



Nato Approved Courses and Seminars

Gender Advisor Course, GENAD

- 28 participants
- Pre-deployment for GENAD
- Focuses on the advisory role and gender perspective in operational planning processes

Commanding Officers Seminar on Gender

- 20 participants
- Commanders, OF4 - OF6
- Focuses on COs' role in integrating gender perspective into military operations
- Operational and tactical level

Gender Training of Trainers Course, GToT

- 28 participants
- Trainers, OF1-OF4 or OR5-OR9
- Focuses on training military and civil personnel, military units and officers in gender perspective in military operations methodology

Key Leader Seminar on Gender

- 15 participants
- Flag Officers OF6 - OF9, including Ambassadors.
- Focuses on how gender perspective contribute to achieving political military, strategic and operational objectives

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



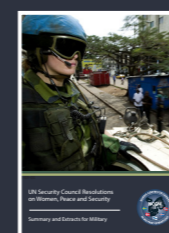
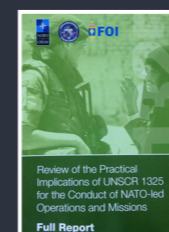
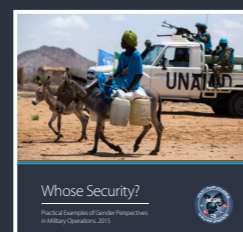
Photo: Lundahl, Combat Camera



Nordic Centre for Gender
in Military Operations

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NCGM publications



Nordic Centre for Gender in Military Operations

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



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Nordic Centre for Gender in Military Operations, (NCGM)

As the leading international centre on gender in military operations, NCGM as NATO Department Head 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 co-located at the Swedish Armed Forces International Training Centre (SWEDINT), The Life Guards Regiment, Sweden.

"Gender is no longer an optional add-on, it is an operational necessity."

Major General Adrian Foster
Deputy Military Adviser, UN DPKO

Gender Perspective 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 democracy and helping to maintain peace and security.

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.

NCGM gathers and publishes lessons learned and best practices, participates in international conferences and seminars and has built a global network and pool of Subject Matter 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.

Since its establishment, NCGM has provided international training to a wide audience from senior military leadership to Gender Advisors, Gender Focal Points and trainers for military and civil personnel from all regions of the world. Most courses are conducted in Sweden but courses can also be provided through our Mobile Education and Training Teams, that are tailor-made to the training audiences' requirements.

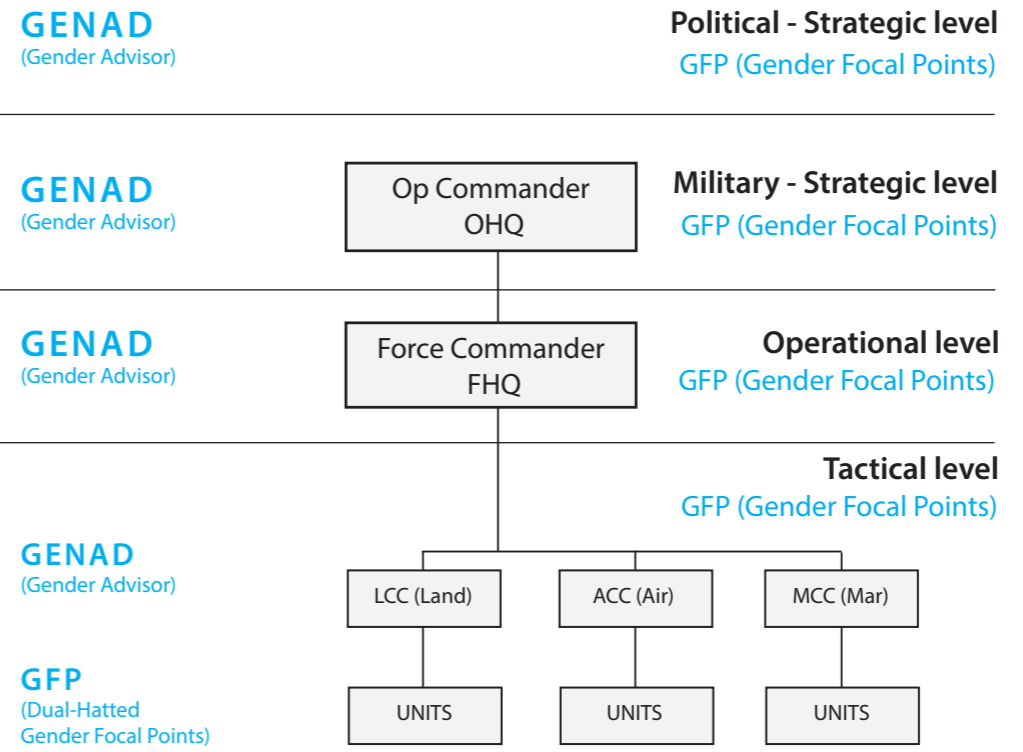
Gender Advisory Functions

Gender Advisor (GENAD) – serves in a peacetime HQ and at strategic, operational and tactical 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, and GFPs in higher and subordinate commands.

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 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.



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 NATO's education and training programme, supports NATO Nations and Partners with a pool of Subject Matter Experts at Education and Training events, including exercises. Additionally, NCGM conducts its own accredited courses and seminars, both in-house and as Mobile Educations and Training Teams.

