



## WOMEN'S INTEGRATION INTO THE ARMED FORCES

**RESIDENT: N/A**  
**MOBILE: P309465**

**ELIGIBLE FUNDING: IMET, FMF/FMS**  
**CERTIFICATION: PME**

This course is designed to assist partner nations develop policies to recruit and employ women in their national armed forces. The goal is not to promote gender equality—although this (as well as increased economic opportunity) is an important secondary effect. Rather, the emphasis is on the contributions that women can make to armed forces successfully completing missions, and enhanced operational effectiveness.

### OBJECTIVES

At the end of the course, participants will be able to:

- ◆ Identify general challenges and opportunities for successfully integrating women into national armed forces
- ◆ Utilize best practices undertaken by developed and developing democracies and United Nations Peacekeeping Operations (UN PKO)
- ◆ Examine practical approaches to recruit, employ and retain women in the military
- ◆ Develop an action plan for integrating and employing women in the armed forces in their own countries
- ◆ Develop professional networks to address shared security interests

### TOPICS

The course provides examples, lessons learned, and best practices to integrate women into the armed forces. It utilizes expert presentations, facilitated discussions and small group exercises to provide participants with a comprehensive perspective on how to enhance operational effectiveness by using the skills and expertise of all members of society.

Sample topics include:

- ◆ Benefits of including women in the armed forces
- ◆ Challenges of including women in the armed forces
- ◆ Recruitment, employment and retention of women in the armed forces
- ◆ Threat assessment
- ◆ Roles and missions of the security forces and government institutions
- ◆ Developing an action plan to integrate women into the armed forces

### 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 society and private sector representatives (from academia, political parties, the media, non-governmental organizations, etc.) dealing with gender and security issues.



## FACULTY

ISG employs a diverse faculty with strong professional, academic, military, and government backgrounds. This faculty core is augmented by other government experts (both civilian and military) and subject matter experts (SMEs) drawn from universities, think tanks, international organizations, and industry.

## ENROLLMENT

Courses are conducted for partner countries as part of the United States government's security assistance and security cooperation efforts. As such, participation in ISG courses is managed through the security cooperation office of the US Embassies in partner countries. Interested, non-US persons should contact the international cooperation section of their own government or the relevant US Embassy for selection processes and enrollment. ISG reserves limited space in courses for US citizens. Interested US citizens may contact ISG to discuss availability.

## FUNDING

ISG can accept most types of US government funding. Courses are typically funded by IMET, FMF, FMS, CTIWFP, PKO, and other DoD-wide O&M funds (333, MSI, etc) on a case-by case basis. Cost estimates can be obtained by contacting ISG.

## ABOUT ISG

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The Institute for Security Governance (ISG) is a global security cooperation organization established to build partner capability and grow the field and practice of institutional capacity building (ICB). Located in Monterey, California, ISG serves as the Defense Security Cooperation Agency (DSCA)'s primary resource for ICB integration and implementation, project scoping and design, and education and advising expertise.

This course is a key component of ISG's 25-year-long effort to provide military and civilian officials with unique education and professional development programs. Designed to cultivate individual understanding of complex issues and foster peer-to-peer learning, this custom-tailored course offering brings theoretical and applied learning practices into a exciting and rich classroom environment.