

Gender Equality Training Needs for the EU's Civilian Common Security and Defence Policy Missions



CSDP EEAS/EUMM GEORGIA

In 2018, EU member states and the Council agreed on a Civilian CSDP Compact to strengthen the civilian Common Security and Defence Policy (CSDP) missions in addressing longstanding as well as emerging security challenges. In the Compact, member states and the Council commit to invest in a more capable civilian CSDP, including through training. The EU Civilian Training Group (EU CTG) was established to manage the process of analysing training requirements for CSDP missions.

The Folke Bernadotte Academy (FBA) and the Swedish Civil Contingencies Agency (MSB) were appointed to form the Civilian Coordinator of Training (CCT) on Gender Equality, with the task to analyse the training requirements in the field of gender equality.

Aim and methodology

The aim of the TRA is to formulate gender equality related learning outcomes for defined target groups within the CSDP context, and to map and analyse the extent to which these are currently met through existing training opportunities. As defined by the terms of references of the CCTs, the TRA has used desk review, questionnaires and key informant interviews to determine training necessary to achieve and sustain the desired level of proficiency required for civilian missions.

EU policy commitments on gender equality and women, peace and security

According to the EU comprehensive policy framework, a gender perspective should be systematically integrated into all EU actions that aim to prevent conflict and respond to the threats civilians face before, during and after conflict. One of the fulfilment criteria of the

EU Action Plan on Women, Peace and Security (WPS) is that training on gender mainstreaming is a mandatory part of pre-deployment and pre-posting training. In addition, it commits the EU to implement mandatory training on WPS for all staff, including Heads of Missions, by 2024.

Existing training to meet EU policy commitments

Member states currently offer both basic courses on gender equality and its relationship to peace operations as well as specialisation courses on the role of the gender adviser and on preventing and responding to sexual and gender-based violence. However, there is no systematic or standardized approach that would ensure that the training requirements for different target groups within CSDP are met, and there are too few training opportunities to meet the needs both at the basic and the advanced levels.

Gaps to meet policy EU commitments

The main gap to meet policy ambitions and requirements is the absence of a coherent, systematic approach to training and learning on gender equality before and during deployment. The TRA indicates that CSDP staff on all levels are insufficiently prepared to implement policy expectations on gender equality and WPS. The key challenges to meet the requirements seem to result from:

1. Insufficient emphasis on gender equality related skills;
2. the absence of mandatory training on gender equality tailored to different target groups;
3. high turnover of staff.

This entails a risk that the integration of a gender perspective will depend on personal interest of individual staff members rather than on institutional commitments.

Learning outcomes to meet policy commitments

According to the TRA, the focus of gender equality training should be on practicing tools and skills that will enable participants to integrate a gender perspective in their daily work and building agency of staff to perform gender equality related tasks. The TRA report identifies learning outcomes on gender equality on three levels: 1) basic (for all staff), 2) advanced (for certain functions in missions) and 3) expert (for gender advisers). See annex: Learning outcomes on gender equality for different target groups.

Recommendations

1. **Ensure that gender equality is fully integrated in practice as a mandatory part of all pre-deployment training.** Pre-deployment training should include the policy framework on gender equality and WPS; that the integration of a gender perspective is the responsibility of all staff; the concept of gender; how to work with a gender perspective and its relevance to the mandate of the mission and tasks of the staff member.

2. **Ensure that the integration of a gender perspective is a mandatory part of pre-deployment training for mission leadership and managers.** Such training should allow managers to familiarise themselves with the key EU policy commitments on gender equality and WPS as well as to promoting the integration of a gender perspective throughout the mission.
3. **Ensure that the integration of a gender perspective is part of the in-mission induction training,** with a focus on gender equality and WPS as it relates to the specific mission. Include analysis of gender equality and women's rights in the host country and in relation to the mandate, relevant operational guidelines, tools and mission-specific resources and mechanisms for gender mainstreaming, as well as the policies of zero-tolerance to sex-based discrimination, gender-based violence, sexual harassment, exploitation and abuse.
4. **Establish in-mission mandatory training for all staff on how to integrate a gender perspective.** Such training would allow staff members to gain knowledge and practice the skills needed to integrate a gender perspective in daily tasks, which in turn enables gender mainstreaming of all crisis management activities for CSDP missions and operations in line with the EU policy commitments.
5. **Establish a common training programme for all gender focal points** across missions. Given the frequent rotation of staff, training programmes for gender focal points should be offered at least twice a year. Ensure that gender focal points have access to peer-to-peer learning and opportunities for capacity development.
6. **Ensure that gender advisers receive specialised training** on the key knowledge and skills of the role as well as have access to peer-to-peer learning and opportunities for capacity development throughout their deployment. Consider establishing a community of practice platform for gender advisers and gender focal points, managed by CPCC.
7. **Develop mechanisms to ensure that a gender perspective is integrated in all training** provided through ESDC and CPCC structures in relevant sectors, in line with the commitments set out in the Strategic Approach to WPS.
8. **View training on gender equality as an integral part of a larger approach to promote gender equality in CSDP and its mandate delivery.** Institutionalised training on gender equality and WPS is linked to the development of gender equality strategies and action plans, the establishment of gender focal point networks, management responsibility and accountability as well as adequate resourcing.
9. **Strengthen accountability for learning on EU policy commitments on gender equality and WPS and how to integrate a gender perspective,** for example through the inclusion of gender equality related training results in performance review formats. Give higher priority to gender equality related skills and knowledge in recruitment and selection processes.

Annex: Learning outcomes on gender equality for different target groups

LEARNING LEVEL: BASIC

Target group: All staff, including managers

- Understand the key EU/CSDP policy commitments on gender equality and Women, Peace and Security and their relevance to the mandate of CSDP missions
- Recognize that the integration of a gender perspective in mission activities (internally and externally) is the responsibility of all staff
- Be able to define the concept of gender
- Be able to critically reflect on own unconscious biases related to gender equality
- Be able to define the concept of gender mainstreaming
- Be able to apply a gender perspective to a situation/task within own area of work
- Be aware of the situation related to gender equality and women's rights in the host country, relevant to own area of work
- Be able to identify how situations of conflict and post-conflict impact women, men, girls and boys differently
- Be able to identify how specific types of violence, including sexual and gender-based violence, affect women, men, girls and boys differently
- Know where to find information and advice related to gender equality (instructions, guidelines, how to interact with gender advisers and gender focal points)
- Be able to recall the mission mechanisms and processes to integrate a gender perspective internally and externally, and who is responsible for the integration of a gender perspective at different levels in the mission

Target group: Managers

- Be able to manage a fair and equal workplace for men and women
- Be able to identify and address breaches to policies of zero-tolerance to sex-based discrimination, gender-based violence, sexual harassment, exploitation and abuse
- Have the capacity to set goals and priorities for gender equality
- Have the capacity to request and motivate staff to integrate a gender perspective in daily work
- Be able to identify gaps, opportunities and barriers to gender equality in the mission
- Be able to explain how the key policy framework related to gender equality and WPS relates to the work of their unit/team
- Be able to advocate for gender equality internally and with external counterparts
- Be able to systematically follow-up on gender equality related results and commitments of their team

Target group: Gender focal points

- Be able to explain how the key policy commitments on gender equality and WPS relate to the mandate of the mission
- Be able to identify and explain key policies, standards and best practices for how to promote gender equality
- Be able to advise and support their unit on the integration of a gender perspective in its activities
- Be able to design and advise on the use of gender analysis to the work of their unit
- Be able to support counterparts in the promotion of gender equality
- Have the skills to raise awareness on gender equality among colleagues
- Be able to advocate for gender equality internally and with external counterparts
- Be able to provide coaching and mentoring for relevant staff on the integration of a gender perspective and mechanisms for gender mainstreaming
- Be able to handle resistance towards gender equality work

Target group: Depending on mission mandate and context

- Be able to identify forms of violence against women and girls (VAWG), sexual and gender-based violence (SGBV) and conflict-related sexual violence (CRSV) and analyse the relevant data and prevalence
- Be able to identify gaps in legislation and public policies of the host country in preventing and responding to VAWG, SGBV and CRSV
- Be able to provide recommendations for development of legislation and public policies to prevent and respond to VAWG, SGBV and CRSV, based on international standards and commitments
- Be able to provide recommendations for the protection of victims VAWG, SGBV and CRSV and for the prosecution of perpetrators
- Be able to support the development of capacities of the judiciary and law enforcement agencies to respond VAWG, SGBV and CRSV
- Be able to support prevention of and victim-centred responses VAWG, SGBV and CRSV and sexual exploitation and abuse that could occur in the crisis context or arise from or within the operation
- Be able to support the integration of a gender perspective in transitional justice processes, including the inclusion of efforts to end impunity for crimes related to VAWG, SGBV and CRSV
- Be able to handle complaints related to SGBV, sexual exploitation and abuse as well as sexual harassment

Target group: Gender advisers

- Have the knowledge and skills to carry out effective training on gender equality
- Be able to provide coaching and mentoring for management and relevant staff on the integration of a gender perspective and mechanisms for gender mainstreaming
- Be able to advise management and relevant staff on the integration of a gender perspective
- Be able to advise on the integration of a gender perspective in the mission-specific areas of operation
- Be able to advise on strategic communications in regard to gender equality
- Be able to support the development of gender-responsive policy development and review
- Be able to carry out in depth gender analyses of relevance to the mission