



CENTRE FOR SECURITY COOPERATION

Security Sector Reform Pillar

“Gender Training of the Trainers Course”

9-20 September 2019

Rakitje, Croatia

Co-organized with the Nordic Centre for Gender in Military Operations (NCGM) and the Personnel Department of the General Staff of the Armed Forces of the Republic of Croatia

Introduction

In the period from 9th to 20th September 2019 RACVIAC - Centre for Security Cooperation together with the Nordic Centre for Gender in Military Operations (NCGM) and the Personnel Department of the General Staff of the Armed Forces of the Republic of Croatia co-organized the “*Gender Training of the Trainers Course (GToT)*”.

The importance of the gender aspect in military operations had prompted NATO, as well as other national and multinational defence organisations to address, regulate and implement the integration of the gender perspective, both on the duty level and on the level of participation in Peace Support Operations (PSO). According to the Review of the Practical Implications of UNSCR 1325 for the Conduct of NATO-led Operations and Missions (2013) a very important recommendation to NATO and all current and future operational partner nations is to “train trainers on UNSCR 1325 and gender mainstreaming, with the objective of supporting on-the-job training”.

This two-week Course prepares instructors and trainers to successfully plan, conduct and evaluate education,

training and exercises on how to integrate the gender perspective within their own respective functional area.

Additionally, the Course provides participants with the knowledge of frameworks and guidelines in regulating gender in military operations as well as skills and competencies required to effectively plan, conduct and evaluate the training of security sector personnel in both the national and international context.

The GToT curriculum was built based on the NCGM template certified by NATO with some improvements and adjustments made in accordance with the lessons learned from previous similar training events held from 2014 onwards.



Course Group Photo, GToT 2019

This year the Course continued to grow in terms of the regionally-owned aspect: the Course Director was LTC Sandra Jonjić, Croatian Navy, and most of the syndicate leaders and instructors came from the SEE region, while only one syndicate leader was a representative of the Swedish Armed Forces.



Course Opening, from left to right: MG (ret.) Jeronim Bazo, LTC Sandra Jonjić and LCDR Elena Ojala

Provisions of corresponding expertise and overall organization were respectfully divided between RACVIAC, the Personnel Department of the General Staff of the Armed Forces of the Republic of Croatia, with NCGM's support that was the main Course facilitator. All parties were at a certain point included in the Course preparation and organization, as well as the development of the Course Agenda and experts' engagement.

The Course directing staff and instructors' preparations were made prior to the beginning of the Course: the first preparatory event was held on 11th-13th June 2019 and the second event on 6th-8th September 2019. Thus, all partner organizations were constantly engaged in the preparations of the event in line with the previously agreed and established main objectives.

In total 39 participants, military officers and NCOs as well as civilian equivalents from Albania, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Georgia,

North Macedonia, Montenegro, Moldova, Montenegro, Serbia, and Ukraine including Subject Matter Experts and instructors from Bosnia and Herzegovina, Croatia, North Macedonia, Slovenia, Sweden, and RACVIAC staff, took part in the Course.

Out of this number 29 were Course students while the rest were involved in the Course execution as academic, administrative or support personnel.

Execution

The GTotT Course was a 10-day training event designed as a combination of lectures, corresponding individual and syndicate work, followed by a practical exercise and the final exam. Prior to their arrival the students were obliged to complete the NATO "ADL 169" online Course, "Improving Operational Effectiveness by Integrating the Gender Perspective". Hence they arrived with a common level of knowledge about the subject matter.



Classroom Session

A specific approach included the students' feedbacks on specific topics which were introduced regarding the quality achieved and adequacy of the content.

Based on that each day started with short common reflections targeted to point out the accomplishments of the previous day and what lies ahead.

The goal of this approach was to reach the highest possible level of interaction with the students and to implement an individual approach during the training itself.

From the very beginning the students were encouraged to be open and actively contribute to joint work primarily as members of a designated group - a syndicate.

The joint work started on 9th September with the Course Opening ceremony during which Welcome address was given by RACVIAC Director, MG (ret.) Jeronim Bazo.



*Welcome Address by RACVIAC Director
MG (ret.) Jeronim Bazo*

Opening the Course RACVIAC Director, MG (ret.) Jeronim Bazo, said: "This is already the sixth Course in a row organised by RACVIAC which shows the relevance of the Centre as a regional hub for gender mainstreaming in South East Europe." Referring to the United Nations Security Council Resolution on Women, Peace and Security and related Resolutions, MG (ret.) Bazo pointed out: "the Resolutions are also calling for women's meaningful participation in peace processes beyond mere representation and quotas. Meaningful

participation means that women are at the table when peace negotiations are taking place, that women's interests and needs are fully reflected in peace processes, and that women are equally considered in the aftermath of conflict." In terms of planning and conducting a military operation it is important to recognize that by addressing and recognising the whole population we are increasing the operational effectiveness", concluded MG (ret.) Bazo.

After a brief Official opening of the Course the work continued with participants' introductions and a presentation of the general academic and administrative information which primarily included the learning outcomes and objectives of the Course, the Course schedule, and the individual responsibilities including a final exam. Furthermore, the syndicate system of work was presented and the four syndicates themselves were established (a syndicate set-up).

During the academic part the students were introduced to the gender-related terms and definitions and the basics of training assessment tools, instructional strategies and techniques.

The first Course day ended with the Team building event which was designed to support the Course objectives and had the primary purpose of facilitating the students' informal introduction, initial syndicate bonding and creation of the positive competitive spirit among the syndicates.

The second day of the Course was dedicated to the familiarization with the main provisions of the NATO Bi-SC Directive 40-1(2017) and how to identify the gender perspective as a tool in the Commander's operational tool kit. Additionally, students learned how to apply the gender perspective at the strategic, operational and tactical level in military tasks.



Syndicate work

Day three of the Course was dedicated to international humanitarian law and human rights, framework and United Nations Security Council Resolution on Women, Peace and Security and related Resolutions. The day concluded with a conflict-related sexual and gender-based violence topic and as a part of this topic a movie, “*Greatest Silence*”, was presented to the students, followed by a discussion.

The fourth day started with syndicate work on extraction and discussion about UNSCR 1325 and related Resolutions. Additionally, the students were familiarized with the students’ final assessment in the form of an exam which included writing or updating a lesson plan and delivering a short demonstration of the lecture or a brief, in order to demonstrate how to teach with an integrated gender perspective.

This year on the final day of week one of the Course a new teaching method was introduced, “Project Work Day”. The aim of “Project Work Day” is to plan education, training or an exercise that integrates a gender perspective. Instead of having lectures students were working on project-planning education, training or exercises for different training audiences at different levels from the tactical to the operational and strategic level.

The second week of the Course was dedicated to essential required teaching skills like conducting the learning assessment, making a good presentation, integrating gender into already existing education and training and handling resistance in training situations. Additionally, students worked in syndicates on extraction of the main provisions of national Action plans or MoD-related policy regarding UNSC Resolution on Women, Peace and Security.

The key event was the practical outdoor exercise on how to use role playing in gender integrated training, which was held during day six. This type of exercise facilitates an active understanding of the information and gives participants the opportunity to apply new skills and abilities. The simulation serves as a rehearsal on how to conduct future activities.



Practical Outdoor Exercise - Role Playing Training

On day eight the schedule included the time dedicated for the final exam preparations that were supported by the syndicate leaders and instructors. This was the pinnacle of the Course efforts from the students’ side after which the graduation day came.

The day after was the graduation day. Beside RACVIAC Director, MG (ret.) Jeronim Bazo, the ceremony was attended by RACVIAC Deputy Director BG Gordana Garašić and COL Georgii Falko, the Ukraine Defence Attaché.

All students succeeded in their final exam thus confirming their qualities as instructors and professionalism.

During the last day of the Course a final assessment took place and involved all Course actors.

Conclusions

As a result of last year's recommendations and lessons learned this year the Course was conducted as a 10-day event, lasting from 8 a.m. till 4 p.m., which proved to be very efficient, giving the students and instructors enough time for Course programme elaboration and self-study. The instructors' final preparations were carried out prior to the start of the Course as an advanced two-day preparation

session, separated from the Course schedule.

The engagement of an instructor/mentor from NCGM and Swedish Armed Forces gave a new dimension to the whole event thus additionally expanding the Course's reach beyond SEE.

This event is also specific in terms of evaluation which is done in real time and on a daily basis for the Course academic purposes and using modern IT solutions (Survey Monkey - online questionnaire and survey).

It is the longest and also the most demanding RACVIAC activity in terms of the instructing staff involved and the level of applied IT support.

This particular RACVIAC training activity is an excellent example of the level of cooperation and synergy achieved among the three main organizational partners in utilizing mutual resources and support. RACVIAC will continue to maintain an international environment and involvement of the key partner organizations (NCGM, CAF GS) in the future as well.



Group Photo - Field Trip to National Park "Plitvice Lakes"

Compiled by SSR Pillar, RACVIAC