



The Geneva Centre for the Democratic Control of Armed Forces

Effective Gender Training for Armed Forces Personnel

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Outline

- Historical background
- Gender and SSR Training Resource Package
- Using the training package
- Best practices on gender training
- Integrating gender into training for security sector personnel



Genesis of the Gender and SSR Training Package





The Gender and SSR Toolkit

1. Introduction to SSR and Gender
2. Police Reform and Gender
3. Defence Reform and Gender
4. Justice Reform and Gender
5. Penal Reform and Gender
6. Border Management and Gender
7. Parliamentary Oversight of the Security Sector and Gender
8. National Security Policy and Gender
9. Civil Society Oversight of the Security Sector and Gender
10. Privatisation of Security and Gender
11. Integrating Gender into SSR Assessments, Monitoring and Evaluation
12. Gender Training for Security Sector Personnel: lessons learned and good practices





Gender and SSR Training Resource Package (TRP)

Each TRP module includes:

- A guide to integrating gender in SSR training
- Key training messages
- Training exercises
- Examples from the ground
- Topics for discussion
- Additional resources

Available at: www.dcaf.ch/gssrtraining



Using the TRP

Policy level

- Codes of conduct
- Sexual harassment policies
- Reforming existing protocols.

Structural level

- Gender advisors
- Gender focal points
- Gender-based violence unit

Programmatic level

- Community policing
- Internal hotline for sexual harassment
- Providing trafficking victims with referrals

Personnel level

- Recruitment, retention and advancement



Good training principles





Why integrate gender into regular training?

- Gender issues as an integral duty of security sector personnel
- Gender issues integrated into work
- Regular trainers may increase receptiveness
- No need for separate training time



The training cycle





Planning and preparation

- Obtain senior management support for gender training
 - Ensure that senior managers also receive gender training
- Conduct pre-training gender assessment (awareness and capacity gaps)
- Adapt training to the specific context and participants based on the results of the pre-training gender assessment
- Engage men and women as gender trainers
- Provide staff with training-of-trainers on gender to create a pool of trainers



Training needs assessment

Questions to ask include:

- What is the current level of gender awareness and capacity?
- Have participants undergone previous gender training?
- What institutional gender policies exist, and are participants familiar with them?
- Which specific gender-related skills have the participants identified that they would like further training on?
- What are the specific cultural contexts of participants that might affect their responses to gender training?



Implementation

- Mainstream + specific training
- Adapt curriculum and pedagogy
 - Seniority level
 - Type of training:
 - Induction
 - Reassignment
 - Pre-deployment
- Be flexible



Evaluation

- Why is evaluation necessary?
- Specific and regular evaluations
- How to evaluate?
 - Team assessments
 - Self-assessment forms
 - Classical exams
 - Evidence of compliance with gender SOPs, codes, etc.



Following-up

- Evaluation → improvement of future training and design follow-up activities.
- Provide further capacity building on gender issues
 - Refresher session
 - Technical course on a specific gender aspect
- Establish gender focal points to follow up gender training
- Give participants the possibility to keep in contact with the gender trainer



Questions?

Thank you!