

Invitation to apply for the ESDC Pilot Course:



A Comprehensive Approach to Gender in Operations

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

28 November – 2 December 2011
Netherlands Defence College (IDL)
Rijswijk, THE NETHERLANDS



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, creating equal opportunities for both men and women, 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 the course "A Comprehensive Approach to Gender in Operations" envisions to accomplish. The course will (initially) be held twice a year. The second ESDC pilot course will take place from 28 November – 2 December in the Netherlands Defence College (IDL), Rijswijk, the Netherlands. The first one took place from 14-18 June 2011 in Madrid, Spain.

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 aim of this practical and scenario-based course is to improve operational effectiveness by equipping students with the necessary knowledge and skills to plan for and operationalize the three Ps (protection, participation and prevention).

At the end of the course, the students will have gained skills to effectively interact with local women and men, how to involve them actively in crisis management and reconstruction, how to prevent and protect the civilian population, in particular women, from conflict related sexual violence, and how to recognize and promote early warning.

Learning Objectives

At the end of the course, students will:

- Understand the relevance of UN Security Council Resolution 1325 and other related UNSC Resolutions for the operational mandate of CSDP (Common Security and Defence Policy), UN and NATO missions;
- Understand how attitudes and behaviour towards gender and equal opportunities may impact one's own understanding, analysis and strategic leadership in operations;
- Have tools to 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.
- Become aware of the important role of women (military, civilian, local population) in conflict resolution and all processes concerned.
- Have the tools to promote the inclusion of the gender perspective in all activities and in all phases of an operation (planning, implementation and evaluation).
- 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;
- Become aware of the importance of women's active role in electoral process and about the roles of military and diplomatic means and opportunities to promote and protect women's participation as voters and candidates in local and national elections.
- Become aware about the importance of women's education and fight against illiteracy as a long term strategy for women's empowerment & stabilization.
- Have a better understanding of the integrated approach required to plan and address sexual violence, protection of civilians and women's participation;
- Be able to evaluate situations from a tactical point of view, and formulate courses of action using scenario-based classroom and field exercises;
- Understand the application of rules of engagement.

Students

The course is primarily aimed at middle management civilian and military officials from EU member states and institutes who are assigned or interested to participate in (future) CSDP, NATO or UN 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.
- 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. After 6 months a second evaluation will be carried out to assess the applicability of the course.
- Students will receive a certificate upon completion of the course

Course Contents

Theoretical Framework and General Orientation

- UN SC Resolution 1325 and related resolutions
- Gender concepts
- CSDP/EU, UN/DPKO (UN Department for Peacekeeping Operations) and NATO directives and strategies
- National Action Plans
- Women in the Armed Forces
- Impact of current conflicts on women

Cultural setting and Women's Empowerment

- Different impact of culture and traditions, including your own, on women and men
- Effective ways to interact with local women and men
- Working with local women's organizations

Security Sector Reform and Demobilization, Disarmament & Reintegration

- Political and technical aspects
- Security Sector governance
- Differentiated threat landscapes
- Participation, response and institutional requirements
- Practical entry points
- Women's roles in the DDR (Disarmament Demobilization, and Reintegration processes)

Gender in NATO missions – The Afghanistan case

- Women's leadership in Afghanistan by the Afghan Women's Network
- Scenario-based practice on political participation, election support
- Scenario-based practice on girls' education; prevention, protection and participation;
- Complementarities among military, diplomatic and development efforts

Integrated approach to addressing sexual violence & protection of civilians

- Challenges and dilemmas facing military and civilian decision-makers in the field with regard to the protection of civilians and sexual violence;
- Impact of behaviour and attitudes on strategic leadership and senior mission leaders;
- Scenario-based exercises around DRC (MONUSCO), Haiti (humanitarian), Chad (EUFOR) and Ivory Coast (Protection of civilians) to assess situations from a tactical point of view, and formulate courses of action
- Requirements for preparation of (contingency) plans for operations/actions, contributing to short- and longer-term protection of civilians against sexual violence;

Integrating gender in the planning process

- Planning of a fictional mission, based on a scenario
- Putting into practice acquired knowledge and skills of the first 4 days

Application & Selection

Application forms should be sent no later than 10 October 2011. Prospective students 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 student and the authorizing officer.

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 or EU institutes who are to be assigned to operations, to fragile states or relevant embassies/permanent missions/departments, or to participate in short missions/expert pools.

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 & Travel

Single room accommodation arrangements are made in the Netherlands Defence College (IDL). Detailed logistical and administrative details will be provided upon confirmation of the admittance to the course.

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

Financial Contribution

No course fee will be charged. However, in order to cover the accommodation and meals, a contribution of 350 EUR per student will be charged. Details about the payment will be provided upon confirmation of the admittance to the course.

Dress code.

Military and police:

Icebreaker: Business casual

Opening session and closing ceremony - service day uniform (jacket and tie); all other sessions - day uniform/working dress (not battle dress)

Civilian: Icebreaker: Business casual

Opening session and closing ceremony – official; all other sessions – business casual.

Contact & Application

Completed application forms should be sent to: observatoriomujerfas@oc.mde.es

Or by fax to: +34 91 395 5074

Points of Contacts:

Course Director/Coordinator Hispano-Dutch Initiative
Annemieke de los Santos
observatoriomujerfas@oc.mde.es
Phone: +34 91 213 2517

Administrative Officer/Course Manager,
Captain María García-Baamonde González
mgarg77@fn.mde.es
Phone: +34 91 774 3329

For more information, including all necessary form, please visit the course website:
www.defensa.gob.es/areasTematicas/observatorio/