

Curriculum

To be reviewed by <i>February 2026</i>	Activity number 41	Integration of a Gender Perspective in CSDP	ECTS 1
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CORRELATION WITH CTG / MTG TRA's	EQUIVALENCES
CTA: Gender Equality; MTA: Gender	

<p style="text-align: center;"><u>Target audience</u></p> <p>Participants should be military and civilian officials, including police and diplomats, from EU Member States and from EU institutions, relevant agencies, missions and operations, who are assigned to or interested in participating in CSDP, NATO, OSCE or UN missions or operations, or who are to be assigned to a position in a fragile state.</p> <p><u>Open to:</u></p> <ul style="list-style-type: none"> EU Member States / institutions Candidate countries Non-EU countries International organisations 	<p style="text-align: center;"><u>Aim</u></p> <p>The aim is to equip participants with the essential knowledge, tools and skills required to integrate a gender perspective into their day-to-day work. Specifically, by the end of the course, participants are expected to be capable of applying a gender perspective within the context of CSDP missions and operations, aligning with the provisions outlined in the EU's Strategic Compass, the Civilian CSDP Compact, and the Training Requirements Analysis on Gender Equality for Civilian CSDP.</p>
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Learning outcomes

Knowledge	LO1 - Define the concepts of gender and gender mainstreaming LO2 - Give examples of gender inequalities LO3 - Give examples of gender-specific security needs LO4 - Describe the importance of performing a gender analysis LO5 - Explain what a gender perspective is and how it is applied in CSDP; provide arguments for why a gender perspective is of relevance to CSDP LO6 - Explain what is meant by gender structures and gender relations LO7 - Name the main focus areas of the women, peace and security agenda and give examples of key policy commitments on women, peace and security LO8 - Explain how gender analysis and the systematic integration of a gender perspective relate to EU policy on women, peace and security LO9 - Define the main principles and the aim of the EU Strategic Compass and the Civilian CSDP Compact, their integrated approach to conflicts and crises and how this is linked to gender equality; LO10 - Give examples of the integration of a gender perspective in CSDP missions and operations
Skills	LO11 - Conduct a basic gender analysis in a context of CSDP missions and operations
Competences	LO12 - Ability to integrate a gender perspective in one's own work within a CSDP mission or operation

Evaluation 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)*.

To successfully complete the course participants must fulfil all learning objectives. These objectives are assessed through their active engagement in the residential module, including syndicate sessions and practical activities, as well as completion of the e-Learning phase. Participants are required to finalise the autonomous knowledge units (AKUs) and pass mandatory tests, achieving a minimum score of 80% in the incorporated quiz. Active observation by the course director/lead instructor and a feedback questionnaire to be filled in by participants at the end of the course are also used.

However, there is no formal verification of learning outcomes is planned. Instead, the proposed European credit transfer system (ECTS) score is based solely on participants' workload.

Course structure		
Main topic	Recommended working hours (of which e-Learning)	Contents
Different security needs	2	<ul style="list-style-type: none"> The reasons for integrating a gender perspective in mission work Different security needs based on gender dynamics Group work and student presentations
Conceptual framework	3	<ul style="list-style-type: none"> Gender structures and the concept of gender
The overall policy framework	2 (1)	<ul style="list-style-type: none"> The policy framework related to the integration of a gender perspective
Key EU policy commitments	2 (1)	<ul style="list-style-type: none"> The EU policy framework related to gender equality and women, peace and security in CSDP
Gender analysis	2	<ul style="list-style-type: none"> The practical tools for integration of a gender perspective
The meaning of gender mainstreaming	1	<ul style="list-style-type: none"> Exercise on formulating the meaning of gender mainstreaming
Gender integration in CSDP	8 (4)	<ul style="list-style-type: none"> The gender equality and gender mainstreaming architecture in CSDP Gender perspective in planning and reporting processes in CSDP Group work to practise knowledge and tools gained in previous sessions on concrete cases
Metacognition	2	<ul style="list-style-type: none"> Knowledge retention and self-reflection on learning processes
TOTAL	22 (6)	

<u>Materials</u>	<u>Additional information</u>
<p>Essential e-Learning: AKU 11A: Gender and UNSCR 1325 AKU 11B: Gender aspects in missions and operations</p> <p>Recommended study on a voluntary basis: AKU 4: CSDP crisis management structures and chain of command AKU 6: CSDP decision-shaping/making AKU 55: Strategic Compass</p> <p>- Updated Civilian Operations Commander, Operational Guidelines for Mission Management and Staff on Gender Mainstreaming, EEAS (2024)127 - Council conclusions on Women, Peace and Security (14 November 2022, doc. 14716) - EU Gender Action Plan III 2022-2024 (ext. to 2027) - EU Action Plan on Women, Peace and Security (WPS) 2019-2024 - Strategy and Action Plan to Enhance Women's Participation in Civilian CSDP Missions 2021-2024 - Council conclusions on the Integrated Approach to External Conflicts and Crises (22 January 2018, doc. 5413/18) - Civilian CSDP Compact (22 May 2023, doc. 9588/23)</p> <p>Supplementary materials and documents provided/suggested by course director.</p>	<p>A pre-course questionnaire on previous knowledge, training needs and learning expectations, along with a briefing topic from the specific area of expertise, may be used.</p> <p>The course methodology will be learner-centred, supporting participants' awareness of their own learning. There will be a self-reflection on the learning process at the end of each day with a follow-up the next day provided by the course director.</p> <p>All course participants have to prepare for the residential module by completing the relevant e-Learning preparatory phase, which is mandatory.</p> <p>The materials proposed for supplementary study (e-Learning) will reflect current developments in the field of relevant EU policies in general and on gender integration in CSDP in particular. Mandates of CSDP mission/operations and/or Commission programmes will be included where relevant, as well as other related documents from relevant EU institutions, and bodies.</p> <p>To facilitate discussion between course participants and trainers/experts/guest speakers, the Chatham House Rule 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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