

GENAD

GENDER ADVISOR COURSE
NATO APPROVED

COURSE PURPOSE

The Gender Advisor course aims to enable personnel to perform successfully as a Gender Advisor in a peacetime HQ as well as in crisis establishments at strategic and operational levels. The course provides the students with a background of frameworks and guidelines regulating gender in military operations as well as the skills and competence required to act in an advisory role both in a national and international context.

Target audience

The Gender Advisor Course is intended for personnel deploying as strategic and operational level Gender Advisors (PE, CE positions at NATO, UN, EU and Nations). The course aims at rank level OF 3-5 or civilian equivalents. Students must have education minimum at Bachelor's level degree (EQF 6), training and experience of planning process (COPD or equivalent), military staff work experience and language proficiency (STANAG 6001): 3-2-3-2. Participants should also have competence and skills to perform in an advisory function (i.e. leadership, communication, analysis and assessment skills and the ability to perform under limited guidance).

Performance objectives

After completion of the Gender Advisor course students will be able to:

- Provide advice to commanders and staff in integrating a gender perspective in planning, execution and evaluation for NATO's core tasks: peace enforcement, security force assistance, collective defence, crisis management and cooperative security.
- Provide advice on how to integrate international frameworks and guidelines concerning gender in military processes, procedures and products.
- Establish relationships and liaise with all elements of the staff as well as with relevant external actors.
- Analyse the different security risks of men and women in a gender analysis.
- Assess risks and occurrence of conflict related sexual and gender based violence (CRSGBV) and recommend actions.

Method

The Gender Advisor Course consists of a mixture of self-study, advanced distributed learning, lectures, facilitated discussions and syndicate or individual case studies. The course will be interactive and every student is expected to take active part in discussions, exercises and syndicate work.

References

- Bi SC Directive 40-1.
- ACO Gender Functional Planning Guide.
- NATO Education and training plan for Gender in Military Operations
- UNSCR 1325 and related resolutions on Women, Peace and Security.

Student assessment

Student learning will be assessed throughout the course (formative assessment). The students are expected to take active part in the course and to demonstrate the ability to advise on how to integrate gender perspective. The students have to deliver pre-study assignment and pass the course exam (summative assessment) to achieve the grade "Successfully completed". Failure will render the grade "Participated".