

Curriculum

To be reviewed by Feb. 2026	Activity number 21	A Comprehensive Approach to Gender in Operations	ECTS 1.5
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CORRELATION WITH CTG / MTG TRAs	EQUIVALENCES
CTA: Gender Equality; MTA: Gender	Please identify and indicate equivalences with different WGs – SQF MILOF, CYBER ETEE etc.

<u>Target audience</u>	<u>Aim</u>
<p>Participants should be middle management military and civilian officials, including police and diplomats, from EU Member States, as well as from EU institutions, relevant agencies, missions and operations, 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.</p> <p><u>Open to:</u></p> <ul style="list-style-type: none"> ▪ EU Member States / Institutions ▪ Candidate countries ▪ Third countries ▪ International Organisations 	<p>This course aims 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, in line with the provisions of the EU's Strategic Compass, the Civilian CSDP Compact and Training Requirements Analysis on Gender Equality for Civilian CSDP.</p>

Learning Outcomes	
Knowledge	<p>L01. Recognise the relevance of a gender perspective in peace operations;</p> <p>L02. Identify challenges and dilemmas facing civilian and military decision-makers in the field by integrating a gender perspective in missions and operations;</p> <p>L03. Define the main principles and the aim of the EU Strategic Compass and Civilian CSDP Compact, its integrated approach to conflicts and crises and how this is linked to gender equality;</p> <p>L04. 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;</p> <p>L05. 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;</p> <p>L06. 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;</p> <p>L07. Recognise how policy translates into technical aspects of gender dimensions in areas such as border management, stabilisation activities, and security sector reform (SSR);</p>

Skills	<p>L08. Identify challenges and dilemmas with regard to planning for missions and operations, the protection of civilians, and sexual and gender-based violence¹, and what is required to prevent and address these matters from a gender perspective;</p> <p>L09. 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;</p> <p>L010. Demonstrate how to apply a gender perspective in a mission/operation context;</p> <p>L011. Summarise the existing legal frameworks, policies and operational guidelines in the field;</p> <p>L012. 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;</p> <p>L013. Identify ways to raise awareness on gender equality among colleagues and the management;</p> <p>L014. 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;</p> <p>L015. 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;</p> <p>L016. 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;</p>
Responsibility and Autonomy	<p>L017. Assess how gender-related attitudes and behaviour, including unconscious bias, may impact one's own understanding, analysis and strategic leadership in missions and operations;</p> <p>L018. Assess how to address the gender-specific security needs and perspectives of the local population in a mission area;</p> <p>L019. Demonstrate the requirements to address gender aspects in missions and operations and stabilisation action, as well as SSR;</p> <p>L020. Apply relevant EU policy, such as the EU Action Plan on Women, Peace and Security (WPS) and EU Gender Action Plan for External Action, as part of the analysis, planning procedures and conduct of missions and operations;</p> <p>L021. Demonstrate ability to handle and counter resistance towards gender equality work.</p>

Evaluation and verification of learning outcomes

The course is evaluated according to the Kirkpatrick model, particularly level 1 evaluation (based on participants' satisfaction with the course) and level 3 evaluation (assessment of participants' long-term change in behaviour after the end of the course). Evaluation feedback is given in the level 1 evaluation of the residential modules.

In order to complete the course, participants have to accomplish all the learning objectives, and are evaluated on the basis of their active contribution to the residential modules, including their teamwork sessions and practical activities, and on their completion of the eLearning phases. Course participants must complete the autonomous knowledge units (AKUs) and pass the tests (mandatory), scoring at least 80% in the incorporated test/quiz. However, no formal verification of the learning outcomes is provided for; the proposed ECTS is based solely on participants' coursework.

The Executive Academic Board takes these factors into account when considering whether to award certificates to participants. Module leaders provide an evaluation report for each residential module. The Course Director is responsible for overall coordination, with the support of the ESDC Secretariat, and drafts the final evaluation report, which is presented to the Executive Academic Board.

¹ 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.

Course structure		
Main Topic	Suggested Working Hours (required for individual learning)	Suggested Contents
Introduction to gender equality and the Women, Peace and Security (WPS) agenda	3 (1)	<ul style="list-style-type: none"> Gender in operations and WPS agenda within the EU, UN, NATO and OSCE EU policy and definitions on WPS in CSDP
Concepts and context	6.5 (1)	<ul style="list-style-type: none"> Key gender equality concepts The EU Integrated Approach & EU Gender Equality Policy Legal framework, international humanitarian law and international human rights law
Gender in security sector reform (SSR) and disarmament, demobilisation and reintegration (DDR) processes	7.5	<ul style="list-style-type: none"> Introduction to SSR, border management, stabilisation efforts/action and DDR Mainstreaming a gender perspective in SSR and DDR
Gender in local mediation	4.5	<ul style="list-style-type: none"> Women's participation in mediation based on gender analysis and with an integrated gender perspective
Conflict-related sexual and gender-based violence (CRSV) and protection of civilians (PoC).	7.5	<ul style="list-style-type: none"> 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"> CRSV in relation to the wider continuum of sexual and gender-based violence (SGBV) Trafficking in human beings
Implementing an integrated approach to gender in operations	6 (2)	<ul style="list-style-type: none"> The gender expert's perspective² Gender analysis and the integration of gender perspective into the planning process
TOTAL	35 (4)	

<u>Materials</u>	<u>Additional information</u>
<p>Required:</p> <p>11A: Gender and UNSCR 1325 11B: Gender aspects in missions and operations</p> <p>Recommended:</p> <p>4: CSDP crisis management structures and chain of command 6: CSDP decision-shaping/making 55: Strategic Compass</p> <p>CSDP Handbook</p> <p><i>Recommended policy documents:</i></p> <p>A Strategic Compass for Security and Defence, 2022</p> <p>Civilian CSDP Compact, 2023</p>	<p>The Chatham House Rule is applied during all residential modules of the course, i.e., "participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s) or any other participant(s), should be revealed".</p> <p>Course participants must be available for the whole course, which includes the eLearning phases and residential modules, and must be willing to contribute with their specific expertise and experience throughout the course.</p> <p>The nominations of participants are submitted via the ESDC channels by the designated national ENLIST nominators. The Member States will be encouraged to nominate 2-3 candidates from different domains, but only one seat per Member State will be allocated. The ESDC network may also forward proposals from academia and industry to the Secretariat. Based on the applications, the Head of the ESDC will decide on the final list of participants and will forward this list to the co-organisers.</p>

² Including gender experts from CSDP missions and operations invited to provide briefings during the activity.

<p>EU Action Plan on Women, Peace and Security (WPS) 2019-2024, EEAS(2019) 747</p> <p>Council conclusions on Women, Peace and Security (WPS) and annex EU Strategic Approach to WPS (15086/18).</p> <p>EU Gender Action Plan III (2020)</p> <p>Strategy and Action Plan to Enhance Women's Participation in Civilian CSDP Missions 2021-2024, EEAS(2021) 1325</p> <p>Updated Civilian Operations Commander, Operational Guidelines for Mission Management and Staff on Gender Mainstreaming, EEAS (2024)127</p> <p>Operational Guidance On Gender Mainstreaming to the Military Common Security and Defence Policy (2022) Concept on Protection of Civilians (PoC) in EU-led Military Operations, 6730/15 (2015), EEAS 351/6/14 REV 6.</p>	
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