

EUROPEAN SECURITY AND DEFENCE COLLEGE



A Comprehensive Approach to Gender in Operations

Activity Number 21

Curriculum

March 2012

Aim

1. The course aims to:

Increase operational effectiveness by equipping participants with the necessary knowledge and skills to effectively operationalise a gender perspective in CSDP and international missions and operations.

General description and Organisation

2. 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 or UN missions or operations, or who are to be assigned to a position in a fragile state.

Although recommended, the participants do not necessarily need to have followed previous (national) training on gender. It should be stressed that this course does not replace the national obligation to provide training on Gender and Human Rights.

3. Cognitive 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 concept and aims of the Comprehensive Approach
- 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.

4. Affective objectives

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 CSDP, UN 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.

5. **Duration.** The total residential course duration is of 5 days, preceded by an Internet-based Distance Learning phase of approximately 1 month.

Methodology

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

Reading material for individual study and AKU of the IDL are provided in advance of the course in order to assure a common basic level of knowledge. Workshops and group discussions shall be used to deepen the understanding of certain areas.

Overall structure

6. **Internet-based Distance Learning (IDL).**

Mandatory: AKU11: An introduction to Gender-sensitive peacekeeping operations
Optional: AKU4: Overview of CSDP operational engagements
AKU6: Planning for CSDP missions and operations

Residential Module Outline. Please refer to Annex I

NOTE: The course programme can be adapted to current needs/ topics of interest.

7. **Contents for teaching.** The presentations and discussions should update on current aspects and outline good practices. Please refer to annex II.

8. **Materials.**

9. The materials provided are included in the AKU of the ESDC IDL
-

ESDC Gender In Operations Residential Module Outline

DAY 1

Theme 1: Introducing the concepts

Topic a: Key gender concepts

Topic b: Implementation of UN SC Resolutions on Women, Peace and Security - EU, UN and NATO

Topic c: The Comprehensive Approach - commitments and application

Theme 2: International Humanitarian Law

Topic a: Legal framework on gender in in missions and operations

DAY 2

Theme 3: Gender in SSR and DDR processes

Topic a: Gender and Security Sector Reform (SSR)

Topic b: Gender and Demobilisation, Disarmament and Reintegration (DDR)

DAY 3

Theme 4: Gender in the planning process

Topic a: When to incorporate gender in the planning process

Topic b: How to incorporate gender in the planning process

DAY 4

Theme 5: Conflict- related sexual violence

Topic a: Addressing sexual violence in CSDP missions or international operations

Topic b: Protection of civilians (PoC) and the responsibility to protect (RtoP)

DAY 5

Theme 6: A comprehensive approach to gender in operations

Topic a: Perspectives from the local female population

Topic b: The commander's perspective

Topic c: The expert's perspective

Topic d: The participants perspective

Theme 7: Evaluation of the course

CONTENTS FOR TEACHING

Introducing the concepts

- Explain the meaning of gender roles, equal opportunities, gender differences, , gender equality and gender mainstreaming and make participants aware of their own views and behaviour towards gender
- Demonstrate how UN Security Council Resolution 1325 and other related UNSC Resolutions are applied in the operational mandate of past, current and future CSDP, UN and NATO missions.
- Illustrate why a comprehensive approach is required to effectively implement a gender perspective and vice versa.

International Humanitarian Law

Provide an overview of the main international legal instruments and criminal accountability mechanisms related to gender and discuss the main challenges.

Gender in SSR and DDR processes

Introduce the technical and political aspects of gender in Security Sector Reform (SSR) and Demobilization, Disarmament and Reintegration (DDR) by means of plenary sessions and practical exercises.

Gender in de planning process

Discuss why, when and how a gender perspective is to be included in the earliest phase of the planning process.

Conflict- related sexual violence

By means of plenary sessions and scenario-based classroom exercises discuss the challenges and dilemmas facing military and civilian decision-makers in the field with regard to the protection of civilians and sexual violence, explain the relevance of the Rules of Engagement and offer participants ways to evaluate situations and formulate courses of action.

A comprehensive approach to gender in operations

Demonstrate the complementarity of diverse perspectives on a security situation. In this session, participants will hear the local women's perspective, the commander's perspective and the perspective of the expert, a (military) gender advise on topics such as:

- How and why do security needs and demands differ between local men and women?
- Which interaction exists between local men and women and the mission/operation?
- How does the mission/operation incorporate the local views?
- How can the international and local community mutually reinforce each other?

Use a country case study on a relevant topic, i.e. election processes, Rule of Law programmes, to make participants become familiar with the roles and participation of diverse actors inside and external to the mission or operation.