

EU Human Rights and Due Diligence Policy (HRDDP) Training

8-10 June 2026
Brussels, Belgium

CONCEPT NOTE - FINAL

The Context

The 2022 Strategic Compass for Security and Defense stresses the importance of compliance with International Human Rights Law (IHRL) and the International Humanitarian Law (IHL). The 2023 Civilian CSDP Compact entails the Member States' commitment to promote and systematically mainstream human rights, exercise human rights due diligence and ensure compliance with international law, in particular IHRL and IHL. This commitment is accompanied by a concrete deliverable that stipulates that the EEAS will include human rights impact and risk analysis in all planning documents of civilian CSDP missions from 2024 onwards and ensure conflict sensitivity and the 'do no harm' approach throughout the conduct of missions¹.

Adopted by the EU Foreign Affairs Council in February 2024, the [EU human rights and international humanitarian law due diligence policy on security sector support to third parties \(EU HRDDP\)](#) establishes a framework to ensure that security sector support provided by the EU to third parties is consistent with IHRL and IHL. The EU HRDDP helps to ensure that reasonable care is exercised when providing support to third-party security forces and actors and – through identification, assessment and mitigation – that specific measures are taken to manage the risks of potential human rights and IHL violations.

While contributing to the protection and promotion of human rights and IHL, the application of the policy also ensures that there is early attention to situations where support to security forces and actors may give rise to legal, political or reputational risks for the EU, its Member States and its partners. Although exercising due diligence will not eliminate risks altogether, human rights and IHL risk management can significantly reduce the likelihood of adverse human rights impacts and violations of IHL.²

Few months after the adoption of the EU HRDDP, EEAS requested support from the then EUCTI Secretariat for the organization of a workshop that would facilitate the implementation of the policy

¹ EEAS(2023)1089

² idem

in CSDP missions. In April 2024, the Royal Institute of International Relations – Egmont organized that workshop.

In June 2025, a handbook to guide the implementation of the EU HRDDP was issued. The purpose of the EU HRDDP Implementation Handbook is to provide further practical guidance and tools to support the relevant instruments and actors in exercising human rights due diligence when providing security sector support to third parties under the EU HRDDP. The Handbook applies at both strategic (headquarters) and operational (field) levels.

Considering the high staff turnover in the missions, EEAS requested the EUTI Secretariat for a renewed support with the organization of a second workshop on the EU HRDDP. EEAS requested a similar workshop to the one organized in 2024 for this time a larger but similar audience (both civilian and military) with a better balance between the two and a greater percentage of participants representing the missions. An assessment report is being prepared by EEAS with the inputs of the CSDP missions. That report expected in April 2026 will highlight some policy implementation challenges.

Furthermore, EEAS anticipates that most participants to the March training on “Mainstreaming Human Rights into Civilian CSDP Crisis Management Missions” organized by Scuola Superiore Sant’Anna (SSSA) will participate to the HRDDP June workshop. Therefore, it has been requested by EEAS that the workshop in June be as practical as possible to focus the most on the implementation of the HRDDP.

The Training

In line with the above, the Egmont Institute is organizing a 3-day training activity in Brussels to facilitate the operationalization of the EU HRDDP. This activity will be implemented in coordination with PCM.1 and the EUTI Secretariat. It will be designed drawing on the experience and knowledge gathered and developed during the implementation of the 2024 HRDDP workshop and, in continuity with the March training on “Mainstreaming Human Rights into Civilian CSDP Crisis Management Missions” organized by Scuola Superiore Sant’Anna (SSSA).

The course will comprise three key dimensions: 1) Background and core concepts; 2) Exercise HRDDP implementation in relation to its 3 phases: Risk Identification and Assessment; Risk Mitigation and Risk Monitoring; 3) Partnerships. Some reading material/e-learning will likely be sent to the participants beforehand.

The course will focus on the various types of assistance provided by EU military and civilian missions, including training, advising, small-scale projects, equipment delivery, and infrastructure support, as well as the provision of both lethal and non-lethal military assistance under the European Peace Facility (EPF). The course will also consider several actors including national law enforcement authorities, armed forces, relevant ministries, and justice institutions.

With respect to risk levels—and in line with the cross-cutting principles of the EU HRDDP—the course will examine risks related in particular to conflict related sexual violence (CRSV), sexual and gender-based violence (SGBV), violations of children’s rights, and abuses affecting older persons and persons with disabilities. As part of the overall risk management process, engagement with partners, including civil society organizations (CSOs), will be addressed in accordance with the “do no harm” principle.

The course will provide an opportunity for participants and experts (including several who will be joining remotely) to share mission specific experiences, test various tools, and reflect on the challenges and opportunities encountered in practice. These insights may ultimately contribute to strengthening the implementation of the EU HRDDP and the use of the EU HRDDP Implementation Handbook.

Objective(s)

The aim of the course is to enable participants to understand the practical implications of the EU HRDDP and to practice its implementation based on real-life and/or realistic scenarios.

The Target Audience

The activity will primarily target participants of CFSP/CSDP civilian and military missions and European Peace Facility personnel. It is expected that about 20 people will benefit from this activity. Participants will include staff from Civilian Operations Headquarters (CivOpsHQ) and Military Planning and Conduct Capability (MPCC), EU Military Staff (EUMS) and Peace and Crisis Management Directorate (PCMD), including European Peace Facility (EPF). Sixteen (16) participants would likely be coming from the field. While priority will be given to Human Rights and Gender Advisors/Focal Points, legal advisors and colleagues from operations departments are welcome. Attention will be given to promote gender parity in terms of participation to the best extent possible.

The Expected Learning Outcomes

Based on their good understanding of Human Rights Mainstreaming and Human Rights Due Diligence, the participants will have grasped the practical implications of the EU HRDDP and will have demonstrated their proficiency in implementing it through real-life and realistic scenarios.

At the end of the proposed activity, it is anticipated that participants will have attained the following learning outcomes:

Knowledge-level:

- (1) Be reminded of the EU HRDDP framework;
- (2) Understand the partnership between EU and the UN in the field of Due Diligence;
- (3) Understand UN's experience on HRDDP implementation in United Nations Peace Mission Operations settings;
- (4) Gain insights from field practitioners on their experience implementing HRDDPR in EU and UN missions;
- (5) Be reminded of the core principles of Human Rights (including Children's Rights), IHL, HR Mainstreaming & The do no harm principle as well as Gender Responsiveness and age sensitivity approaches;
- (6) Understand Human Rights and IHL Risk Management process (Identification, Assessment, Mitigation, Monitoring) including the Due Diligence Process and HR mainstreaming;
- (7) Gain insights on how to collaborate effectively with partners (local, national and international) and CSOs (local, national and international) as part of a Risk Management process, including with reference to the guidelines on civil society engagement developed for CSDP civilian missions;
- (8) Be familiar with the existing linkages between HRDDP and both the Youth, Peace and Security and Women, Peace and Security agendas.

Skills/Attitude level:

- (9) Identify and categorize diverse types of risks i.e. potential adverse human rights impacts³, including SGBV/CRSV and sexual exploitation and abuse (SEA), violations of IHL & legal, political or reputational risks; including be familiar with available sources of information;
- (10) Identify and assess various types and levels of risks in relation to missions' mandates/operational activities & partners;
- (11) Formulate and recommend mitigation measures to reduce the risks of identified potential IHRL and IHL violations, their likelihood and/or foreseen impact;
- (12) Be able to monitor and evaluate the implementation, effectiveness and efficiency of the mitigation measures put in place;
- (13) Assess how HRDDP could be useful in non-mission settings;
- (14) Reflect on challenges and lessons learned to better anticipate and address similar issues in operational contexts;
- (15) Identify opportunities to collaborate and forge strong partnership with other actors;
- (16) Practice the use of the EU HRDDP Implementation Handbook.

³ Including sexual and gender-based violence (SGBV), violations of children's rights and violations and abuses of the elderly and the disabled persons

The Methodology

The methodology will be aligned with the principles of adult experiential learning.

Capitalization: (1) The workshop will build on the first 2024 HRDDP workshop and will also be in continuity with the training on “Mainstreaming Human Rights into Civilian CSDP Crisis Management Missions” organized by Scuola Superiore Sant’Anna (SSSA) for which the Egmont Institute will act as *critical friend*; (2) Furthermore, the newly issued EU HRDDP Implementation Handbook will be used as well as initial lessons learnt and identified challenges in implementing the HRDDP in the field.

Recommendations from this edition will be documented and discussed with EEAS to support possible future HRDDP training iterations based on relevance and emerging needs.

Experts: The trainers will use their significant experience in HR and due diligence to stimulate participants to share their experiences. They will build on it to work around real-life and/or realistic scenarios from CSDP missions. Experts will be identified across various institutions i.e. from EU, ICRC, UN (OHCHR), and Belgian Defence. If possible, training organizers will also liaise with (UN) HRDDP Task Force members in countries where there is a CSDP mission deployed to strengthen further the learning logic and for the training to be as practical and realistic as possible.

Participant-centered & Interactivity: The activity will involve a high level of interactivity between the experts and the participants. The experts will engage participants through interactive methods, including regularly asking questions and inviting them to share their views on specific points of content to encourage reflection, stimulate self-awareness and foster peer learning. It is expected that a high level of interactivity/interaction will foster an active engagement and a fruitful learning environment for all participants, stimulating knowledge sharing to the best extent possible.

Balance between Theory & Practice: On the one hand, a balance between theory and practice will be promoted during the identification of the experts, who will need to be not only highly knowledgeable in their field of work, but also practitioners. On the other hand, such balance will be ensured by the format and the content of the modules themselves (classroom teaching, practical exercises, working-group exercises, hot wrap-ups). Several practical exercises are envisaged, including structured risk-mapping in small groups based on a mission scenario, drafting mitigation options using the HRDDP handbook, simulations of a monitoring discussion with a partner authority and short peer review of a hypothetical support measure.

Cross-cutting issues: The design as well as the implementation of the activity will promote gender equality. To the best extent possible, the location of the activity will be identified to facilitate the participation of people with a mobility impairment.

Networking: The activity will promote networking opportunities between the participants themselves, notably between Brussels-based participants and those from CFSP/CSDP civilian and military missions and European Peace Facility projects. The activity will also represent a networking opportunity between the participants and the various experts.

Language: The activity will be delivered in English due to the international audience.

Modules

- Collaboration between the EU and the UN in the field of Due Diligence;
- Core principles of Human Rights, IHL & the “do no harm” principle including vis-à-vis the environment;
- The Risk Management Approach in Practice (Identification, Assessment, Mitigation, Monitoring);
- Experiences from the field;
- Working with partners.

Assessment and evaluation strategies

Participants will be invited to share their expectations for the training, after which they will complete a pre-course survey. The same survey will be administered at the end of the training to measure learning progress. Throughout the training, learning assessment of both knowledge and skills/aptitude levels will be undertaken through quizzes and multiple choice tests, cases studies, simulations and role plays. Results will be compiled, discussed with the organizers and shared in coordination with the WG on Evaluation

Course duration, Logistics & Trainers

1. **Duration:** 3 days (8-10 June 2026).
2. **Venue:** Barsey by Warwick
3. **Accommodation:** The EUTI project will cover accommodation (including breakfast) from the field (max. 16) – from 7 June to 11 June. Costs for international travel will be borne by the respective missions’ budget. Hotel: Barsey by Warwick
4. **Board:** Coffee breaks, lunch are covered. No dinner will be organized.

5. Logistics: One training room with movable tables and chairs to create islands for working in small group; one additional classroom for break-out activities.
6. Facilitation: The course will be facilitated by a lead trainer, HRDDP Advisor from OHCHR as well as by EEAS staff. In addition, other experts will facilitate specific sessions.

Essential course bibliography

1. [EEAS, Civilian Operations Commander Operational Guidelines on Human Rights Mainstreaming and Human Rights Due Diligence , 13 September 2021, EEAS\(2021\)750](#)
2. [EU Strategic Compass for Security and Defence, 2022](#)
3. [Civilian Common Security and Defence Policy Compact, 2023](#)
4. [EU human rights and international humanitarian law due diligence policy on security sector support to third parties \(EU HRDDP\), EEAS, 2024](#)
5. EU HRDDP Implementation Handbook, EEAS, 2025

The Training Programme

Provisional Programme as of 2 June 2026
EU Human Rights and Due Diligence Policy (HRDDP) Training
8-10 June 2026 - Brussels, Belgium

Provisional Programme - HRDDP Training (8-10 June 2026) - Hotel Barsey by Warwick						
	Monday 8 June 2026		Tuesday 9 June 2026		Wednesday 10 June 2026	
08:15-08:30	<i>Participants arrival</i>		<i>Participants arrival</i>		<i>Participants arrival</i>	
8:30 - 08:45	<i>Welcome & Opening remarks</i>	<i>Egmont Institute & EEAS</i>	<i>Active recall day 1</i>	<i>EEAS</i>	<i>Active recall day 1</i>	<i>EEAS</i>
08:45 - 09:15	<i>Participant Introductions and Expectations Setting</i>	<i>OHCHR</i>	<i>Introduction to the group cases</i>	<i>OHCHR</i>	<i>Introduction to the group cases</i>	<i>OHCHR</i>
09:15 - 10:00	<i>EU HRDDP</i>	<i>EEAS</i>	<i>Risk Identification and Risk Assessment – Group Exercise</i>	<i>All</i>	<i>Monitoring & mitigation measures</i>	<i>OHCHR</i>
10:00 - 10:20	<i>Coffee Break</i>		<i>Coffee Break</i>		<i>Coffee Break</i>	
10:20 - 11:00	<i>UN HRDDP</i>	<i>OHCHR</i>	<i>Risk Identification and Risk Assessment – Group Exercise</i>	<i>All</i>	<i>Monitoring & mitigation measures – Group Exercise</i>	<i>All</i>
11:00 - 11:30	<i>Risk management and due diligence in the Security Sector</i>	<i>DCAF</i>				
11:30-12:30	<i>Human Rights and IHL: an Introduction</i>	<i>Royal Military Academy</i>				
12:30 - 13:30	<i>Lunch</i>		<i>Lunch</i>		<i>Lunch</i>	
13:30 - 14:30	<i>IHL & gendered impact of armed conflict</i>	<i>ICRC</i>	<i>Group Exercise Presentation & Discussion</i>	<i>All</i>	<i>Group Exercise Presentation & Discussion</i>	<i>All</i>
14:30 - 15:20	<i>Children and Armed Conflicts</i>	<i>OSRSG CAAC</i>			<i>Briefing on Partnership with OHCHR/Brussels Office</i>	<i>OHCHR Brussels Office</i>
15:20- 15:40	<i>Coffee Break</i>		<i>Coffee Break</i>		<i>Coffee Break</i>	
15:40 - 16:40	<i>Challenges and lessons learned from CSDP missions and operations</i>	<i>EEAS</i>	<i>HRDDP in non-mission settings</i>	<i>OHCHR</i>	<i>Interlinkages b/w HRDDP & other international agendas</i>	<i>EEAS</i>
16:40 - 17:40			<i>Challenges and lessons learned from UN missions</i>	<i>Various UN missions</i>	<i>Wrap-up and closing</i>	<i>Egmont Institute & EUTI Secretariat</i>
