

Gender Perspectives in ETEE and PME

Education, Training, Exercises and Evaluation (ETEE) & Professional Military Education (PME)

ETEE and PME are essential parts of force development and ensuring that personnel are equipped to meet the full range of security tasks. Mainstreaming gender perspectives within ETEE and PME can help promote recruitment and retention, improve interoperability, and enhance operational effectiveness.

NATO Training Requirements

NATO's 2024 Women, Peace and Security (WPS) Policy mandates that all staff across all levels are educated on gender perspectives and WPS. However, Nations understand and deliver training on gender perspectives differently. NATO training therefore aims to deliver a common level of training. As the Requirement Authority (RA), SHAPE GENAD Office collects, defines and prioritises Education and Training Requirements, reviewing this annually. They also deconflict with other disciplines' RAs to avoid the duplication of efforts and support the Department Head.

NATO Department Head

The Nordic Centre for Gender in Military Operations (NCGM) is the NATO designated Department Head for Gender Perspectives in Military Operations. In this capacity, NCGM translate NATO training requirements, identified by the RA, into training solutions. In order to support engagement with the WPS agenda, it is important that gender perspectives are not a stand-alone topic but are mainstreamed into all ETEE and PME programmes. NCGM works with NATO-certified Centers of Excellence to integrate gender perspectives into existing training programmes, as well as delivering specialised GENAD, GFP and senior leadership training.

Professional Military Education

Mainstreaming gender in PME involves ensuring that educational institutions create the environment for learning for all students. This may mean adapting buildings to have enough bathroom facilities for both men and women, creating safe learning environments, and ensuring men and women are represented in the curriculum. Regional cooperation is also important in ETEE and PME, promoting interoperability and exchanging experience, information and best practices.

Gender and human security asynchronous online courses through Joint Advanced Distributed Learning (JADL):

- Gender Perspectives in Military Operations
- Gender Focal Point
- Women, Peace & Security
- Identifying, Preventing and Responding to Sexual Exploitation & Abuse
- Gender Mainstreaming in Small Arms & Light Weapons Projects
- Children and Armed Conflict
- Combatting Trafficking in Human Beings

NATO Exercises

Integrating gender perspectives into military exercises is an important means of strengthening all functional areas across every level and stage. For instance, Exercise LOYAL LEDA 2026 incorporated a realistic civilian environment, with NCGM providing subject-matter expertise on gender perspectives integration. This approach challenged commanders' decision-making processes and contributed to more inclusive, gender-responsive leadership.

To support such efforts, NCGM has developed a dedicated [Guide on Implementing Gender Perspectives in Military Exercises](#). The guide outlines how commanders, exercise planners, trainers, evaluators and subject-matter experts within the Gender Advisory, Support and Analysis Function can effectively integrate gender perspectives. It offers a practical, step-by-step toolkit covering each phase of the exercise process.

Other educational resources

[DCAF and PfPC: Teaching Gender in the Military - A Handbook](#)

If gender perspectives are not trained and assessed, then they will not show up in operations. Gender perspectives should be mainstreamed across NATO training courses, rather than representing a standalone topic. Nations should ensure that women and men are represented in the curriculum, and that educational facilities create a safe and positive learning environment for all.