



Ministry of Defence  
Ministry of Foreign Affairs



## INVITATION TO APPLY FOR THE EUROPEAN SECURITY AND DEFENCE COLLEGE COURSE



### XXVII EDITION OF THE TRAINING COURSE

## ***A COMPREHENSIVE APPROACH TO GENDER IN OPERATIONS***

*An international course for middle management  
civilian and military professionals*

22-27 June 2025

Army Advanced Technical School (Escuela Politécnica Superior del Ejército de Tierra)  
Madrid, SPAIN

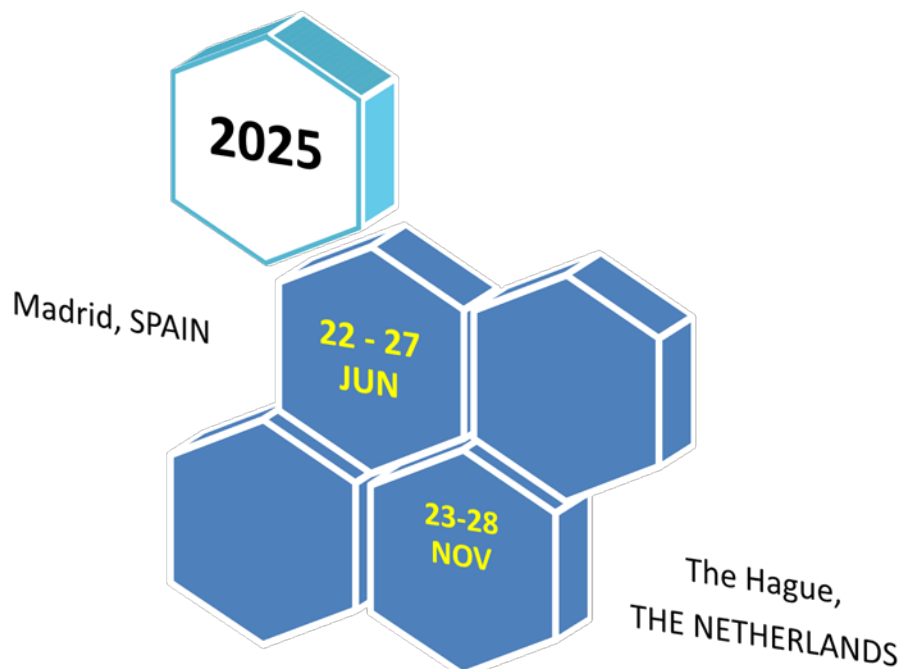
## BACKGROUND

Due to complexity of current operations, there is an increasing awareness of the need for both military and civilian personnel to be equipped with practical means to interact with local women and men. Men and women experience conflict and security differently. Consequently, their perspectives on conflict resolution and peacebuilding also vary. We need to listen and respond to both perspectives. Not just because it is the right thing to do, but because it makes our operations more effective and sustainable. Actively engaging women and men on equal grounds, within our own missions and institutions as well as in rebuilding post-conflict societies, is a matter of operational effectiveness. This implies changes in the way we plan and implement our operations, which is precisely what *A Comprehensive Approach to Gender in Operations* aims to accomplish.

This is a certified course under the auspices of the European Security and Defence College (ESDC).

This innovative international course, a result of the collaboration between the Spanish and Dutch Ministries of Foreign Affairs and Defence, responds to these demands by providing participants with the skills and know-how needed to face these new challenges.

The **5 day** course is based on the comprehensive approach to integrated missions and crisis management and builds on links between defence, diplomacy and development regarding gender and human rights issues.



## AIM

The course aims to increase operational effectiveness by equipping students with the required skills and know-how to effectively implement the gender perspective in CSDP and international missions and operations.

## LEARNING OBJECTIVES

At the end of the course the participant **should be able** to:

- Explain basic gender concepts and how attitudes and behaviour towards gender may impact one's own understanding, analysis and strategic leadership in operations.
- Understand the main principles and aims of the broader EU integrated approach to external conflicts and crisis of the EU global strategy.
- Describe how the gender perspective and the comprehensive / integrated approach complement each other.
- Recognize the main international legal framework on gender.
- Understand the technical and political aspects of gender in security sector reform (SSR) and demobilisation, disarmament and reintegration (DDR).
- Have a better understanding of the challenges and dilemmas facing military and civilian decision-makers regarding the protection of civilians and sexual violence, and what is required to address these matters. It also aims to understand what sexual exploitation and abuse is and the zero-tolerance policy in the different international organisations.
- Recognize how conflicts impact men and women; the opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction; and how to apply this to operational planning and implementation.

By the end of the course the participant **should be ready** to:

- Explain the significance of UN Security Council Resolution 1325 and related UNSC Resolutions to the operational mandates of EU/CSDP, UN, AU, OSCE and NATO missions.
- Identify entry-points and arguments to incorporate into the plan for a mission or operation, including SSR or DDR processes.
- Promote the need to highlight the diverse security needs and perspectives of the local male and female population in a mission area as an essential element for increasing operational effectiveness and improving the overall security situation.
- Act effectively in a mixed working environment consisting of military, police and civilian personnel.

## TARGET AUDIENCE

The course is primarily aimed at **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. Students from interested non-EU countries or multilateral organisations may also participate in the course.

No security clearance is required, as all materials used in the lectures will be unclassified.

## TRAINING & LANGUAGE

- The language regime of the CSDP will apply. The working language is English and no interpretation will be provided. Participants should meet the Common European Framework of Reference for Languages (CEFR) Level B2 or NATO STANAG 6001 3-3-3.
- All lectures will be given indoors, both plenary lectures as well as working group sessions.
- Before the training course, students will complete an online preparatory module via the ESDC International Distance Learning (IDL) system.
- Participants will complete an evaluation survey online form to assess the quality of the course.
- Participants will receive an ESDC certificate upon completion of the course.



## DURATION

The course runs for five days.

## METHODOLOGY

Topics are examined through Internet Distance Learning (IDL), lectures, plenary discussions, exercise and working groups. Each participant is encouraged to take an active role and share their experience and expertise during the course.

Reading material for individual study and a mandatory online module - *An introduction to gender-sensitive peacekeeping operations* - will be provided in advance of the training course in order to ensure a common basic level of knowledge among the participants.

Working group discussions will be used to deepen the understanding of certain areas.

## COURSE CONTENT

### (I) Introduction: Gender and women in the peace and security (WPS) agenda

- (i) Gender in operations and WPS agenda
- (ii) EU policy and definitions on gender and WPS in the CSDP

### (II) Concepts and context

- (i) Key gender concepts
- (ii) Integrated approach in international missions
- (iii) Legal framework on international humanitarian law and gender
- (iv) Sexual exploitation and abuse policy

### (III) Gender in SSR and DDR processes

- (i) Introduction to security sector reform (SSR) and demobilisation, disarmament and reintegration (DDR)
- (ii) Mainstreaming gender in SSR and DDR

### (IV) Gender in local mediation

- (i) Gender-inclusive mediation and advocacy
- (ii) Incorporating gender in local mediation

### (V) Conflict-related sexual violence

- (i) Conflict-related sexual violence and civilian protection (CRSV)
- (ii) CRSV in relation to the wider continuum of Gender-based violence (GBV)

### (VI) Implementing a comprehensive approach to gender in operations

- (i) The gender expert's perspective
- (ii) Integrating gender into the planning process

## APPLICATION & SELECTION

Application forms must be sent by **16 May 2025**. Those wishing to attend the training course should seek approval through their authorising mechanisms in their respective ministries or organisations. The application form must be signed by the participant and their authorising officer.

**NOTICE:** *The course is free of charge.*

Applicants must have one of the following job profiles:

**MILITARY:** Rank of Captain up to Colonel.

**CIVILIAN:** Officials from ministries of foreign affairs, defence, interior affairs, EU institutions or agencies and multilateral organisations who will be assigned to: operations in fragile states or relevant embassies/permanent missions/departments; or participate in short missions / expert pools.

**NOTICE:** *Applications received after the deadline will only be considered if space is available.*

All applications will receive a **confirmation of receipt**. **Letters of admission** will be sent before the course.

## ACCOMMODATION, MEALS & TRAVEL

Accommodation will be made available in the Military Residence *Alcázar* (C/ Diego de León, 4) Madrid downtown, Spain.

**NOTICE:** *Travel, accommodation and meals must be covered by the sending organisation.*

In line with ESDC guidelines, accommodation costs and meals must be covered by the participants or the sending organisation. These costs are estimated at: EUR 31 per night for accommodation (breakfast is not included) and EUR 100 for lunch, coffee breaks and transportation for the whole duration of the course from hotel to the training centre, including associated activities.

Detailed logistical and administrative information will be provided upon confirmation of the admittance to the course.

Travel expenses to and from Madrid must be covered by the sending organisation. Participants should check if they require a visa to travel to Spain. The sending organisation is responsible for arranging visas for the participant(s).

## DRESS CODE

### MILITARY AND POLICE:

Icebreaker: Business casual

Opening session and closing ceremony: Service dress uniform (jacket, tie and ribbons)

All other sessions: daily service uniform / working uniform (not Battle dress uniform)

### CIVILIAN:

Icebreaker: Business casual

Opening session and closing ceremony: Business attire

All other sessions: Business casual

Official dinner - dress code for all: Smart casual

## CONTACT & APPLICATION

Completed application forms should be sent to [omi.int@mde.es](mailto:omi.int@mde.es)

For **logistic** and **administrative** matters:

Course Secretary – [omi.int@mde.es](mailto:omi.int@mde.es)

Course Director – Colonel Spanish Army Juan José Lucero Paúl [jlucpau@mde.es](mailto:jlucpau@mde.es)

Military Observatory for Equality / Human Resources General-Directorate  
Ministry of Defence of Spain