



A Comprehensive Approach to Gender in Operations

Activity Number: 23-24/21/3

18 – 21 March 2024
Jable Castle, Slovenia

COURSE PROGRAMME



Day 0 – March 18
MONDAY

All course participants have to prepare for the residential module by completing the relevant eLearning preparatory phase, which is mandatory. Participants who do not complete the eLearning Module will not be awarded the course certificate. The eLearning modules will be available on the Ilias platform.

eLearning Module

Time	Topic	Objectives	Method
2 hours	AKU 11A: Gender and UNSCR 1325	<ul style="list-style-type: none">*to get to know gender in operations and WPS agenda within the EU, UN, NATO, OSCE and AU*to get an overview of EU policy and definitions on WPS in CSDP*to familiarise yourself with key gender equality concepts*to learn about the EU Integrated Approach: legal framework, international humanitarian law and international human rights law	eLearning via Ilias platform (self-paced)
2 hours	AKU 11B : Gender aspects in missions and operations	<ul style="list-style-type: none">*to learn about the gender expert's perspective¹*to acquaint yourself with the gender analysis and the integration of gender perspective into the planning process	eLearning via Ilias platform (self-paced)

Day 1 – March 19

TUESDAY

Time	Topic	Lecturer	Objectives	Method
8.30 – 9.00	Arrival & Coffee			
9.00 – 9.20	Welcome and Introduction to the Training	TBA	<ul style="list-style-type: none"> * to know POTC * to understand the main objectives of the training * ground rules 	Presentation Group Work
9.20 – 10.00	Let's Meet Each Other	TBA	<ul style="list-style-type: none"> * to know each other * to set the informal tone of the training 	Icebreaker Activity
10.00 – 10.15	Coffee Break			
10.15 – 11.15	Gender Equality and Gender Mainstreaming 101: Concepts and Context	TBA	<ul style="list-style-type: none"> * to get to know key gender equality concepts * to get acquainted with The EU Integrated Approach * Legal framework, international humanitarian law and international human rights law * to understand why gender equality and gender mainstreaming are important 	Presentation Discussion
11.15 – 12:00	Introduction to gender equality and the Women, Peace and Security (WPS) Agenda: Normative Framework	TBA	<ul style="list-style-type: none"> *to get to know gender in operations and WPS agenda within the EU, UN, NATO, OSCE and AU EU policy and definitions on WPS in CSDP *to get acquainted with EU policy and definitions on WPS in CSDP * to understand prevention, protection, participation in WPS 	Presentation Discussion
12.00 – 13.00	Lunch			
13.00 – 14:30	Gender Mainstreaming in Operational Settings	TBA	<ul style="list-style-type: none"> * to know what gender mainstreaming translates to in the UN mission environment 	Presentation Discussion Experience sharing
14.30 – 14.45	Coffee Break			
14.45– 15.15	Gender Mainstreaming in Slovenian Police	TBA	<ul style="list-style-type: none"> * to familiarise participants with Slovenian gender mainstreaming policies and examples of good practices 	Presentation
17.00 – 18.00	Social Activity	[Nonmandatory]		

Day 2 – March 20
WEDNESDAY

Time	Topic	Lecturer	Objectives	Method
8.00 – 8.30	Arrival & Coffee			
8.30. – 10:00	Conflict-related sexual and gender-based violence (CRSV) and protection of civilians (PoC)	TBA	<ul style="list-style-type: none"> *to get to know the concepts of protection of civilians (PoC), conflict-related sexual and gender-based violence (CRSV), sexual exploitation and abuse (SEA) and sexual harassment *to understand CRSV in relation to the wider continuum of gender-based violence (GBV) *to get acquainted with trafficking in human beings 	Presentation Discussion
10.00 – 10.15	Coffee Break			
10.15 – 11.45	Gender Roles & Power Structures: Understanding the Local Context	TBA	<ul style="list-style-type: none"> * to familiarise with gender norms, roles and power structures that underpin gender inequality * to understand gender norms as social constructs that can be changed or reinforced by the environment * Women's participation in mediation based on gender analysis and with an integrated gender perspective 	Presentation Discussion Experience sharing
11.45 – 12.45	Lunch Break			
12.45 – 14.15	Gender in security sector reform (SSR) and disarmament, demobilisation and reintegration (DDR) processes	TBA	<ul style="list-style-type: none"> *to get an introduction to SSR, border management, stabilisation efforts/action and DDR *to get acquainted with mainstreaming a gender perspective in SSR and DDR 	Presentation Discussion Experience sharing
14.15 – 14.30	Coffee Break			
14.30 – 16.00	Gender Mainstreaming in the EU CSDP Missions and Other International Missions and Operations	TBA	<ul style="list-style-type: none"> *to understand the relevant EU documents with a focus on CSDP missions *to know what gender mainstreaming translates to in the CSDP mission environment *to learn how to include a gender analysis and the integration of gender perspective into the planning process 	Presentation Discussion

Time	Topic	Lecturer	Objectives	Method
8.00 – 8.30	Arrival & Coffee			
8.30 – 9.30	Experiences from international missions and operations	TBA	<ul style="list-style-type: none"> * to have a view on gender topic in practice: view from the field * to be aware of the challenges, good practices, tools 	Presentation Discussion Experience sharing
9.30 – 9.45	Short break			
9.45 – 11.45	Individual contribution to gender equality and gender mainstreaming and overcoming resistance in mission environment PART 1	TBA	<ul style="list-style-type: none"> * to understand and be able to adopt a gender sensitive approach * to review where participants can involve gender perspective * to be aware of the Code of Conduct and what is expected from the mission members 	Case studies Group work Discussion
12.15 – 13:15	Long break			
13:15 – 15.15	Individual contribution to gender equality and gender mainstreaming and overcoming resistance in mission environment PART 2	TBA	<ul style="list-style-type: none"> * to have a view on gender topic in practice: view from the field * to be aware of the challenges, good practices, tools 	Case studies Group work Discussion
15.15. – 15:30	Short break			
15.30 – 15.45	Training Evaluation	TBA	<ul style="list-style-type: none"> * to gain feedback on the usefulness and reception of addressed topics 	Questionnaires
15.45 – 16:00	Closing Remarks & Certificate Ceremony	TBA	<ul style="list-style-type: none"> *to formally end the training * to award the participants who successfully concluded the training with a certificate 	Presentation