoe.org and www.cmdrcoe.org



CENTRE FOR SECURITY COOPERATION

RACVIAC — Centre for Security Cooperation (Croatia)

NCGM conducts yearly METTs in collaboration with RACVIAC. RACVIAC is a security cooperation centre that primarily focuses on facilitating collaborative efforts on security related issues in the South-Eastern European region. By continuously fostering dialogue on peace and stability in the region and further contributing to strengthening the countries' institutional capacities in dealing with contemporary security challenges, RACVIAC contributes to security-building measures and broadens cooperation in South-Eastern Europe.

The Gender Training of Trainers (GTOT) Course

is a direct result of continued cooperation between NCGM, the Armed Forces of the Republic of Croatia and RACVIAC.

- ETOC Code: GEN-GO-35649
- NATO ePRIME number: ACT.980
- Status: NATO approved.
- Target audience: Military and civilian personnel (different levels) from the security sector institutions (MFA, MOD, Armed Forces, MoI, Police, security agencies) responsible for human rights protection and gender issues.
- Duration: Two weeks + one week of pre-studies

For more information: info@racviac.org and www.racviac.org



NATO Advanced Distributed Learning courses (ADLs):

ADL 168 — Pre-Gender Advisor Course

- This course provides a general introduction to the role and function of a Gender Advisor (GENAD) within NATO.
- ETOC Code: GEN-GO-26897

ADL 169 — Gender Perspectives in Military Operations

- This course provides the basic concepts and tools needed by personnel to apply gender perspectives in their work at NATO.
- ETOC Code: GEN-GO-16861

ADL 171 - Pre-Gender Focal Point

- This course provides basic information on the role and responsibilities of Gender Focal Points in support of the integration of gender perspectives.
- TOC Code: GEN-GO-26821

ADL 417 — Identifying, Preventing and Responding to Sexual Exploitation and Abuse in NATO (SEA)

- This course provides all NATO civilian and military personnel working in all NATO bodies with knowledge and abilities to identify, prevent and respond to sexual exploitation and abuse.
- ETOC Code: GEN-GO- 26818

ADL 418 — Gender Mainstreaming in Small Arms & Light Weapons (SALW) Projects

- This course provides basic information on the importance of Gender Mainstreaming across the spectrum of SALW.
- ETOC Code: GEN-GO-16781

