

## **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

## ESDC GENDER IN OPERATIONS: 22 - 27 JUNE 2025

Sunday 22nd June 2025

*Dress code: Civilian Business Casual*

**All day: Arrival participants & staff at the Military Residence "Alcázar"**

<b>17.00-18.00</b>	Registration at MR "Alcázar" (Alcázar de Madrid Hall)	
<b>18.00-18:30</b>	Introduction	All participants & Staff
<b>18:30-20:30</b>	Welcome Cocktail at MR "El Alcázar" (Mudejar II Hall)	Offered by the ESP MoFA

Monday 23rd June 2025

*Dress code: Military & Police - Summer Daily Uniform ; Civilian - Business Attire*

<b>08.00</b>	Shuttle to Army Advanced Technical School (ESPOL)	
<b>08:30-08:40</b>	Course Introduction & practical matters	Course Staff
<b>08:40-08:55</b>	Introduction to ESDC	ESDC Training Manager
<b>09:00-09:30</b>	Inaugural session	
<b>09,30- 09,40</b>	Group Picture	
<b>09,40-10,10</b>	Break	
	Objectives day 1	Course Staff
	<b>Didactic Unit 1: Concepts and Context</b>	
<b>10,15-11,05</b>	Gender Perspective in Operations - an overview	Course Staff
<b>11.15-12.45</b>	Key gender concepts	Course Staff
<b>12.45-13.30</b>	Lunch	
<b>13:45-14:40</b>	Integrated Approach & EU Gender Policies	Course Staff
<b>14:40- 15:00</b>	Break	
<b>15:00-15:50</b>	Sexual Exploitation and Abuse	TBC
<b>16:00-17:00</b>	Reality Check	Gender and Security Division Geneva Centre for Security Sector Governance (DCAF)

Tuesday 24th June 2025

*Dress code: Military & Police - Working Uniform (no combat dress); Civilian - Business casual*

<b>08:00</b>	Shuttle to ESPOL	
<b>08.30-08.45</b>	Objectives day 2	Course Staff
	<b>Didactic Unit 2: IHL. Gender in SSR and DDR.</b>	
<b>08:45-09:30</b>	International Humanitarian Law on Gender in Conflict. Gender Doctrine	TBC
<b>09:35-11:00</b>	Introduction Security Sector Reform (SSR)	Gender and Security Division Geneva Centre for Security Sector Governance (DCAF)
<b>11:00-11:25</b>	Break	
<b>11:30-12:30</b>	Introduction to Demobilization, Disarmament and Reintegration (DDR)	Gender and Security Division Geneva Centre for Security Sector Governance (DCAF)
<b>12.30-12.45</b>	Introduction to group work	All participants
<b>12:45-13:30</b>	Lunch	
<b>13:45-15:00</b>	Syndicate Work	All participants
<b>15:00-15:30</b>	Break	
<b>15:30-16:00</b>	Syndicate Work continued	
<b>16:00-16:55</b>	Feedback syndicate work	Gender and Security Division Geneva Centre for Security Sector Governance (DCAF)
<b>19:15</b>	Bus departs for MR "El Quijote"	
<b>19:30-21,30</b>	Social event (Business casual)	TBC

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### Wednesday 25th June 2025

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*Dress code: Military & Police - Working Uniform (no combat dress); Civilian - Business casual*

08:00	Shuttle to ESPOL	
08.30-08.40	Objectives day 3	Course Staff
	<b>Didactic Unit 3: Gender in Local Mediation and Conflict Prevention</b>	
08.45-10.15	Gender and Inclusive Mediation Process	
10.15-10.40	<i>Break</i>	
10.40-11.20	Technology-facilitated <i>Gender</i> Based Violence (TFGBV)	TBC
11:20-11:30	Legstretch	
11.30-11.40	Introduction to Group Work	All participants
11:40-12:45	Syndicate Work	All participants
12:45-13:30	<i>Lunch</i>	<i>Course Staff</i>
13.30-14.00	Feedback session	All participants

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### Thursday 26th June 2025

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*Dress code: Military & Police - Working Uniform (no combat dress); Civilian - Business casual*

08:00	Shuttle to ESPOL	
08.30-08.45	Objectives day 4	Course Staff
	<b>Didactic Unit 4: Conflict related sexual violence &amp; protection of civilians</b>	
08.45-10.30	Conflict Related Sexual Violence (CRSV) & Protection of Civilians (PoC)	MG(ret) Patrick Cammaert, Former UN Mission Force Cdr Commander Eastern Division, DRC
10.30-10.55	<i>Break</i>	
10:55-12:45	CRSV & PoC Continued	MG Patrick Cammaert
12:45-13:30	<i>Lunch</i>	All participants
13:45-15:00	Syndicate work: Case Study DRC (MONUSCO)	All participants
15:00-15:30	<i>Break</i>	
15.30-17.00	Feedback session	All participants
18:15	Transfer to Dutch Ambassador Residence	TBC
19:00-21:00	Social event	TBC

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### Friday 27th June 2025

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*Dress code: Military & Police - Summer Daily Uniform; Civilian - Business attire*

08:00	Shuttle to ESPOL	
08.30-08.45	Objectives of day 5	Course Staff
	<b>Didactic Unit 5: Implementing a Comprehensive Approach on Gender in Integrated Missions</b>	
08.45-09.35	The Gender Experts' Perspective	
09.40-10.20	The Gender Experts' Perspective (Gender Analysis)	
10:20-10:40	<i>Break</i>	
10.40-10.55	Introduction to Working Groups	Course Staff
10.55-11.55	Syndicate work: Gender in Planning Process MINUSMA	All participants
11:55-13:00	Presentation of syndicate work: MINUSMA	
13.00-13.15	Course Evaluation	Course Director
	Rehearsal Closing Ceremony	
13:30-14:15	Closing Ceremony- certificates	Representative MoD Spain Representative of the MoD The Netherlands
14.15-15.15	Closing cocktail	