/aYhbj 8 NC3hqRNh?I jGwh
+3Nja3h8RahBNj3aN jCRN Ih N0h/383N,3hTRIC,wh jh[n33N_chmNCq3
HC3nj3N Njh+RIRN3Ih/ aI33NhvRnN<h
ncja IC Nh/383Nc3h7Ra,3hT3 ,3hQU3a jCRNchia CNCN<h+3Nja3h
/aYh?3C0Ch? a0jh
TRICjC, Ihb,C3N,3.hmNCq3acCjwhR8h+ IC8RaNC .hBaqCN3h
b a h;a3,Rh
TRICjC, Ihbjn0C3c.h[n33N_chmNCq3acCjwh
+@ aIRjj3h/nq IAH NjRCN3h
/3U ajL3NjhR8h?CcjRaw.h[n33N_chmNCq3acCjwh

Gender Training Course Package

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Charlotte Duval-Lantoine

This course package includes all necessary material to complement the online gender training course or in-person seminar. It contains:

I the course overview
II the training outline
III annexed resources

Part I

Course Description

7KH FRXUVH FRQVLVWV RI IRXU PRGXOHV WKDW R
and interactive material. This course is tailored for personnel work -
LQJ DW 1$72 WR LPSURYH RYHUDOO JHQGHU DZDUH
gender analysis and how to incorporate a gender perspective. These
DUH FRUH FRPSHWHQFLHV IRU GHFLVLRQ PDNLQJ
planning and missions.

SPS Project G5080 2016-2018

An independent review on the implementation of UNSCR1325 found
WKDW WKH JHQGHU SHUVSHFWLYH KDV QRW EHHQ
DOO 1$72 ERGLHV 7KLV FRXUVH LV D WRRO WR SU
on gender issues to support consistency in the application of a gender
perspective across the Alliance.

This course focuses on:

- Teaching the human and social aspects of security outlined in
  1$72·V 6WUDWHJLF 2EMHFWLYHV
- ,QFUHDVLQJ JHQGHU DZDUHQHVV DQG GLYHUVL\
  RQ 1$72·V :RPHQ 3HDFH DQG 6HFXULW\ :36 $JH
  agenda's internal policies
- 3URYLGLQJ UHVHDUFK VXSSRUW IRU 1$72 WKURX
  3HDFH DQG 6HFXULW\ 636 3URJUDPPH·V 3ULRU
- Enhancing cooperation with international actors across sectors

Objectives

This course aims to improve NATO personnel's gender awareness.
TEnhanTw 1 -1.8 Tdng (e004800500048005MCID 45 >>Bn BT /Span <</ActualText (þÿ

YRQ +ODVRXQJ +DUGW *UHFR DQG 'XYDO /DQWRLQH

- Recognize the instrumental value of increased gender awareness at NATO and its impact on operational and organizational H • H F W L Y H Q H V V

Attributions

7KLV FRXUVH GUDZV RQ UHVHDUFK IURP D YDULHW
SXEOLFDWLRQV IURP DFDGHPLD JRYHUQPHQW QR
nizations and international 25 Tm ( )Tj EMC ETn67cBiTw T* [(7cBiTw T* [(7cBiTw T* [

Part II

Agenda for Training Seminar

Introduction
3 D U W W D F N X Q G ² * H Q G H U O L W H U D F \
3 D U W Y L G H Q F H E D V H G 5 H V H D U 2 L Q V W L W X W L R Q D
gender guidelines and related challenges
3 D U W Q W H U D F W L Y H H [H U
3 U D F W L F H ² H P S L U L F D O V X S S R U W I R U D J H
3 D U W 7 \ 9 Q J L W D O O W R J H W K H U ² V L P X O D W L R Q
3 D U W & R Q F O X V L R Q

Outline

Introduction

Overview: 5 H Y L H Z R I W K H F R X U V H S D F N D J H D Q G 6 3 6 I

Icebreaker: % H I R U H G H O Y L Q J L Q W R W K H F R X U V H P D W H

Part I Background – gender literacy

Overview: ,QWURGXFWLRQ WR WKH NH\ FRQFHSWV ZKLFK SURYLGH WKH JURXQGZRUN IRU GLVFXVVLRQ\ UHRW\SHV HYLGHQFH LQ VXSSRUW RI D JHQGHU WKDW WKH 1$72 +4 KDV WDFNOHG JHQGHU LVVXHV L

Concepts: *HQGHU YV VH[JHQGHU SHUVSHFWLYH YV WDWLRQ JHQGHU DQDO\VLV VH[GLVDJJUHJDWHG G YV JHQGHU EDODQFLQJ DQG JHQGHU HTXDOLW\

Relevant NATO policies: 7KH (TXDO 2SSRUWXQLWLHV DQG W\ 3ROLF\ +DUDVVPHQW 'LVFULPLQDWLRQ %XOO\L ,GHQWLI\ 6WRS 3UHYHQW 0DQDJHU·V *XLGH WR D 'LVFULPLQDWLRQ %XOO\LQJ $OOHJDWLRQV LQ WKH ($3& 3ROLF\ IRU WKH ,PSOHPHQWDWLRQ RI 816&5 DQG 6HFXULW\ DQG 5HODWHG 5HVROXWLRQV 0L 3UHYHQWLRQ RI DQG 5HVSRQVH WR &RQÁLFW 5HG GHU %DVHG 9LROHQFH 1$72 ($3& $FWLRQ 3ODQ IR WLRQ RI WKH 1$72 ($3& 3ROLF\ RQ :RPHQ 3HDFH DQG %L 6& 'LUHFWLYH ,QWHJUDWLQJ 816&5 DQG * LQWR WKH 1$72 &RPPDQG 6WUXFWXUH HWF

History: 8QLWHG 1DWLRQV &RQYHQWLRQ RQ WKH ( )RUPV RI 'LVFULPLQDWLRQ $JDLQVW :RPHQ DQG 6HFXULW\ &RXQFLO 5HVROXWLRQ 2Q :RPHQ 3HDF DQG IROORZ RQ UHVROXWLRQV

7KH LQFOXVLRQ RI JHQGHU DQG JHQGHU PDLQVWU JUDWHG LQWR DOO DVSHFWV RI WKH RUJDQL]DWLRQ FOXGLQJ UHFUXLWPHQW UHWHQWLRQ DQG SURPRW SURFHVVHV RI SODQQLQJ GHFLVLRQ PDNLQJ DQG D WLRQ DQG UHVROXWLRQ RI FRQÁLFW

(1) Key concepts

Test yourself: 8QGHUVWDQG WKDW WKH GL•HUHQFH EHWZ der matters for everyday life. A failure to understand the impact of WKHVH WHUPV FDQ KDYH LPSRUWDQW ² HYHQ GHDGO D \HDU ROG ZRPDQ QDPHG 0DU\ KDG D KHDUW DWW ZDV HYDOXDWHG LQ WKH KRVSLWDO ZKHUH GRFWRU KHU PHGLFDWLRQ 1HYHUWKHOHVV 0DU\ VX•HUHG D 0DU\·V IULHQG +HQUL ZKR LV DOVR KDG D K

'RFWRUV WHVWHG KLP DQG SUHVFULEHG KLP WKH
SUHVFULEHG WR 0DU\ +HQUL GLG QRW KDYH D VH
HLWKHU RU ERWK VH[DQG JHQGHU KDYH SOD\HG D

Sex and gender can both play a role.

6H[:RPHQ DQG PHQ UHVSRQG GL•HUHQWO\ WR
treat heart disease; women's physical symptoms of heart attack are of-
WHQ GL•HUHQW IURP PHQ·V

How to implement a gender perspective

*HQGHU DQDO\VLV &ROOHFWLQJ GDWD WKDW DOO KRZ GL•HUHQW JHQGHUV H[SHULHQFH SROLFLHV SU

6H[GLVDJJUHJDWHG GDWD 'DWD FROOHFWHG DQG ZRPHQ DQG PHQ ,W DOORZV IRU WKH XQGHUVWDQGL HQFHV PD\ H[LVW LQ SDUWLFXODU VHWWLQJV DQG W considering solutions.

:K\ GR JHQGHU EDVHG GL•HUHQFHV H[LVW" $V WUD FKDQJH VRFLHWDO H[SHFWDWLRQV GR QRW DOZD\V

Gender mainstreaming (vs. gender balancing)

*HQGHU PDLQVWUHDPLQJ *HQGHU PDLQVWUHDPLQ LQWR DFFRXQW WKH H[SHULHQFHV RI GL•HUHQW JH SOHPHQWLQJ PRQLWRULQJ DQG HYDOXDWLQJ SRO VSKHUHV HFRQRPLF SROLWLFDO VRFLDO 0DLQVW WKH LPSOLFDWLRQV RI DQ\ SODQQHG DFWLRQ LQFO DQG SURJUDPPHV HWF« RQ ERWK ZRPHQ DQG PHQ

*HQGHU EDODQFLQJ *HQGHU HTXDOLW\ LQ WHUPV FRPSDUHG ZLWK QXPEHUV RI PHQ RU SURSRUWLRQV linked to gender representation.

*HQGHU HTXDOLW\ 7KH VDPH WUHDWPHQW DQG UH FOXGLQJ VDPH ULJKWV UHVSRQVLELOLWLHV DQG R RI LPSOHPHQWLQJ WKH DIRUHPHQWLRQHG FRQFHSW\ JUHJDWHG GDWD JHQGHU DQDO\VLV JHQGHU SHUV DQG JHQGHU PDLQVWUHDPLQJ *HQGHU HTXDOLW\ G and women are the same.

(2) Gender stereotypes

Test yourself: A father and his son are in a car accident that kills the IDWKHU 7KH VRQ LV UXVKHG WR WKH KRVSLWDO DQ HUDWHG RQ WKH VXUJHRQ VD\V ´, FDQ·W RSHUDWH GR \RX H[SODLQ WKLV" :KDW LV WKLV H[HUFLVH PHD

5LGGOHV OLNH WKLV RQH VKRZ LPSOLFLW ELDV D WKLV VFHQDULR WKH VXUJHRQ LV WKH ER\·V PRWK LOOXPLQDWH WKH UHDVRQ IRU RXU LPSOLFLW DQG VWLWXWLRQV OLNH WKH PHGLD SRUWUD\ PHQ LQ

7R LQWHJUDWH JHQGHU LV WR FRQVLGHU LW LQ DO
LQFOXGLQJ«

DW DOO VWDJHV UHFUXLWPHQW UHWHQWLRQ D
LQ DOO DFWLYLWLHV SUHYHQWLQJ PDQDJLQJ D
LQ DOO SKDVHV SODQQLQJ GHFLVLRQ PDNLQJ P

,Q RUGHU WR LQWHJUDWH JHQGHU LW LV QHFHVVD
VROXWLRQV DW DQG EHWZHHQ WKH LQGLYLGXDO R
and international levels.

:KDW DUH VRPH RI WKH LPSDFWV RI JHQGHU VWHUH
7KH UHFUXLWPHQW DQG UHWHQWLRQ RI TXDOLÀHG
VHQLRU OHDGHUVKLS OHYHO KDV VWDJQDWHG &RQ
verse viewpoints that challenge the status quo on how we assess the
threat environment and how to account for how NATO policies and
RSHUDWLRQV PD\ LPSDFW JHQGHUV GL•HUHQWO\ *
thus helps to ensure that NATO decisions do not have unintended con-

ership positions.

Test yourself: Think of ways men and women might experience con-
ÁLFW GL•HUHQWO\ +RZ ZRXOG JHQGHU G\QDPLFV D•I
:ULWH GRZQ VRPH H[DPSOHV IRU UHIHUHQFH <RX FD

DUH LPSOHPHQWHG E\ +4 DQG WKH PLOLWDU\ RUJD
DQFH WKH (TXDO 2SSRUWXQLWLHV DQG 'LYHUVL
'LVFULPLQDWLRQ %XOO\LQJ LQ WKH :RUNSODFH«
0DQDJHU·V *XLGH WR DGGUHVVLQJ +DUDVVPHQW '
$OOHJDWLRQV LQ WKH ZRUNSODFH 1$72 ($3& 3
PHQWDWLRQ RI 816&5 RQ :RPHQ 3HDFH DQG 6H
5HVROXWLRQV DQG $FWLRQ 3ODQ IRU WKH ,PSO
($3& 3ROLF\ RQ :RPHQ 3HDFH DQG 6HFXULW\

1$72 %RGLHV $W WKH 3UDJXH 6XPPLW WKH ,QWH
tasked with starting a Task Force that would make recommendations
WR ,6 DQG WKH ,QWHUQDWLRQDO 0LOLWDU\ 6WD• ,
GHU EDODQFH DQG GLYHUVLW\ 7KH 7DVN)RUFH H
WKH (TXDO 2SSRUWXQLWLHV DQG 'LYHUVLW\ 3ROLF

Part II

1. 7KH FLYLOLDQ VLGH RI 1$72 H[KLELWV KLJKHU C DZDUHQHVV EHFDXVH JHQGHU JXLGHOLQHV FRP sions.
2. 0LOLWDU\ LQVWLWXWLRQV DUH WKH PDMRU GUL 1$72 EHFDXVH RI WKH SHUFHLYHG RSHUDWLRQD ÀWV RI JHQGHU PDLQVWUHDPLQJ
3. 'L•HUHQW 1$72 LQVWLWXWLRQV DGRSW WKHLU R policies that support their respective aims.
4. 5HOHYDQW H[WHUQDO DFWRUV LQÁXHQFH WKH Z gender agenda.
5. 1$72·V JHQGHU UHODWHG SROLFLHV-UHÁHFW WK EHU VWDWHV

Findings

7KHUH LV VXSSRUW IRU WKH VHFRQG K\SRWKHVL WDU\ LQVWLWXWLRQV DUH PDMRU GULYHUV ZKHQ L of gender policies within NATO. Military organizations tend to provide SHUVRQQHO ZLWK PRUH SUDFWLFDO H[SHULHQFH training. Not only are military institutions geared toward implementa - WLRQ EHFDXVH RI WKHLU RUJDQL]DWLRQDO FXOWX FRPPDQG EXW WKURXJK YDULRXV PLVVLRQV WKH ing a gender perspective were made clear to those who were deployed. 7KHVH EHQHÀWV LQFOXGH LQFUHDVHG DFFHVV WR DQG HQKDQFHG DELOLW\ WR SURWHFW 1$72 IRUFH JUHDWHU IRUFH DFFHSWDQFH %\ FRQWUDVW FLYL VLPLODU OHYHOV RI FRPPLWPHQW EXW VRPHWLPH LPSOHPHQW JHQGHU SROLFLHV KDYH IHZHU JXLGH and tend to prioritize gender awareness with less attention to gen- der mainstreaming. The military side of the organization puts gender PDLQVWUHDPLQJ LQWR SUDFWLFH ZKLOH FLYLOLD