



CENTRE FOR SECURITY COOPERATION

Security Sector Reform Pillar

**“Gender Training of the Trainers Course”**

**15<sup>th</sup> – 26<sup>th</sup> May 2017**

**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, with UNDP-SEESAC’s support

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**Introduction**

In the period from 15<sup>th</sup> to 26<sup>th</sup> May 2017 RACVIAC - Centre for Security Cooperation together with the Personnel Department of the General Staff of the Armed Forces of the Republic of Croatia, and the Nordic Centre for Gender in Military Operations (NCGM), with UNDP-SEESAC’s support co-organized the "Gender Training of the Trainers" Course (GTotT). The importance of integrating the gender perspective in military operations in order to increase operational effectiveness had prompted NATO, as well as other national and multinational defence organisations to address, regulate and implement this subject, both on the duty level and on the level of participation in Peace Support Operations (PSO).

This two-week Course prepares instructors and trainers to plan and conduct pre-deployment training and education for troops, units and individuals on gender perspectives in military operations. Its content is applicable in both national and international training and education for armed forces and defence organizations and provides the participants with knowledge on how to integrate the gender perspective in mission specific training as well as national basic training.

The subject Course was a direct result of four years of successful cooperation between the

Nordic Centre for Gender in Military Operations, the Armed Forces of the Republic of Croatia, and RACVIAC - Centre for Security Cooperation.



*Course Group Photo*

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

This year the Course continued to grow in terms of the regionally-owned aspect: the Course Director, Deputy Course Director 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. NCGM was represented with one observer who provided mentorship.

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, and UNDP SEESAC, 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 first preparatory event for the Course was conducted two months prior to the beginning of the Course on 13<sup>th</sup> March 2017 and primarily included responsible representatives of RACVIAC, UNDP SEESAC, and the Croatian Armed Forces General Staff Personnel Division.

The Course Directing staff and instructors' preparations were done during the course of two additional meetings on 07<sup>th</sup> April and 12<sup>th</sup>-13<sup>th</sup> May 2017.

In total 34 participants from the SEE countries, including subject matter experts, members of the Armed Forces of the Republic of Croatia, Kingdom of Sweden, NCGM and RACVIAC staff, took part in the Course. Out of this number 14 were Course students while the rest were involved in the Course execution as academic, administrative or support personnel.

### Execution

The GToT 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 on "Improving Operational Effectiveness by Integrating the Gender Perspective". In this way they arrived with a common level of knowledge on the subject matter topics.

A specific approach included students' feedbacks on specific topics that 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 accomplishments of the previous day and what lies ahead. From the very beginning of the Course the students were encouraged to be candid and actively contribute to joint work primarily as members of a designated group - a syndicate.

The joint work started on 15<sup>th</sup> May with the Course Opening ceremony during which Welcome addresses were given by:

- Ambassador Haydar Berk, RACVIAC Director;
- Col Davor KIRALJ, Head of the Sector for Development and Management of Human Potentials, Ministry of Defence of the Republic of Croatia;
- Col Boženko Đevoić, Head of Education Cell, the Personnel Department of the General Staff of the Armed Forces of the Republic of Croatia;
- Lt Anu Käär, Course Mentor, NCGM.



*Course Opening, from left to right: Col Davor Kiralj, Ambassador Haydar Berk, BrigGen Gordana Garašić, Col Boženko Đevoić, Lt Anu Käär*

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 three syndicates themselves were established (a syndicate set-up).

In the academic part the students were initially introduced to some of the basic training assessment tools, instructional strategies and techniques.

The first Course day was concluded with the Ice-breaker which was designed to support the Course objectives and had the primary purpose of students' informal introduction, initial syndicate bonding (team-building), and creation of the positive competitive spirit among the syndicates.



*Classroom session*

During the second day the students were introduced to the gender terms and definitions, the interlink between culture, religion and gender, the requirements, the learning objective and target audience analysis, international humanitarian law and human rights, framework and United Nations Security Council Resolutions on Women, Peace and Security. The day concluded with the individual task of reading UNSCR 1325 and Related Resolutions.

Day three of the Course was dedicated to the familiarization with the United Nations Security Council Resolutions on Women, Peace and Security. Additionally, students learned how to apply the Gender perspective in Security Sector Reform and Military Operations. The main provisions of Bi-SC Directive 40-1 (Rev 1) were also introduced. Day four was dedicated to instructional strategies and methods, how to prepare the lesson plan/training module, how to plan gender training at different levels, and how to identify the training requirements and learning objectives for different target audiences. Part of this was the related syndicate task.

The final day of week one of the Course started with a movie related to conflict-related sexual violence, followed by a discussion. Later on a panel demonstration on how to have a dialogue on different tactics and techniques and share experiences on how to

successfully integrate the gender perspective into military operations took place.

The second week of the Course was dedicated to essential required teaching skills like conducting the learning assessment, making a good presentation, 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 resolutions 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 and was an opportunity for the students to apply the knowledge gained in combination with their own professional experiences.



*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.

The following day was the graduation day. Beside the RACVIAC Director and Deputy Director the ceremony was attended by Mr. Zoran Piličić, Assistant Minister for Human Potentials, Croatian Ministry of Defence and LtCol Birgith Andreassen, OIC Gender in Military Operation Department, NCGM.

All students succeeded in their final exam thus confirming their own instructional qualities 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 for the first time 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. In this way, the instructors' final preparations were done prior to the start of the Course, as an advanced two-day preparation session, separated from the Course schedule.

Engagement of an instructor from Swedish Armed Forces gave a new dimension to the whole event thus additionally expanding the Course's reach beyond the 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 the modern IT solutions (Survey Monkey - online questionnaire and survey).

This Course 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 highest possible level of cooperation and synergy achieved among the four main organizational partners in utilizing mutual resources and support.

RACVIAC, in cooperation with its partners will continue to organize this Course for participants from the region and further, if needed.

***RACVIAC – Centre  
for Security***