

INVITATION FOR APPLICATIONS

Integration of a Gender Perspective in CSDP
(Training Activity Number 25-26/41/1)

21–23 October 2025
Larnaca, Cyprus

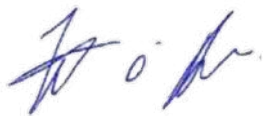
The Office of the Commissioner for Gender Equality and the Security and Defence Academy of Cyprus, under the aegis of the European Security and Defence College (ESDC), has the pleasure of inviting you to the ESDC Course **“Integration of a Gender Perspective in CSDP. Focusing on women, peace and security (WPS)”**, taking place in **Larnaca, Cyprus, from 21 to 23 October 2025**.

This course aims at equipping participants with the necessary knowledge and skills to effectively operationalise a gender perspective in CSDP as well as 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.

The course consists of an e-Learning part and a residential session, constituting a critical contribution to mainstreaming gender in CSDP missions and operations.

We invite you to nominate participants for the Course **“Integration of a Gender Perspective in CSDP. Focusing on women, peace and security (WPS)”**, in order to successfully build a network of cross-cultural competent (civilian, police, diplomatic and military) personnel from Member States, Third Countries, International Organisations, EU institutions, bodies, and agencies, capable of participating in CSDP and UN missions and operations.

Fergal O’ Regan



Acting Head of the
European Security and Defence College

COL Symeon Zambas



Head of
Cyprus Security and Defence Academy

Annex

Annex I: Administrative information

Annex II: Draft programme

Annex III Preliminary Application Form (Only for nominations of current UN Peacekeepers and prospective candidates)

Annex I: Administrative information

This training course will be delivered by the Office of the Commissioner for Gender Equality and the Security and Defence Academy of Cyprus under the aegis of the European Security and Defence College (ESDC).

Application procedure

Applications will be filed via the ESDC secure internet system ENLIST, by designated nominators, under <https://esdc.europa.eu/enlist/login>. A list with relevant ENLIST nominators can be retrieved from the ESDC website at <https://esdc.europa.eu/nominators/>. Registration will not be final until confirmed by the ESDC Secretariat and upon completion of the requested personal data in ENLIST by the confirmed participants.

Applications from third countries should be sent directly to the ESDC Secretariat at SECRETARIAT-ESDC@eeas.europa.eu, with Esther.breffka@eeas.europa.eu in cc, stating: the full name of the candidate; personal email address (functional mailboxes cannot be accepted); institution; and the reason why the applicant would benefit from this course. Each third country is invited to propose up to two candidates with priority 1 and 2, and the final selection will be made according to the available places. Confirmation of participation will not be final until provided by the ESDC Secretariat.

Applications are to be filed no later than **3 September 2025**.

Course description

The 3-day training programme was developed based on the ESDC's Activity Number 41 curriculum titled **"Integration of a Gender Perspective in CSDP. Focusing on women, peace and security (WPS)"**.

The primary objective of the training 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.

Aim of the course

The outcomes of the training activity can be separated into three different categories: knowledge outcomes, skills outcomes and competence outcomes as detailed below:

Knowledge outcomes:

- Define the concept of gender equality and gender stereotypes
- Give examples of gender inequalities
- Give examples of gender-specific security needs
- Describe the importance of performing a gender analysis
- Give examples of the universality of gender equality aspirations
- Explain how to conduct a basic gender analysis
- 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
- Explain what is meant by gender structures and gender relations
- Name the main focus areas of the women, peace and security agenda and give examples of key policy commitments on women, peace and security (WPS)

- Explain how gender analysis and the systematic integration of a gender perspective relate to EU policy on WPS
- Identify existing EU policy commitments regarding gender integration and explain how they can be translated into concrete strategies within the context of CSDP
- 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

Skills outcomes:

- Conduct a basic gender analysis in a context of CSDP missions and operations

Competence outcomes:

- Ability to integrate a gender perspective in one's own work within a CSDP mission or operation

Target audience

Up to 50 civilian experts, police and military personnel, deployed or planning to be deployed to international missions or operations.

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. The course is open to third countries.

Seats and nominations

The total number of participants is limited to 50 persons. Typically, one seat per Member State will be allocated. Depending on the total number of requests, one additional seat could be allocated. EU Member States, Third Countries, International Organisations EU institutions, bodies and agencies, as well as CSDP missions and operations are invited to nominate each a maximum of two candidates.

Application only for UN Peacekeeper participants

Under the auspices of the Republic of Cyprus' support to Peacekeeping operations, 10 participants from UN troop and police contributing countries will be selected for full sponsorship, including travel expenses to and from Cyprus to attend the course. On this occasion only, interested UN member states may nominate one individual for consideration. Eligible nominees may include personnel currently serving in UN peacekeeping missions, as well as potential future peacekeeping candidates from troop- and police-contributing countries. The enclosed PRELIMINARY APPLICATION FORM must be completed clearly in BLOCK CAPITALS and submitted to the following email kathanasiou@mod.gov.cy (office e-mail) no later than **11 July 2025**. Applications submitted after this date will not be processed.

Language of the training

The working language of the training will be English, and no translation services will be provided. We expect all participants to be able to communicate in English fluently.

Residential part of the course

The residential part of the course will take place at Sun hall hotel in Larnaca, Cyprus, from **21 to 23 October 2025**, with travels expected on 20 October and 24 October.

E-learning part of the course

The course will be preceded by a mandatory e-Learning phase, set to start **on 1 October 2025** on the ESDC eLearning platform ILIAS, which needs to be finalised before the beginning of the residential phase in Larnaca, Cyprus, on **21 October 2025**.

Attendance

Participants' attendance is mandatory on all days during the course (three full days with approximately 8 to 10 hours of programme per day). On the last day, a certificate will be awarded to those course participants who have completed the full course, including the e-Learning modules.

Participants must also complete the mandatory e-learning modules prior to arriving in Cyprus. The online self-paced module takes up to 8 hours to complete, and the ESDC training manager will check progress on the ILIAS platform.

Costs and Financial support

Attendance is free of charge for all selected participants (no tuition fee).

Sending authorities need to cover all costs for their participants' travel and accommodation (including breakfast) during the residential part of the course.

During the course, the organisers will cover the costs for:

- Transport (bus) on 3rd day between the hotel and the course venue in Nicosia
- All costs connected with attending any social/cultural event;
- Lunches, beverages and coffee breaks provided during the training course at Sun Hall hotel and in Nicosia.

The organisers will not pay per diems or any other allowances, are not liable for any medical/healthcare costs that participants may incur in Cyprus and will not be liable for any costs resulting from unsuccessful visa application.

Accommodation and local transport

The seminar and the accommodation will be held at **Sun Hall Hotel in Larnaca** (<https://www.sunhallhotel.com.cy/>). The hotel was selected for its quality of services, conference facilities, proximity to Larnaca airport, an applicable low rate and location (it's located in the city center). Attached you can find a hotel registration form which you must complete and send before the **12th of September 2025**, otherwise, there is no guarantee for availability and the following rates. The Ministry of Defence has a special arrangement with the hotel for the following services:



Room rates: Single room on B&B **€146.00** per room per day

Larnaca International Airport is Cyprus's main international airport and is 5km south of the town of Larnaca.

The distance from Larnaca International Airport to the Sun Hall Hotel is 8,7km and approximately 15 minutes by taxi or 25 minutes by bus (bus number 425, bus station Finikoudes). Please note that the bus accepts only cash in euro.

Dress code

We recommend business attire for all participants.

Entry into Cyprus

Travelers to the Republic of Cyprus may enter only through the legal points of entry: Larnaca and Paphos International Airports, or the Larnaca and Limassol ports.

Cyprus is a member of the European Union but not in the Schengen Area, so EU citizens (and citizens from other countries with which Cyprus has bilateral agreements) do not need a visa to enter the country; please see the official entry conditions for your country at this address: <https://www.gov.cy/en/information/visas/>. It is the sole responsibility of the participant to ensure the visa is requested and processed in time to secure a valid visa for the course.

Liabilities and (Health) Insurance

In case of medical emergencies, the costs should be covered by the participant's medical insurance provided by the sending country / organisations. The organiser does not provide health or accident insurances for participants taking part in the event.

EU citizens should have an EHIC card (European Health Insurance Card) that is valid for the entire duration of their stay in Cyprus. More information on the EHIC card can be found here: <https://ec.europa.eu/social/main.jsp?catId=559&langId=en>. Third-country nationals is recommended to have full health insurance to cover their entire stay in Cyprus.

Application procedure

Qualified candidates who match the above description are asked to complete the online application via the ESDC secure internet system ENLIST form and submit it by **3 September 2025**.

All submissions will be reviewed by the ESDC. The selected participants will be notified within 7 days following the application deadline. In their final selection of participants, the course admission board will seek to ensure a balance of genders, nationalities and professional backgrounds.

Inclusivity

The ESDC strives to create a gender-sensitive and inclusive environment in all its courses, activities and day-to-day work. Only in an inclusive environment can all people, and therefore the ESDC and its partners, reach their true potential. We do not and will not discriminate on the basis of race, colour, religion, gender, gender expression, age, national origin, disability, marital status or sexual orientation in any of our activities or operations. The ESDC and the training institutions will not tolerate any conduct that violates these values.

Registration is not final until confirmed by the ESDC Secretariat. Please do not book flights and accommodation before receiving the confirmatory message and logistical recommendations.

Further information

The training will be carried out under the supervision and support of the ESDC, using the approved ESDC Curriculum for "Integration of a Gender Perspective in CSDP", which can be accessed on the ESDC website: <https://esdc.europa.eu/curricula/>. Additional information such as the course programme, directions and other relevant information will be provided in due time to confirmed participants.

Points of contact

- **Symeon ZAMBAS**, Course Director, Security and Defence Academy of Cyprus:
szambas@mod.gov.cy
- **Esther BREFFKA**, Training Manager, ESDC:
Esther.breffka@eeas.europa.eu
- **Vasilios PETROU**, Training Manager, Security and Defence Academy of Cyprus:
vpetrou@mod.gov.cy
- **Christian ATHANASIOU**, Desk Officer, Defence Diplomacy and International Affairs
Department (for UN Nominations):
kathanasiou@mod.gov.cy

Annex II: DRAFT TRAINING PROGRAMME

Monday, 20 October 2025

Arrival of participants during the day

Pre-Meeting Organisers-ESDC Training Manager

Tuesday, 21 October 2025

08:30 – 09:00	Registration
09:00 – 09:30	Opening Remarks <i>Mrs Josie Christodoulou</i> <i>Commissioner for Gender Equality, Republic of Cyprus,</i>
09:30 – 10:15	Key Note Speech Gender Integration and Mainstreaming in the Diplomatic and Military Service
10:15 – 10:30	Group Photo
10:30 – 10:50	Coffee Break
10:50 – 11:00	Administrative Remarks and Course Outline <i>Col (AF) Symeon ZAMBAS,</i> <i>Head of Cyprus Security and Defence Academy, MoD</i>
11:00 – 11:45	European Security and Defence College Presentation ESDC Training Manager
11:45 – 12:30	Gender and peacekeeping: a perspective from the European Institutions
12:30 – 13:30	Lunch Break

13:30 – 14:15	European External Action Service (EEAS): Gender Perspectives and Commitments
14:15 – 15:45	Best Practices: National Gender Integration Approaches
15:45 – 16:00	Coffee Break
16:00 – 16:45	Sexual exploitation and abuse, and human trafficking with the purpose of sexual exploitation
16:45 - 17:00	Summing up
17:00 – 19:00	Ice-breaker Reception

Wednesday, 22 October 2025

09:00 – 10:00	Intersectionality exercise / reality check
09:45 – 10:30	Introduction to Gender and Security Sector Reform (SSR)
10:30 – 11:00	Coffee Break
11:00 – 11:45	Introduction to Gender and Demobilisation, Disarmament and Reintegration (DDR)
11:45 – 12:30	Introduction to group work
12:30 – 13:30	Lunch Break
13:30 – 14:15	Group work
14:15 – 15:00	Group work
15:00 – 15:30	Coffee Break
15:30 – 16:30	Feedback syndicate work
16:45 – 17:00	Summing up

17:00 – 18:00 Cultural Visit

19:30 -21:30 Hosted Dinner

Thursday, 23 October 2025

09:30 – 10:30	Integration of a Gender Perspective in UN Missions and Operations
10:30 – 11:00	Military Gender Studies Project – Military Academies Gender Mainstreaming
11:00 – 11:30	Coffee Break
11:30 – 12:15	Different Participating Countries presentations on their UN Resolution 1325 National Action Plan on Gender perspective in their services and the evolution of gender equality
12:15 – 13:15	Lunch Break
13:15 – 15:00	Different Participating Countries presentations on their UN Resolution 1325 National Action Plan on Gender perspective in their services and the evolution of gender equality
15:00 – 15:30	Certificate Ceremony and Closing Remarks
15:30 – 17:30	Cultural visit old Nicosia City Center
17:30 – 18:00	Bus Transfer to Larnaca

