

## Training and education related to gender or UNSCR 1325 and 1820 at the na

Nr.	Training / education	Short description / main topics	Target group
1	Diversity education	This education lasts 3 days. Gender is one of the subjects treated during this education. The purpose is to create a diversity awareness	All personnel (regardless of their rank)
2	Diversity theatre	In January 2006, the “diversity theatre” has become a part of the basic education of all service members. The purpose is to make participants aware of diversity and stereotypes. The concept is build as an interactive theatre where the participants can intervene during the short plays that the actors present. These sessions make diversity, including gender a subject of discussion. Moreover they incite the participants to consider their own behavior and attitude.	Basic training for all ranks
3	Cultural awareness	This education is given in preparation of a deployment to all the participants. During this course the personnel is instructed on gender aspects within a certain culture.	All personnel that will be deployed
4	Joint Individual Common Core Skills Training (on rules of behavior, values, law of armed conflicts and human rights)	A proper attitude towards others and towards sexual harassment, mobbing, violent or disrespectful behavior is one of the joint individual common core skills (JICCS) related to rules of behavior and values. Human rights and law of armed conflicts are also part of the JICCS. JICCS are skills that all personnel must master. Training is provided every year in order to maintain these skills. PowerPoint presentations supporting this training have been developed and are available on the intranet of the Belgian Armed Forces. In the near future Gender will also be part of this training.	All personnel
5	Diversity education for the senior staff officers	One of the subjects during the senior staff officers’ training is diversity.	Senior Staff Officers

6	Presentation by the Mental Readiness Advisor on gender issues	In preparation of a deployment the Mental Readiness Advisor always gives a presentation. During this presentation one of the subjects is "gender issues". (How to deal with gender issues within a team, a detachment ...)	All personnel that will be deployed
7	Presentation on trafficking in human beings, people smuggling and child prostitution	In preparation of a deployment the entire Detachment is given a presentation on trafficking in human beings, people smuggling and child prostitution by the Police.	All personnel that will be deployed
8	Leadership training on diversity awareness	During the career of an Officer he/she receives leadership training on a regular basis. During the leadership training gender is one of the subjects.	Officers
9	Conferences	Conference and information days on diversity and gender are organized for all services members.	All personnel
10	Human Rights and Law of armed conflicts	Every officer can attend the course "Law of armed conflicts". This is an extensive course on national and international law, law of armed conflicts and human rights.	Officers
11	International law	Every student of the Royal Military Academy (RMA) receives courses on national and international law (such as human rights, law of armed conflict)	Students of the RMA
12	Sense of public responsibility	Every student of the Royal Military Academy (RMA) receives courses on sense of public responsibility.	Students of the RMA

**Expected in 2010**

1	Gender training	Specialization in the function of Gender Advisors for CIMIC and PsyOps teams in the Info Ops Gp. Also training for the deployment of detachments in operations	Gender Advisors
2	Sensibilisation for the implementation of the UNSR 1325	Inform the staff of the importance of the resolution. To help to develop their own action plan	Different levels

**CANADA**

1	Individual pre-deployment training	Instruction on Universal Declaration of Human Rights, Law of Armed Conflict, Ethics, Rules of Engagement, all types of human rights violations including: impact of conflict on women, children and vulnerable groups; gender differences and culture, gender and conflict, sexual violence, child soldiers, trafficking in persons	All personnel deploying on missions and operations receive this training under Serial 1 or 2
2	Individual Battle Task Standards Training		All personnel deploying on missions and operations receive this training under Serial 1 or 2
3	Peace Support Operations Military Observer's course	Instruction is provided on all international laws and resolutions that Canada has agreed to respect including international humanitarian law, law of armed conflict, Universal Declaration of Human Rights, convention on the Rights of a child, child soldiers, cultural awareness. A segment of the course devoted to Disarmament Demobilization and Reintegration (DDR) focused on DDR of ex-combatants. It acknowledges that excombatants are not just men but in many cases are women, girls and boys. The course discusses the roles women play in armed conflict as well as the obstacles that may prevent women from participating in the DDR process. Participants in the course will be well-prepared to address issues facing women in the post-conflict environment.	Personnel deploying as Military Observers

**CZECH  
REPUBLIC**

1	Academic Education of: - International Law - Gender Issues - Soldier Ethics - Human Rights - Ethical aspects of Manpower Leadership	Military High Schools and Universities have gender education registered in their curriculum. University level - the topic is lectured as a part of employment law, Social security law, International military and humanitarian law, Human rights, Ethics, Social conflicts and prevention classes. Special attention is provided gender issues in principles of equal opportunities class. Military high schools level - the topic of equality and equal opportunities of men and women in the society and in the military is incorporated in the curricula of Civics. Education on Human rights is also part of Concept of MoD personnel education and development of Military schools	Students - future professional soldiers, officers
2	Gender training practiced by the Military University	Gender training as part of Leadership course, officer's course	Commanders, NCOs
3	Training of trainers	Training prepared by the Military university. In 2009 absolved the training 16 trainees - lecturers.	Trainers- lecturers
4	Gender education at training installations: - basic training - NCO - Senior Staff Officers - Leadership training	This education provides participants basic education on gender issues, diversity, education, soldiers ethic, sexual harassment and discrimination, social conflicts and their prevention. Guaranteed by the "Socially inappropriate manners prevention" branch.	for all ranks
5	Annual training on gender issues for the decision making levels and senior MoD personnel	Series of lectures "Equal position of men and women" meant for decision-making and other specialist MoD personnel. Senior MoD personnel have choice of an e-learning course organized by the Institute of Government. Annually conducted instruction lectures on restraining gender stereotypes.	Leading and commanding personnel of the MoD Department

6	Program of the command and operational training and gender issues	The following supportive materials are used for the lectures: - Lectures by specialists in the field - Lectures based on published internal methodology of MoD-"Equal treatment of men and women" and "Priorities and procedures of the Ministry of Defense Department to promote the principles of equal opportunities of men and women" - Brochures "Equal opportunities for men and women in the Armed Forces from the point of view of international law, conventions and resolutions" Guaranteed by the "Socially inappropriate manners prevention" branch.	Command personnel of military installations
7	Training on equal opportunities for men and women	Practiced by: - Lectors of the MoD - Specialists in the field contracted by the units - unit psychologists Guaranteed by the "Socially inappropriate manners prevention" branch.	Peacetime units of the Ministry of Defense
8	Pre-deployment Gender training and education take a part in: - Gender Awareness - Diversity training - Theatre diversity - Cultural differences	Lectures provided by the training installation. Gender issues are discussed as one of the topics of the psychological training which is segment of the pre-deployment course package.	Mandatory for all personnel of contingents
9	Lectures on "Equal opportunities for men and women" and "Sexual harassment in the international environment"	Specific part of the pre-deployment psychological preparation of contingents.	All personnel of contingent
10	Implementation of UNSCR 1325 and 1820	Basic principles and methodological directions for application of gender training and education (based on the UNSCR 1325, International agreement on elimination of all forms of discrimination etc.)	The Command personnel of contingents
11	Career enhancing courses	Gender issue is incorporated into the course theoretical part that comprises human resources management, law and psychology. Provides basic training specified for the certain group of attendees.	All ranks

DENMARK

1	Diversity management training	The training consists of 5 parts: (1) The students enhance their understanding of how and to what extent differences manifest itself in the daily performance. (2) The students enhance their ability to identify the variety of potentials the individual possesses and how to use these specific potentials. (3) The students gain an insight in what influence the diversity management has on the operational efficiency. (4) The students enhance their ability to handle the disagreements and conflicts that arise as a consequence of differences. (5) The students gain experience in how to encourage and support differences and the development of personal competences by the use of coaching and feedback.	Officers and NCOs
2	Cultural awareness	The training is carried out in preparation of a deployment. Among other things the participants are briefed on the gender aspects within the certain culture of their deployment area.	All personnel that will be deployed. Personnel engaged in CIMIC and PSYOPS make special target groups and they get extended training in this subject.
3	Human Rights and Law of armed conflicts	Training in the fundamental principles of human rights and Law of armed conflicts and how these principles are realized in the operational performance.	Officers → Training at an academic level. All personnel that will be deployed → Training at a more practical level.
4	Code of conduct and contact skills	The training is carried out in preparation of a deployment. Among other things the participants are briefed on the gender aspects.	All personnel that will be deployed.

## ITALY

1	International humanitarian law	elements of International humanitarian law	all military personnel
2	Cultural awareness	this education prepares all the personnel that has to be deployed. And in particular personnel is taught also about gender aspects within a certain culture	all military personnel
3	International humanitarian law and law of the armed conflicts	elements of the main aspects of the matters	Troops volunteers

4	International humanitarian law and law of the armed conflicts	the principal aspects such as protection of civilians, responsibilities, war crimes, etc.	Sargeants
5	International humanitarian law and law of the armed conflicts	the principal aspects such as protection of civilians, responsibilities, war crimes, etc. The Geneva's Conventions and the additional Protocol. The Hague Convention.	Warrant Officers
6	International law, International humanitarian law and law of the armed conflicts	every officer during his basic formation can attend lessons on this matters aimed to give to the students an adequate knowledge of the main aspects of the International Humanitarian Law and Law of Armed conflicts	Officers
7	Law of the armed conflicts in Military operations	the principal aspects such as protection of civilians, responsibilities, war crimes. The Geneva's conventions and the additional Protocol, the Hague Convention. Treat of military captives, wounded, protected targets etc..	Captains and/or Majors
8	International and Organization Law	officers receive course on national and international law	Captains and/or Majors
9	International humanitarian law and law of the armed conflicts	deepen the studies done during the basic educational period	Lt. Col. and Majors
10	International humanitarian law and law of the armed conflicts	Train Armed Forces legal advisors about International Humanitarian Law and Military Operations Law	Officers
11	Interpersonal relationships in the military, mobbing and sexual harassment	information about the principal problems in military life or deviant behaviours	all personnel
13	Lectures/seminars on UNSCR 1325, 1820, 1888 and 1889	knowledge about the contents of the most important UNSCRs on these matters	all personnel
14	Specialization course on gender perspectives	knowledge about gender studies. Implementation of a gender perspective in the human resource management. Focus on gender mainstreaming	future military trainers on gender perspectives
15	awareness about UNSCR 1325 and UNSCR 1820	discussion about UNSCR 1325 and 1820 and the implementation of a gender perspective in military operations	future battalion commanders

## LUXEMBOURG

1	Gender equality	Seminars about gender equality are offered for all state employee	Officers, NCOs and civilians
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2	Mobbing awareness	To discern the emergence of mobbing and negative consequences and impacts	Officers, NCOs and civilians dealing with human resources
3	Courses on Law in armed conflicts		Soldiers
4	Courses on Law in armed conflicts		All ranks

## NORWAY

1	International military law - basic level	ADL course: The course is a basic level course within international military law. The following topics are covered: Basic principles, protection of personnel, protection of object, methods and means of war, legal foundation.	All personnel in the Norwegian Armed Forces
2	International military law - advanced level	ADL course: The course gives a deeper understanding of international military law. Topics that are covered are: Leader responsibilities, the complexity of conflicts, POWs, humanitarian organizations and breaches of international military law.	Officers
3	Cultural awareness	This education is given in preparation of a deployment to all the participants. During this course the personnel is instructed on gender aspects within a certain culture.	All personnel to be deployed
4	Knowledge of UNSCR 1325 and the gender perspective	Lecture about the background of UNSCR 1325 and how the gender perspective may be integrated in military operations.	All personnel to be deployed and personnel at Basic Officer Training
5	Code of Conduct	Norway's expectations on proper behavior within the Armed Forces. Also covers topics as prostitution and trafficking.	All personnel to be deployed and personnel at Basic Officer Training
6	Prevention of sexual harassment	A DVD called Sexual harassment and assault has been produced and is widely used as a basis for education and discussion in our Basic Officer Training as well as our training of enlisted soldiers.	Enlisted personnel and officers
7	Military ethics	Education on basic values in the Armed Forces, moral and ethics in a military context.	Conscripts/enlisted soldiers
8	Gender training in the annual exercise at the Joint Command and Staff College	The exercise focuses on planning and conducting military operations at the operational level. In the head quarters played during this exercise, a gender advisor is played by the students. Also, specific incident and injects are played during the exercise.	Middle and senior ranked officers

9	There are plans within the Nordic cooperation framework, NORDEFECO, to establish a joint competence environment for courses on gender/1325/1820	If the competence centre is established, the first courses are expected to be ready by the end of 2011.	All personnel
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## SLOVENIA

1	Statement on zero tolerance on workplace mobbing and ill-treatment	Standard operation procedure defining procedures and measures of protection of dignity in the Slovenian Armed Forces.	All SAF members
2	Training in workplace mobbing and ill-treatment		SAF members responsible for integral care for members of the SAF
3	Adoption of the Military Code of Ethics of the Slovenian Armed Forces	When performing military service, SAF members act in line with ethical principles. The Military Code of Ethics states that SAF members should respect and trust their superior and subordinate staff, and respect rights and obligations of other military and civilian personnel. They must also respect the equality of SAF members, regardless of their sex, religion or political conviction. They should also respect dignity of other SAF members and prevent or act against interference with dignity of SAF members.	
4	Training in equal opportunities for men and women	The training focused on the following areas: prejudices, stereotypes, general explanation of basic discrimination terms, demonstration of statistics data on differences between men and women in the area of labor market and employment, explanation of basic gender equality terms, UN and equal opportunities for men and women. EU and equal opportunities for men and women, the legislation of the Republic of Slovenia in the area of equal opportunities for men and women and activities of RS in this area, the role of integral care personnel in the implementation of the principle of gender equality in SAF units.	

5	Directive on the Implementation of UN Security Council Resolution 1325 and 1820 on Women, Peace and Security adopted in December 2009	The directive states tasks and measures to ensure a more important role of female SAF members	Training for members of SAF contingents. These topics should be included in all educational programmes of the SAF
6	Training for advisors on protection of human dignity	Awareness and informing are the best methods to prevent workplace ill-treatment	Help and information advisers

## TURKEY

1	Conferences	Conferences and information briefings on <ul style="list-style-type: none"> <li>women's role in social, political and economic life</li> <li>historical background and improvement of women's rights on the world and Turkey</li> </ul>	All personnel and their family
2	Human Rights	<ul style="list-style-type: none"> <li>Personnel, political, social and economic rights</li> <li>international organizations and international law on human rights</li> </ul>	Officers and NCOs
3	Peace Support Operation (PSO) Preparation Course	<ul style="list-style-type: none"> <li>international law of armed conflict</li> <li>human rights</li> <li>social, cultural and regional awareness</li> </ul>	Personnel assigned to PSO posts
4	Law on armed conflict	<ul style="list-style-type: none"> <li>war crimes</li> <li>protection of civilians in wartime</li> <li>Status/rights of POWs</li> </ul>	
5	Pre-Sea duties Orientation training	Information briefing on <ul style="list-style-type: none"> <li>Behavior in work environment</li> <li>Facilities for female officers/NCOs</li> <li>Sexual harassment issues</li> </ul>	

## UNITED STATES OF AMERICA

1	Defense Equal Opportunity Management Institute (DEOMI)	Provides education and training programs in human relations and equal opportunity to address an array of issues, to include sexual harassment, sexism, extremism, religious accommodations and race and ethnic studies. DEOMI offers a total of thirteen (13) different core education/training courses. Many courses are offered as both resident and non-resident.	All personnel (regardless of their rank) serving as advisors to Commanders and agency heads on equal opportunity and diversity management matters
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2	DEOMI - Equal Opportunity Advisor Program (EOAP)	A 10-week training course to develop a base of knowledge and skills that allows graduates to assess human relations climates in their organizations and to provide advice and assistance to commanders to prevent, reduce, or eliminate discriminatory practices. Studies progress from communications to individual and group behavior through studies of major ethnic groups, aspects of power and discrimination.	All personnel (regardless of their rank) serving as advisors to Commanders and agency heads on equal opportunity and diversity management matters
3	DEOMI - Equal Opportunity Advisor Program (EOAP) Cultural Competencies (1) Awareness of one's own culture; (2) Attitude towards cultural differences (3) Knowledge of different cultural practices and (4) Cross-cultural skills  DEOMI Equal Employment Opportunity Counselor Program (EEOCP)	Four competencies in current and proposed DEOMI curriculum to facilitate EOA's ability to quickly and accurately comprehend, then appropriately and effectively interact within a culturally complex environment in order to achieve the desired effect, without necessarily having prior exposure to a particular group, region or language  Develops a base of knowledge and skills that allows graduates to serve as effective EEO practitioners. Training progresses through understanding the causes and effects of discrimination, WWO programs for US Federal employees/applicants for employment, the roles and responsibilities of EEO Counselors	
4	Sexual Harassment Prevention	Train-the-trainer on diversity enables those who attended the course to teach and train the personnel in their unit and to advise the command on diversity matters. Gender is one aspect of diversity. Training personnel on diversity matters, helps to create a climate where differences are respected, including differences in gender.	Trainers

5	Equal Opportunity and Sexual Harassment Prevention Training	Mandatory education and training in equal opportunity and human relations at installations and fleet unit commands. Training shall include comprehensive material on leadership roles and responsibilities for EO/SH programs, complaints processing, legal implications, reprisal prevention and detection, climate assessment methodologies and managing civilian equal employment opportunity (EEO) systems.	All Service members, enlisted and officer, including flag and general officers
6	Cultural awareness	Cultural awareness/familiarization training for the countries to which member will be deployed	All deploying personnel
7	Senior Executive Equal Opportunity Seminars (SEEOS)	DoD Senior Executive Equal Opportunity Seminar (SEEOS) prescribed by DoD Directive 1350.2 is a collaboration between senior leaders and DEOMI to enhance the capability of senior leaders to successfully use EO/EEO programs to lead a diverse force capable of maintaining national security. Information and scenario presentations will be presented to facilitate strategic discussion of service wide implications. The two-day seminar is divided into three phases, Awareness, Understanding and Action	All newly selected O7 general/flag officers (active, Guard, and Reserve) and Senior Executive Service (SES) personnel.
8	Leadership Team Awareness Seminar	Provides senior leaders an opportunity to explore evolving human relations and equal opportunity/equal employment opportunity issues in order to gain an understanding of their impacts on unit cohesion and mission effectiveness.	Senior officers (commanders and key staff/department heads O-3-O6) and senior enlisted unit level; personnel; legal officers; chaplains and inspector general
9	Combating Trafficking in Persons (CTIP)	CTIP awareness training provide information on the worldwide problem posing a transnational threat involving violations of basic human rights. TIP is a leading source of profits for organized crime, together with drugs and weapons, generating billions of dollars. The Department of Defense has a zero tolerance policy for TIP.	Mandatory for all DoD military members and civilian employees

10	Sexual Assault Prevention and Response Awareness Training	Annual training focuses on the ability of every Service member to prevent sexual assault by taking an active role in looking out for the welfare of friends and co-workers. As leaders in the field, Sexual Assault Response Coordinators (SARCs) Victim Advocates (VAs) and commanders have the ability to educate and to encourage our Service members to be ready and act in situations where people may be in jeopardy.	All military members, civilians
11	Core Warrior Values Training	Legal, moral and ethical standards on the battlefield	Deploying personnel

**ational level**

<b>Phase</b>
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On demand Not compulsory
Basic military training
Pre-deployment
Basic military training
Leadership training

Pre-deployment
Pre-deployment
Leadership training
On demand Not compulsory
On demand Not compulsory
Academic education
Academic education

Additional training
on demand


in practice  
Each  
course  
takes  
several  
lessons

in practice Each course takes several lessons
in practice
Since 2002, based on the Directives on MoD

Periodically based on the "Annual Program"

Periodical based on the "Annual Program"

Course prior the deployment

Course prior the deployment

Pre-deployment training

The training is carried out in all basic and advanced NCO and officers education as an integrated part of the leadership training

Pre-deployment

Basic and advanced officers training and pre-deployment.

Pre-deployment

pre deployment

pre deployment

basic training

basic training
basic educational period
basic educational period
Armed Force's staff course
Staff Course
Joint staff course
legal adviser course
Periodic meetings
Periodic meetings
definition of a standard gender training
pre - duty training

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Basic training
Pre-deployment training

At the start of employment/service
At the start of employment/service
Pre-deployment
Pre-deployment and basic training level
Pre-deployment and basic training level
Continuous lectures during time of service
Continuous lectures during time of service
Middle/senior Officer Training

Basic training level and  
"train the trainers"  
courses.

Signed in 2006, revised in  
2009.

Implemented in March  
2009

Members of SAF contingents should start with the training immediately. These topics should be included in educational programmes starting with a new generation of candidates in 2010.

Started in 2009

Planned yearly

Military Academies and NCO Schools

Routinely planned for every rotation tour

Branch schools

Planned before sea duties

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Pre-deployment or as determined by Military department (at least annually)
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Throughout military career: pre-commissioning programs and initial entry training, and throughout professional military education (PME) systems

Pre-deployment and while deployed

Initial appointment as a flag/general officer/SES

Pre-deployment; general awareness and leadership training

Annually, different points in career (accession to professional military education courses and predeployment

Pre-deployment and as determined by commander