



ODU
10 March 2014



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UNSCR 1325 (October 2000)



The basis for gender is found in UN Security Council Resolution 1325 on "women, peace and security" that highlights the disproportionate impact that armed conflict has on women and girls, and recognises that the contributions of women in the peace-building process are under-valued and under-utilised. The focus of UNSCR 1325 is protection, prevention, participation and gender mainstreaming in order to achieve gender equality.



UNSCR 1325 (October 2000)



UNSCR 1325 calls upon all actors when *implementing peace agreements* to adopt a *Gender Perspective* including:

- The special needs of women and girls
- Measures that support local women's peace initiatives and indigenous process for conflict resolution
- Measures that ensure the protection and respect for human rights of women and girls

NATO Action Plan

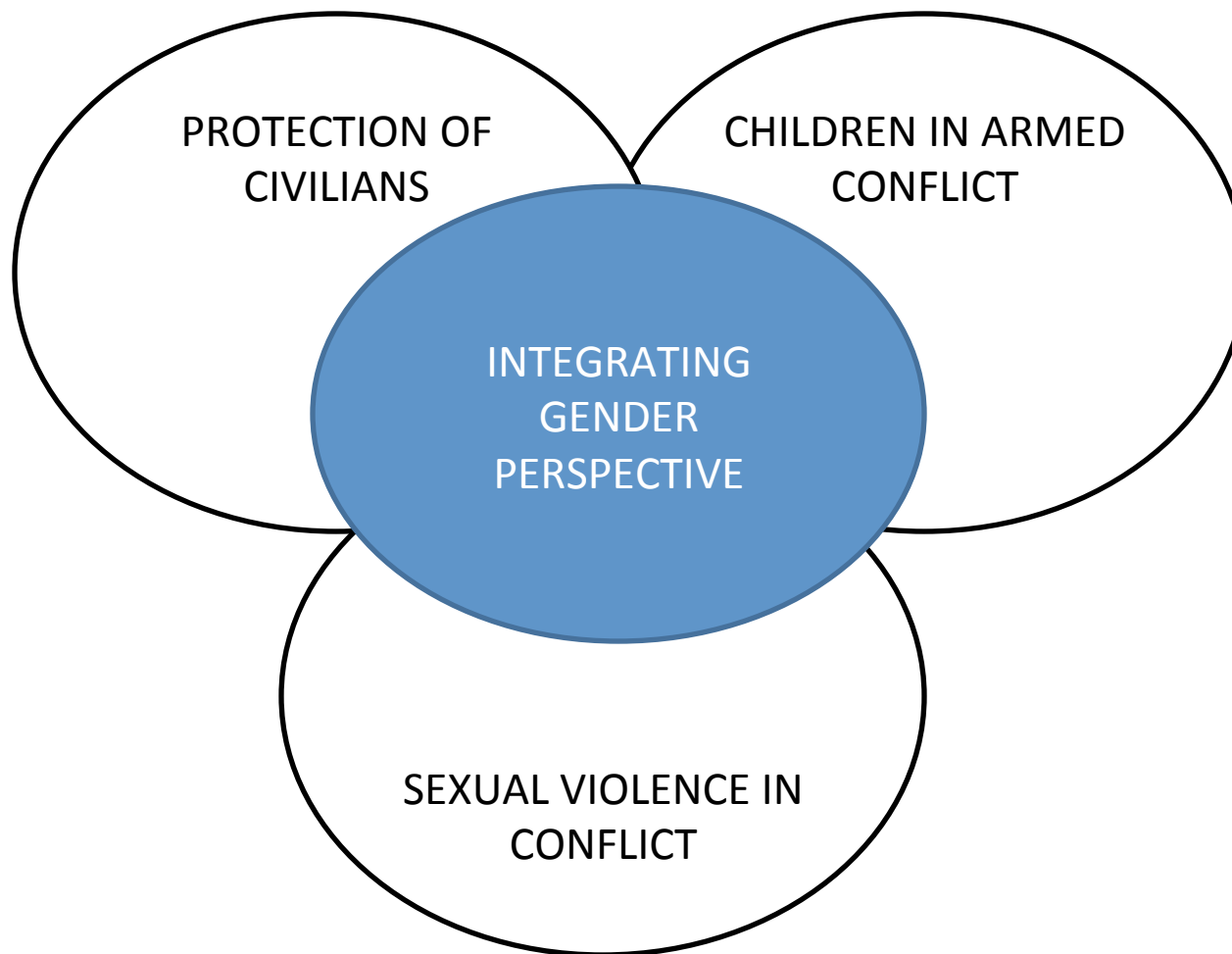


Aims to “mainstream gender” into all areas related to current and future planning and the conduct of operations.



Gender Advisor Steffie Groothedde (NLD) in Afghanistan

Gender Scope





Integration of gender perspective



- Way of assessing gender-based differences of women and men reflected in their social role and interactions, in the distributing power and the access to resources.
- The aim is to take in consideration the particular situation and needs for men and women, as well as how the activities of NATO have different effects on them. Implementing a gender perspective is done by adapting action following a 'gender analysis'



Integration of gender perspective



- Recognizing the specific needs of men and women, and providing the appropriate comprehensive response to positively influence the operational environment.
- Gender perspective is a tool to increase operational effectiveness.

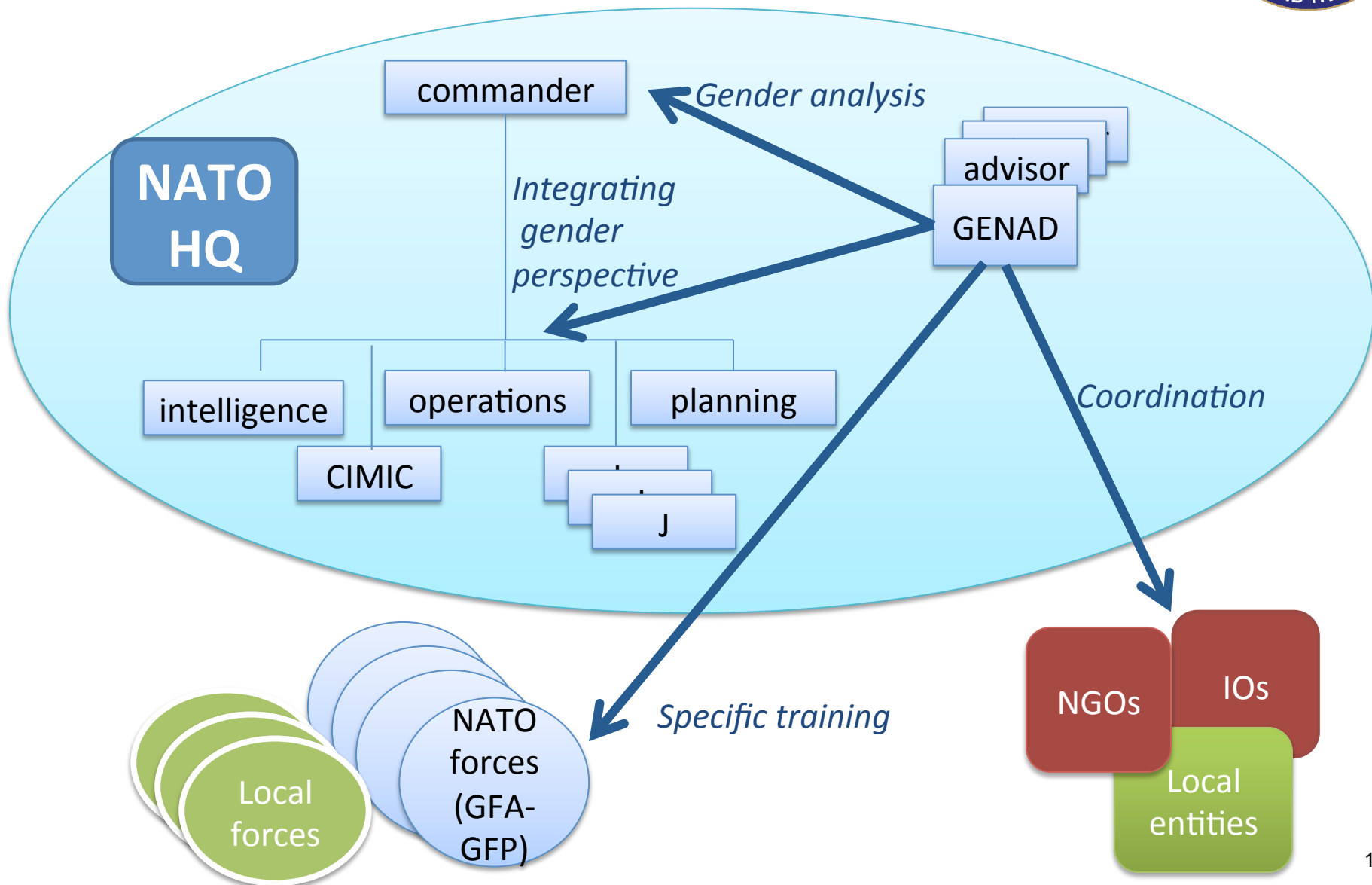


Gender Advisor/Gender Field Advisor/ Gender Focal Point



- Gender Advisors (GENADs): strategic level
 - Gender Field Advisors (GFAs): operational level
 - Gender Focal Points (GFPs): tactical level or POCs in the HQs.

Integrating gender perspective in NATO-led Operations





Afghanistan



- Gender advisors/GFA deployed
- 2010 : creation of Female Engagement Teams (FETs): 16 US Marines + 4 GB
- Mixed teams in PRT (Provincial Reconstruction Team).



MG Drew's Assessment

„In peace support operations, like that of KFOR, the center of gravity usually lies with the population. It is mission essential to properly address the one half of this population (women) , to understand them and to encourage their support.“

„Even in male dominated societies, women not only carry the everyday burdens of daily life, but often also appear to be leaders of grassroots national NGOs, acting for the benefit of the average people. Their influence on the mood and attitude of the latter should therefore not be underestimated.“

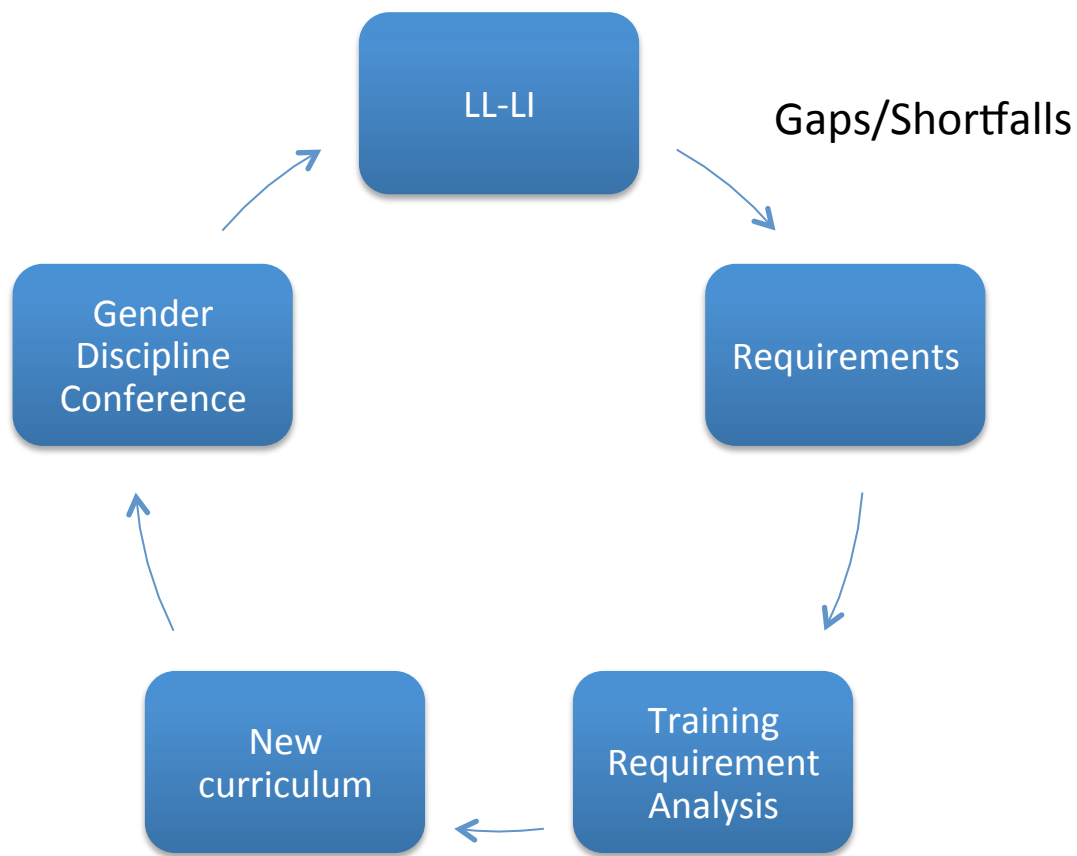




Best Tool: Education and Training

Education and Training

Theatres



Political Guidance

Future



Gender Discipline Conference.



ACT will present the concept, the training requirements, the TRA, the new curricula to

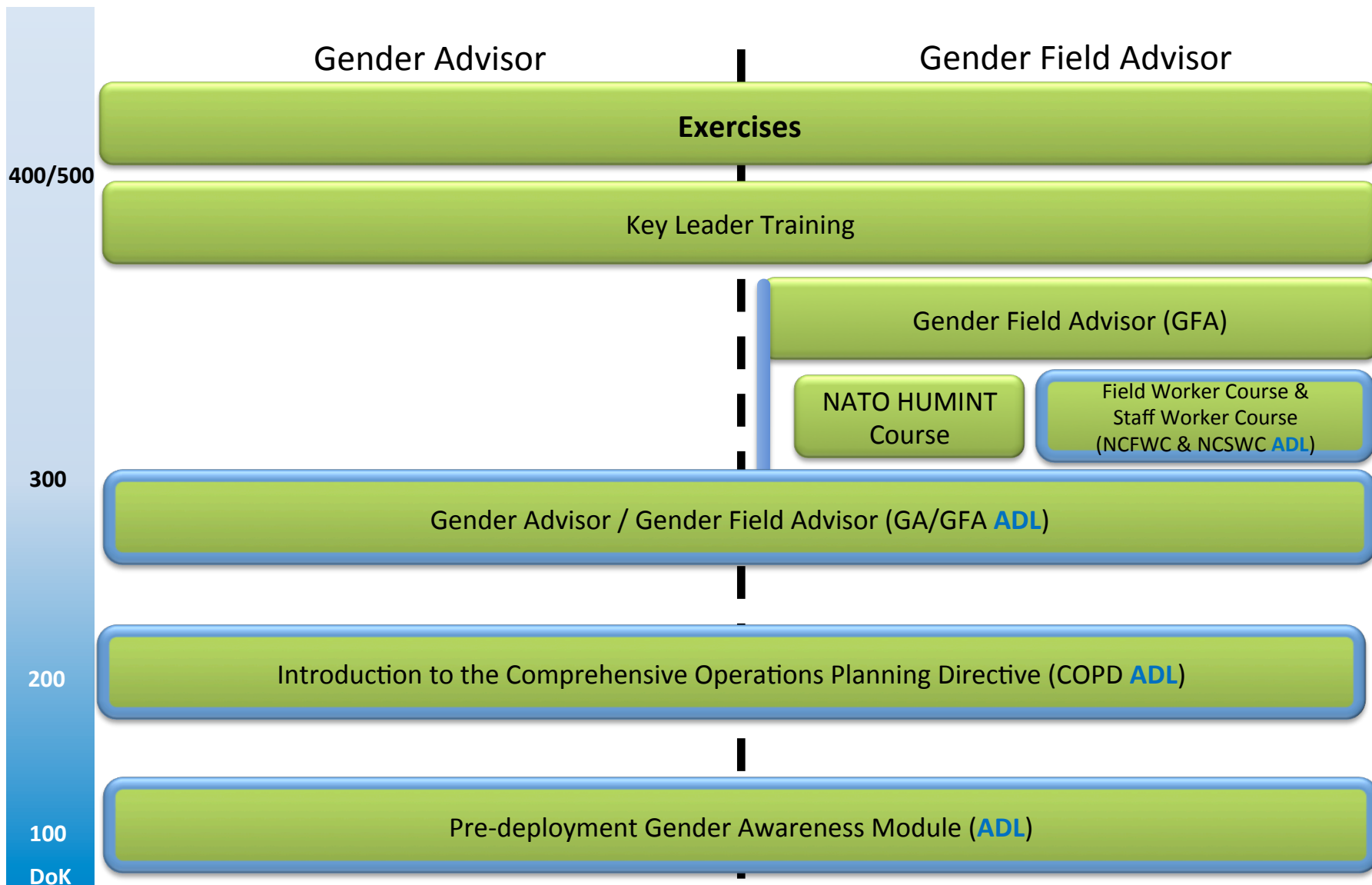
- NATO and external SMEs
- Education and Training facilities
- IOs, NGOs

In order to share information, to assess the TRA, to find new opportunities and synergies.

Gender Programme



01 NOV 2012



SUMMARY OF GENDER E&T EXISTING TRAINING OPPORTUNITIES

POL/ MIL	FOGO's & Mentors	Senior Officers	GENAD/ GENAD GFA trainers/ Capacity building with Gender	GFA/ GFP trainers	Gender Focal Point (GFP)	Planners Strategic level or Operational level Evaluators (Exercises)	Specialists (POLAD/ LEGAD/ CIVAC/SOF/ Intel...) Strategic level Staff	Trainers of all personnel	All staff	TA	
										DoK	
CMX	ALLIED REACH (Strategica and Operational level)				CJSE/VIKING (Op.level)					500	
			CJSE/VIKING (Operational level)		STEADFAST/ TRIDENT Series (Op and Tact. Level)	STEADFAST/TRIDENT Series (Strategic and Operational level)					
	STEADFAST/TRIDENT Series (from Strategic to Tactical level)										
	NOBLE, BOLD (Operational level)										
	MRE (ISAF, KFOR, OCEAN SHIELD) (Operational and tactical level)										
	DYNAMIC, LOYAL, RAMSTEIN (Tactical level)							DYNAMIC, LOYAL, RAMSTEIN (Tactical level)			
	Battle Staff Training (BST) (Operational and tactical level)										
METT	Key Leader Seminar on Gender in Military Operations	Commanding Officers Seminar	GENAD Course	GENAD ToT course	GENAD SSR course					400	
			GFA Course								
			NATO HUMINT Course	Field Worker Course & Staff Worker Course (NCFWC & NCSWC ADL)							
			Gender Training of Trainers course (ToT)								
			Introduction to the Comprehensive Operation Planning Directive (COPD ADL)				SOPC	Gender Seminar			
					OPC					200	
					Eval. Course						
		GFA/GENAD ADL- 300 Level Course → advanced 200 Level Gender Course									200
		Gender Awareness ADL Course (100-level) – on going									100



Innovation Hub



- 2 purposes:

- To collect good and bad practices (exercises, courses)
- To map Education and Training opportunities to prepare the Gender Discipline Conference (12 May 2014).

- No exclusion.



Innovation Hub



- Tasks:

- Forum
- Weekly reports.
- Articles.



E-learning courses



- <https://jadr.act.nato.int>
- Sponsor: Col Isabelle EHRHART-DUFFO, Gender Advisor to SACT (isabelle.ehrhart-duffo@act.nato.int).
- 2 ADL courses:
 - ADL 169: Improving Operational Effectiveness by Integrating Gender Perspective
 - ADL 168: Role of Gender Advisors and Gender Field Advisors in Operations.