



Nato Approved Courses and Seminars

(online and/or residential)

<p>Gender Advisor Course, GENAD</p> <ul style="list-style-type: none"> • 28 participants • Pre-deployment for GENAD • Focuses on the advisory role and gender perspective in operational planning processes 	<p>Commanding Officers Seminar on Gender</p> <ul style="list-style-type: none"> • 20 participants • Commanders, OF4 - OF6 • Focuses on COs' role in integrating gender perspective into military operations • Operational and tactical level
<p>Gender Training of Trainers Course, GTotT</p> <ul style="list-style-type: none"> • 28 participants • Trainers, OF1-OF4 or OR5-OR9 • Focuses on how to successfully plan and conduct an integrated gender perspective within own functional area of expertise 	<p>Key Leader Seminar on Gender</p> <ul style="list-style-type: none"> • 15 participants • Flag Officers OF6 - OF9, including CSEL • Focuses on how gender perspective contribute to achieving political military, strategic and operational objectives
<p>GenderFocal Point Course, GFP</p> <ul style="list-style-type: none"> • 24 participants • Focuses on how dual-hatted GFPs can intergrate gender perspective in their own functional areas 	

NCGM regularly hosts events, workshops, expert meetings, conferences, exercises, and networking opportunities. In addition to the live courses, NCGM has also developed several courses for e-learning platforms.

For current dates of our activities please visit our web page: www.mil.se/ncgm

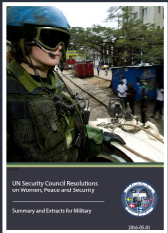
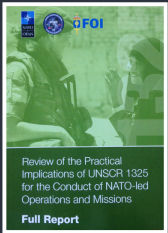
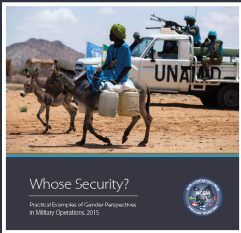


Photo: Lundahl, Combat Camera

A few examples of NCGM publications -



Nordic Centre for Gender in Military Operations



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 Women, Peace and Security and gender perspective in military operations, guided by a steering committee representing the joint Nordic ownership and partner nations. The centre is located in Sweden at the Guards Regiment.

“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?
How many women?	Which women?
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. Since then, Canada and the Netherlands have joined as contributing partner nations. 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 online or through our Mobile Education and Training Teams, that are tailor-made to the training audiences’ requirements.



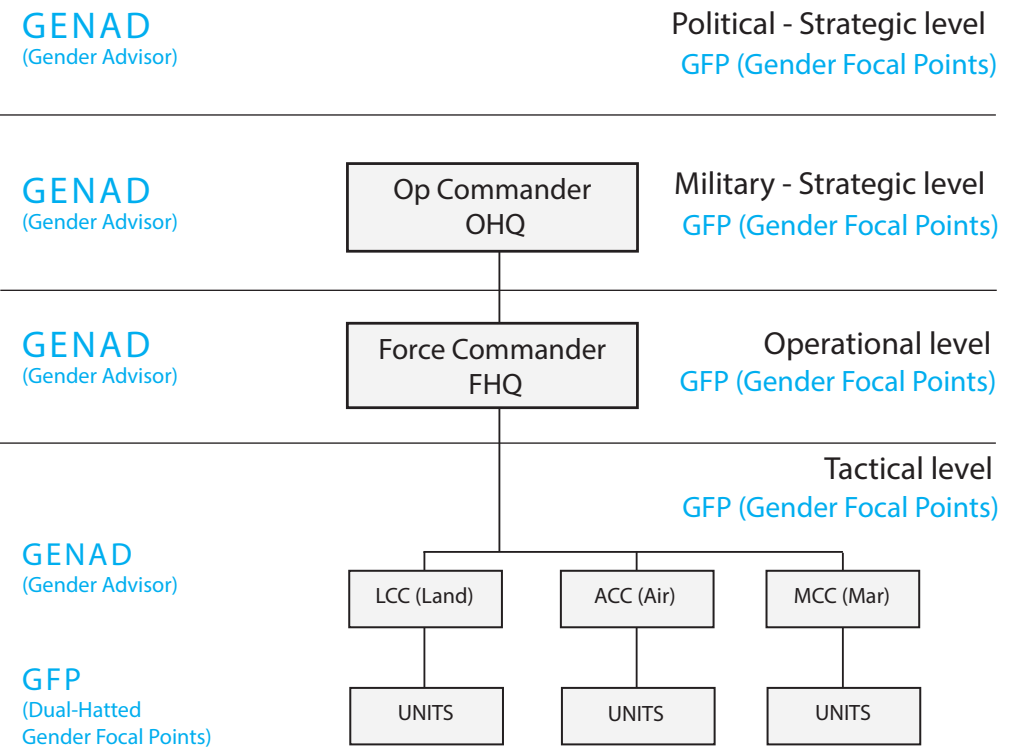
Gender Advisory Functions

Gender Advisor (GENAD) – serves in peacetime or crisis HQs at strategic, operational and tactical level. GENADs are members of the Staff Advisory Group with direct access to the Commander. The GENAD provides advice on the integration of gender perspective including, but not limited to, operations/missions, crisis/conflict analysis, concepts, doctrine, procedures and education and training. The GENAD maintains functional contact with other GENADs, and GFPs in higher and subordinate commands.

Gender Focal Point (GFP) – is a dual-hatted position within HQs, divisions and branches. The GFP facilitates gender mainstreaming in the daily work to maintain dialogue, liaison and coordination on the integration of a gender perspective. The GFP maintains a functional dialogue with the GENAD but reports within the chain of command.

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



NATO Department Head

In February 2013 NCGM was appointed NATO Department Head for Gender in Military Operations. In this capacity NCGM translates NATO's operational requirements into NATO's education and training programme, supports NATO nations and partners with subject matter expertise and supports training and exercises. Additionally, NCGM conducts its own NATO accredited courses and seminars, both in-house, online and as Mobile Educations and Training Teams.

