



Implementation Group	
Doc.:	ESDC/2026/107
Date:	18/02/2026
Origin:	ESDC Secretariat

Country PL	Institution PNA	Common Module Gender Perspectives in Naval Forces	ECTS 2.0
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Service(s): All	<p>Minimum Qualification of Instructors:</p> <ul style="list-style-type: none"> English: Common European Framework of Reference for Languages (CEFR) Level B2 or minimum NATO STANAG 6001 Level 3. Subject Matter Experts (SME's) in specific topics of the module. Teaching experience related to the topic.
Language: English	
SQF MILOF:	

<p>Prerequisites for participants:</p> <ul style="list-style-type: none"> English: Common European Framework of Reference for Languages (CEFR) Level B1 or NATO STANAG Level 2. Minimum of 1 year of national (military) higher education. Basic knowledge of EU and NATO gender documents. Good presentation and communication skills. 	<p>Contents of the Module:</p> <ul style="list-style-type: none"> The impact of conflicts on men and women, as well as opportunities and challenges for women, and streamline gender and human rights dimensions in planning for operations and all relevant policy areas The influence of different cultures and gender related issues on the execution of a mission.
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Learning outcomes	Knowledge	<ul style="list-style-type: none"> Identify key facts of strategies to enhance gender equality and promote understanding of gender related concepts of the UN, EU and NATO. Describe gender diversity and balance in the military field and the importance of gender differences in professional relationships.
	Skills	<ul style="list-style-type: none"> Identify gender issues for the integration into the mission analyses and explain the necessity of specific gender issues on the tactical level. Develop gender-related communication skills and overcome personal stereotypes related to the gender differences and similarities.
	Responsibility & Autonomy	<ul style="list-style-type: none"> Inform, analyse and evaluate gender perspectives in all military functions and facilitate gender mainstreaming into daily work.

<p>Verification of learning outcomes:</p> <ul style="list-style-type: none"> Observation: Throughout the Module students are to discuss given topics and scenarios within syndicates and in the plenary, and they will do the mission analyses. During this work, students are to be evaluated to verify their competencies. Test: Group and/or individual presentation(s) during the module. The type of test is up to the Course Director. If needed, more tests, a seminar paper and different cases may be conducted during the module.
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Module details:

Main Topic	Recom- mended WH for the residential phase	Details
Fundamentals of Gender topic.	6	<ul style="list-style-type: none"> • Introduction to the Module. • Key gender concepts - sex, gender, gender equality, gender mainstreaming, gender stereotypes. • Women Peace and Security Agenda (UNSCR 1325 and related Resolutions). • EU gender equality strategy 2020-2025. • NATO Gender Mainstreaming. • International framework of gender perspectives.
Gender Equality Communication and education.	6	<ul style="list-style-type: none"> • Content of gender education in the military environment – best practices and lessons learned related to the integration of gender perspective in the EU military Academies. • Conflict Related Sexual and Gender Based Violence as a tactic of war. • Gender analysis in operations and missions.
Understanding the gender mixed environment.	4	<ul style="list-style-type: none"> • Gender and Operational Effectiveness (Case Studies) / Liaison and Coordination with Key Leaders and external actors (Key Leaders Engagement). • The Gender Experts' Perspective.
Syndicate Work and Discussions.	4	<ul style="list-style-type: none"> • Gender Diversity. • Gender good practices – national and international, military and civilian aspects.
Total WH (contact hours)	16+4	
Additional hours (WH) to increase and assess the learning outcomes (during residential phase):		
Self-studies	26	<ul style="list-style-type: none"> • For reflecting the teaching hours.
Test / evaluation / assessment	4	<ul style="list-style-type: none"> • Case study in different scenarios reaching from peace-time to robust operations. • Practical mission analyses with a focus on gender aspects. • Gender perspectives when performing military training and its implementation in the context of military/civilian operations. • Each case study includes a risk factor, discussion and proposed solutions.
Total WH	50	The detailed amount of hours for the respective main topic is up to the course director according to national law or the home institution's rules.



List of Abbreviations:

B1, B2, C1	CEFR Levels
BIP	Blended Intensive Programme
CEFR	Common European Framework of Reference for Languages
ECTS	European Credit Transfer and Accumulation System
ESDC	European Security and Defence College
EU	European Union
IG	Implementation Group
NATO	North Atlantic Treaty Organization
PL	Republic of Poland
PNA	Polish Naval Academy
STANAG	Standardisation Agreement
UN	United Nations
UNSCR	United Nations Security Council Resolution
WH	Working Hour (60 minutes)
WPS	Woman, Peace and Security