

Post Title:	Gender Issues Advisor	Post No:	
--------------------	-----------------------	-----------------	--

Post Description:	The Gender Advisor is the personnel responsible for gender issues in the area of operations. This personnel can be double-hatted with a possible human right adviser. Such staff will serve as focal point and technical expertise. Gender expertise should be recruited as early as possible in order to make the best use of the expertise during the detailed planning of the operation.
Principal Duties:	1. As directed by COS helps the commander be sure of the implementation of the gender related tasks set out in the OPLAN, and help him/her consider how each component of the mission might take account of gender issues; 2. Integrates a gender perspective into policies, programs, projects, monitoring and data collection; 3. Reports on the requirement of the OPLAN, but also as appropriate¹; 4. Includes gender and standards of behaviour in the regular mission review (not only when problems have occurred); 5. Proposes clear procedures for the handing of gender-related complaints, including sexual harassment; the force commander must ensure that his/her personnel is aware of the complaint procedure; 6. Establishes a list of local women's groups working and international women's group present in the AOR; regular meeting should be held; 7. Proposes training on pre-deployment training and gender and UNSCR 1325 issues. Provide training on gender issues to mission personnel during ongoing mission. On going training should also ensure adherence to the standards of behaviour as well as emphasise zero tolerance for abuse and misconduct; includes gender main streaming and implementation of UNSCR 1325 as a specific item in the lessons learned process.