



CENTER FOR CIVIL-MILITARY RELATIONS

Naval Postgraduate School
1635 Cunningham Road (Bldg. 259)
Monterey, CA 93943-5011

T +1.831.656.3171
F +1.831.656.3351
ccmrinfo@nps.edu
www.ccmr.org

Women's Integration In The Armed Forces (MASL # P309465)

The Center for Civil-Military Relations (CCMR) Expanded International Military Education and Training (EIMET) approved seminar titled "Women's Integration in the Armed Forces" is conducted by a Mobile Education Team (MET). It aims to assist countries all over the world to develop and implement gender policies, in particular policies aimed at improving or enhancing the representation of and the prospects for women in the military—including women in defense, women in uniform, women in combat. The seminar will provide theoretical background on gender equality in general, as well as practical, strategic, and political insights into women's integration and equality in the armed forces, in particular. Relevant related topics include family, health, education and training, and the legal framework. Examples, lessons learned, and best practices of and for women integration in the armed forces from various developed and developing democracies will also be provided.

Many countries where the Center for Civil-Military Relations delivers programs face difficult challenges in their path toward the democratization of civil-military relations (i.e. developing security forces (military, police, intelligence) that are both under democratic civilian control and effective in fighting the current security threats). Of these challenges, developing and implementing gender policies, in particular with regard to women's integration in the armed forces, remain problematic. In some countries, for example, women are disinclined to join the armed forces, despite existing policies that allow and encourage them to join the military. In others, real gender equality in the armed forces remains unaccepted in society or is not taken up by the government. This 3- to 4-day seminar will assist countries cope with these challenges effectively.

Course Objectives:

1. Provide participants with an understanding of the main challenges and prospects for success associated with the democratization of civil-military relations;
2. Provide participants with a generic understanding of the challenges and opportunities for success (in terms of both democratic civilian control and military effectiveness) associated with the employment of women in the armed forces;
3. Familiarize participants with best practices of women integration and utilization in the military, undertaken by developed and developing democracies around the world;
4. Assist participants in developing an action plan for integrating and using women in the armed forces in their own countries.

Participants: The seminar is designed for international military officers in the ranks of lieutenant to general, civilians from the defense and security sector, as well as civil and private sector representatives (from the academia, political parties, and non-governmental organizations) dealing with the gender and security issues.

Translation: The course is taught in English. Where necessary, the course is delivered with simultaneous interpretation into the local language.

Cost: Prior to the MET, CCMR will prepare a budget of all costs to be incurred over the course of the program. OSCs will be asked to provide estimates of costs that they will incur in-country to host a program for inclusion in the total budget. Costs incurred by CCMR include transportation, faculty and staff salaries, and lodging and per diem for MET team members. In-country costs that will be included in the MET include translation and reproduction of course materials, site rental (including daily lunches), and interpreters' salaries. While costs vary widely depending on air fares, number of faculty, and other factors, a MET budget will normally total between USD 35,000 and 45,000. Should a pre-course survey be determined necessary to coordinate with embassy and host nation representatives, it costs normally total between USD 8,000 and 15,000 and can be programmed under MASL P309073. Regional versions of the course could be programmed under MASL P273001.