



Ministry of Defence  
Ministry of Foreign Affairs



## INVITATION TO APPLY FOR THE ESDC COURSE



## A COMPREHENSIVE APPROACH TO GENDER IN OPERATIONS

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

5 – 9 June 2017  
Military Residence “Don Quijote”  
Madrid, SPAIN

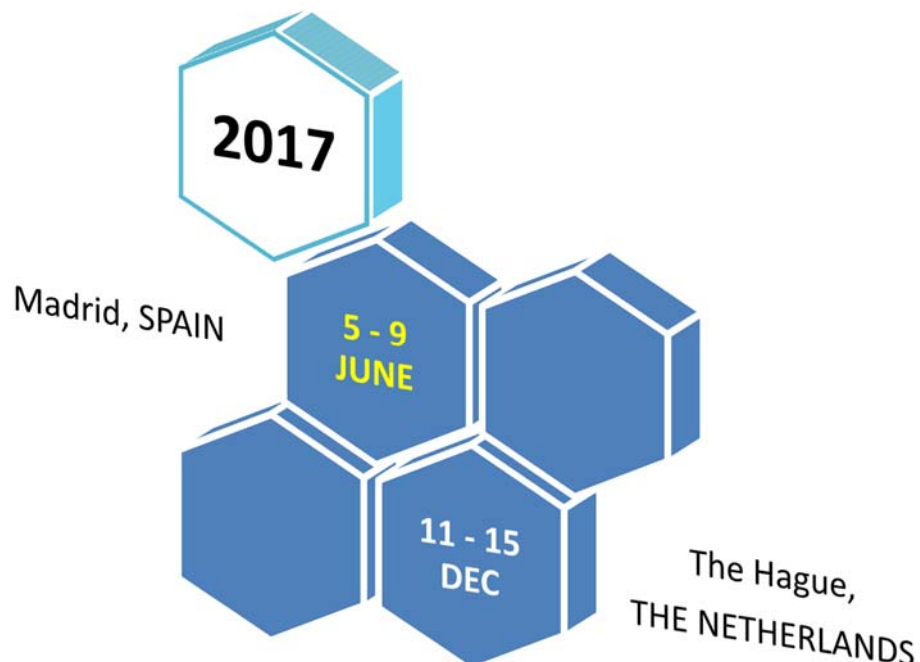
## BACKGROUND

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” envisions to accomplish.

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

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

The one week (**5 days**) course is based on the comprehensive approach to integrated missions and crisis management, and builds on synergies between defence, diplomacy and development with regards to gender and human rights aspects.



## AIM

The course aims to increase operational effectiveness by equipping students with the necessary knowledge and skills to effectively operationalise a gender perspective in CSDP and international missions and operations.

## LEARNING OBJECTIVES

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

- Explain the 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 the aims of the broader Comprehensive Approach, EU Comprehensive Approach and the Integrated Approach to Conflicts and Crisis of the EU Global Strategy.
- Describe how the gender perspective and the comprehensive approach complement each other
- Recognize the main international legal framework related to gender
- Understand the technical and political aspects of gender in Security Sector Reform (SSR) and Demobilization, Disarmament and Reintegration (DDR)
- Have a better understanding of the challenges and dilemmas facing military and civilian decision-makers in the field with regard to the protection of civilians and sexual violence, and what is required to address these matters;
- Recognize the different impact of conflicts on men and women, as well as opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction, and to translate this to operational planning and implementation.

At 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 operational mandates of EU/CSDP, UN, AU, OSCE and NATO missions;
- Identify entry-points and arguments for incorporating in the plan for a mission or operation including SSR or DDR processes.
- Promote the necessity to distinct the diverse security needs and perspectives of the local male and female population in a mission area as a essential element for increasing operational effectiveness and improving the overall security situation.
- Act effectively in a mixed working environment consisting of military, police and civilians.

## 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 or interested to participate 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 third countries or multilateral organizations 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, i.e. the working languages is English and no translation will be provided. Participants should meet the Common European Framework of Reference for Languages (CEFR) Level B2 or NATO STANAG 6001 3-3-3-3.
- All lectures will be performed indoors, both plenary lectures as syndicate sessions
- Previous to the course, students will complete an online preparatory module via ESDC International Distance Learning (IDL).
- A course evaluation will be carried out to assess the quality of the course.
- Students will receive a certificate upon completion of the course.



## DURATION

The total course duration is of 5 days.

## METHODOLOGY

Topics are examined through Internet Distance Learning (IDL), lectures, plenary discussions, exercise and working groups. Each participant will be encouraged to take an active role and sharing of experiences and exchange of expertise among the participants will be encouraged throughout the course.

Reading material for individual study and a mandatory online module “*An introduction to gender-sensitive peacekeeping operations*” are provided in advance of the course in order to assure a common basic level of knowledge. Syndicates and group discussions shall be used to deepen the understanding of certain areas.

## COURSE CONTENTS

### **Introduction: Gender and Women Peace and Security**

- (i) Gender in Operations and WPS agenda
- (ii) EU Policy and definitions on Gender and WPS in CSDP

### **(II) Concepts and Context**

- (i) Key gender concepts
- (ii) Comprehensive Approach in international missions
- (iii) Legal Framework on International Humanitarian law and gender

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

- (i) Introduction to Security Sector Reform (SSR) and Demobilization, Disarmament and Reintegration (DDR)
- (ii) Mainstreaming gender in SSR and DDR

### **(IV) Gender in local mediation**

- (i) Gender inclusive mediation and advocacy
- (ii) How to incorporate gender in local mediation

### **(V) Conflict- related sexual violence**

- (i) Conflict Related Sexual Violence and Protection of Civilians
- (ii) CRSV in relation to the wider continuum of GBV

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

- (i) The Gender Expert's perspective
- (ii) Integration of gender perspective into the planning process

## APPLICATION & SELECTION

Application forms should be sent no later than **28 April 2017**. Prospective participants should seek approval through the regular authorizing mechanisms relevant to the respective ministries or organizations. The application form is to be signed both by the participant and the authorizing officer.

**NOTICE:** *No course fee is charged.*

Applications meeting the following profile will be considered for admittance:

**MILITARY:** Captain up to colonel

**CIVILIAN:** Officials from Ministries of Foreign Affairs, Defence, Interior Affairs, EU institutes and multilateral organizations who are to be assigned to operations, to fragile states or relevant embassies/permanent missions/departments, or to participate in short missions/expert pools.

**NOTICE:** *Nominations 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 prior to the course.

## ACCOMMODATION, MEALS & TRAVEL

Single room accommodation arrangements are made in the Military Residence “Don Quijote” in Madrid, Spain.

In accordance with ESDC guidelines, accommodation costs and meals will be covered by the participants or sending organization. These costs are estimated at approximately 15.42 Euros per night for accommodation, and 100 Euros for breakfast, lunch and coffee breaks during the whole course.

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

Travel expenses to and from Madrid are to be covered by the sending unit/country. Please inquire timely about possible visa requirements for Spain. It is the sending country’s responsibility to arrange visa for the participant(s).

## DRESS CODE

### MILITARY AND POLICE:

- Icebreaker: Business casual
- Opening session and closing ceremony: Service day uniform (jacket and tie)
- Closing dinner: Smart casual
- All other sessions: Day uniform/working dress (not battle dress)

### CIVILIAN:

- Icebreaker: Business casual
- Opening session and closing ceremony: business attire
- Closing dinner: Smart casual
- All other sessions: business casual

## CONTACT & APPLICATION

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

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

Course Coordinator – Lt Cdr Teresa Balanzat: [mbalmei@fn.mde.es](mailto:mbalmei@fn.mde.es) (phone: +34 91 324 64 58)  
or

Course Secretary – [omigualdad@oc.mde.es](mailto:omigualdad@oc.mde.es)

For more information, including all necessary forms, please visit the course website:

<http://www.defensa.gob.es/ministerio/organigrama/subdef/diqenper/omi/>

*(open International Trainings)*