

# Invitation to apply for the Course



## A Comprehensive Approach to Gender in Operations

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

26-30 October 2015

Nairobi, Kenya



## **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 joint responsibility of Africom and the European Security and Defense College (ESDC).

**Date: 26-30 October 2015**

**Location: Nairobi Kenya**

**International Peace Support Training Centre. ([www.ipstc.org](http://www.ipstc.org))**

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 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.

*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.

### **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. 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 are English and French 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.
- Previous to the course, students will complete an online preparatory module.
- 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**

#### **Theme 1: Concepts and Context**

- Key Gender concepts
- Comprehensive Approach in international missions
- Legal Framework on gender in missions and operations

#### **Theme 2: Gender in SSR and DDR processes**

- Gender and Security Sector Reform (SSR)
- Gender and Demobilisation, Disarmament and Reintegration (DDR)

#### **Theme 3: Gender in the planning process**

- When to incorporate gender in the planning process
- How to incorporate gender in the planning process

#### **Theme 4: Conflict- related sexual violence**

- Addressing sexual violence in missions and international operations
- Protection of civilians (PoC) and the responsibility to protect (RtoP)

### **Theme 5: A comprehensive approach to gender in operations**

- Diverse perspectives on the security situation in missions.
- Incorporating a gender perspective in elections and basic education

### **Applications**

Applications are to be filed via the ESDC secure internet system ENLIST (<https://webgate.ec.europa.eu/ENList/web/app.php/login> ) by designated nominators **no later than 16 September 2015**

*Nominations received after the deadline will only be considered if space is available.*

Registration will not be final until confirmed by the ESDC Secretariat AND upon completion of the registration form by the nominated participant.

### **Accommodation, Meals & Travel**

Single room accommodation arrangements are made in the IPSTC  
In accordance with ESDC guidelines, accommodation costs and meals will be covered by the participants or sending organization. These costs are estimated at 85 Dollars per day.

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

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

*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.

. Queries to Wilma Theuws at [Wilma.theuws@eeas.europa.eu](mailto:Wilma.theuws@eeas.europa.eu)