

## Curriculum

To be reviewed by <i>February 2023</i>	Activity number <b>21</b>	<b>A Comprehensive Approach to Gender in Operations</b>	<b>ECTS 1.5</b>
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<p><u>Target audience</u></p> <p><i>Participants should be middle management military officials, civilians including police, and diplomats from EU Member States and EU institutions and relevant agencies, who are assigned to or interested in participating in (future) CSDP, NATO, OSCE or UN missions or operations, or who are to be assigned to a position in a fragile state.</i></p> <p><i>The course is open to third countries.</i></p>	<p><u>Aim</u></p> <p>This course is aimed at increasing operational effectiveness by equipping participants with the necessary knowledge and skills to effectively operationalise a gender perspective in CSDP and international missions and operations.</p>
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<b>Learning outcomes</b>	Knowledge	<ul style="list-style-type: none"> <li>Recognise the relevance of a gender perspective in peace operations</li> <li>Identify challenges and dilemmas facing civilian and military decision-makers in the field by integrating a gender perspective in missions and operations</li> <li>Define the main principles and the aim of the EU Global Strategy, its Integrated Approach to Conflicts and Crises and how this is linked to gender equality</li> <li>Recognise the main international legal framework related to gender equality and Women, Peace and Security (WPS) in fragile areas and those affected by crisis or conflict</li> <li>Identify the basic gender-related concepts and how attitudes and behaviour towards gender equality may impact one's own understanding, analysis and strategic leadership in missions and operations</li> <li>Identify distinct and diverse security needs and perspectives of the local population (men, women, boys and girls) in an environment which is fragile or affected by crisis or conflict, as an essential element of improving the overall security situation</li> <li>Recognise how policy translates into technical aspects of gender dimensions in areas such as border management, stabilisation activities, and security sector reform (SSR)</li> <li>Identify challenges and dilemmas with regard to planning for missions and operations, the protection of civilians, and sexual and gender-based violence<sup>1</sup>, and what is required to prevent and address these matters from a gender perspective</li> </ul>
	Skills	<ul style="list-style-type: none"> <li>Analyse the different impact of conflicts on men, women, boys and girls and identify opportunities for women to participate meaningfully and equally in the prevention of conflict, crisis management, conflict resolution and reconstruction, and the challenges preventing them from doing so</li> <li>Demonstrate how to apply a gender perspective in a mission/operation context</li> <li>Summarise the existing legal frameworks, policies and operational guidelines in the field</li> <li>Identify entry-points and arguments for gender equality, gender analysis and how to integrate a gender perspective in the mission or operation plan including, but not limited to, border management, stabilisation actions, and SSR</li> <li>Identify the security and safety needs and perspectives of the people in the host country, including men, women, boys and girls, linked to contexts which are fragile or affected by crisis or conflict</li> <li>Recognise how to translate efforts towards the protection of civilians (PoC) and preventive measures against sexual violence into mission mandates and into leadership and decisive action</li> </ul>

<sup>1</sup> Addressing gender-based violence, including violence against women and conflict-related sexual violence, must be seen as part of a continuum and should therefore be prevented and responded to it in a multifaceted way: from facilitating prevention, protection and security, to dealing with the past, to breaking the cycle of impunity and ensuring reconciliation, to rehabilitation and finding ways to work effectively with victims of post-traumatic stress disorder. The EU supports the systematic inclusion of the prevention of sexual violence in every UN mandate and collaborates with the UN in all activities focusing on sexual violence in conflict.

		Summarise how UN Security Council (UNSC) Resolution 1325 and related UNSC resolutions are part of the operational and mission mandates of the EU/CSDP, and of other international organisations such as the UN, AU, OSCE and NATO
	Competences	<ul style="list-style-type: none"> <li>Assess how gender-related attitudes and behaviour, including unconscious bias, may impact one's own understanding, analysis and strategic leadership in missions and operations</li> <li>Assess how to address the gender-specific security needs and perspectives of the local population in a mission area</li> <li>Demonstrate the requirements to address gender aspects in missions and operations and stabilisation action, as well as SSR</li> <li>Apply relevant EU policy as part of the analysis, planning procedures and conduct of missions and operations</li> </ul>

### Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model: it makes use of *level 1 evaluation (based on participants' satisfaction with the course)*.

In order to complete the course, participants have to accomplish all learning objectives, which are evaluated based on their active contribution in the residential module, including the syndicate session and practical activities, as well as on their completion of the eLearning phases: course participants must finalise the autonomous knowledge units (AKUs) and pass the tests (*mandatory*), scoring at least 80 % in the incorporated out-test/quiz. Active observation by the course director/lead instructor and a feedback questionnaire filled in by course participants at the end of the course are also used.

**However, no formal verification of learning outcomes is foreseen; the proposed European credit transfer system (ECTS) score is based on participants' workload only.**

Course structure		
Main Topic	Recommended Working Hours (of which eLearning)	Contents
Introduction to gender equality and the Women, Peace and Security (WPS) agenda	3 (1)	<ul style="list-style-type: none"> <li>Gender in operations and WPS agenda within the EU, UN, NATO, OSCE and AU</li> <li>EU policy and definitions on WPS in CSDP</li> </ul>
Concepts and context	6.5 (1)	<ul style="list-style-type: none"> <li>Key gender equality concepts</li> <li>The EU Integrated Approach</li> <li>Legal framework, international humanitarian law and international human rights law</li> </ul>
Gender in security sector reform (SSR) and disarmament, demobilisation and reintegration (DDR) processes	7.5	<ul style="list-style-type: none"> <li>Introduction to SSR, border management, stabilisation efforts/action and DDR</li> <li>Mainstreaming a gender perspective in SSR and DDR</li> </ul>
Gender in local mediation	4.5	<ul style="list-style-type: none"> <li>Women's participation in mediation based on gender analysis and with an integrated gender perspective</li> </ul>
Conflict-related sexual and gender-based violence (CRSV) and protection of civilians (PoC).	7.5	<ul style="list-style-type: none"> <li>Protection of civilians (PoC), conflict-related sexual and gender-based violence (CRSV), sexual exploitation and abuse (SEA) and sexual harassment <ul style="list-style-type: none"> <li>CRSV in relation to the wider continuum of gender-based violence (GBV)</li> </ul> </li> <li>Trafficking in human beings</li> </ul>
Implementing an integrated approach to gender in operations	6 (2)	<ul style="list-style-type: none"> <li>The gender expert's perspective<sup>2</sup></li> <li>Gender analysis and the integration of gender perspective into the planning process</li> </ul>
<b>TOTAL</b>	<b>35 (4)</b>	

<sup>2</sup> Including gender experts from CSDP missions and operations, who are invited to provide briefings during trainings

<p style="text-align: center;"><u>Materials</u></p> <p>CSDP Handbook</p> <p><i>Essential eLearning:</i>  AKU 11A: Gender and UNSCR 1325  AKU 11B : Gender aspects in missions and operations</p> <p><i>Recommended study on a voluntary basis:</i>  AKU 4 CSDP crisis management structures and chain of command  AKU 6 CSDP decision-shaping/making</p> <p><i>Recommended policy documents:</i></p> <p>Council conclusions on Women, Peace and Security (WPS) and annex EU Strategic Approach to WPS (15086/18).</p> <p>Civilian Operations Commander, Operational Guidelines for Mission Management and Staff on Gender Mainstreaming, EEAS(2018)747</p> <p>Concept on Protection of Civilians (PoC) in EU-led Military Operations, 6730/15 (2015), EEAS 351/6/14 REV 6.</p>	<p style="text-align: center;"><u>Additional information</u></p> <p>A pre-course questionnaire on learning expectations and a possible briefing topic from the specific area of expertise may be used.</p> <p>All course participants have to prepare for the residential module by completing the relevant eLearning preparatory phase, which is mandatory.</p> <p>In order to facilitate discussion between course participants and trainers/experts/guest speakers, the <b>Chatham House Rule</b> is used during the residential module: <i>'participants in the course are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed'</i>.</p>
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