

Sustaining Peace through Inclusion: Realizing the Full and Equal Participation of Women Justice and Corrections Officers in UN Peace Operations and Host Country Institutions

- **Brief description of the project**

- Objective of the project

To achieve the goals of the Uniformed Gender Parity Strategy by realizing the full and equal participation of women justice and corrections officers in United Nations peace operations as well as host country institutions, thereby harnessing the power of gender equality for sustained peace and furthering the Women, Peace and Security agenda.

- Why is the project required?

In 2021, the DPO Justice and Corrections Service (JCS) established a talent pipeline for the targeted deployment of women justice and corrections officers to UN peace operations as government-provided personnel (GPP), including the launch of the United Nations Women Corrections Officers Network, designing a methodology for gender-responsive in-person recruitment events and developing gender-responsive pre-deployment training. As a result, the percentage of deployed women GPP increased from 34% in 2020 to 42% in 2021, and JCS received a Special Recognition from UNWomen Executive Director for Outstanding Achievements in Gender Parity. Without further investment in this area, there is a risk that the gains made might not be sustained. In addition, despite this progress, deployed women officers continue to be underrepresented in leadership and strategic advisory roles, and they continue to face serious obstacles to their full and equal participation, including sexual harassment, gender-based discrimination and gender stereotyping, as a survey conducted by JCS in 2020 highlighted.

Initial evidence indicates that the increased deployment of women justice and corrections officers to UN peace operations, particularly in traditionally male-dominated roles, has had a positive effect on the willingness of host countries to engage more women in their national services, where they are typically underrepresented. For instance, women corrections GPP deployed to MINUSCA were instrumental in setting up the first all-women rapid intervention team of the CAR prison service. While some peace operations, e.g. MINUSCA and UNMIL, have actively promoted the increased representation of women in justice and corrections sectors of peacekeeping host countries, little information is available on its effectiveness and impact, and a clear policy to guide this engagement is lacking. To enable more systematic engagement by peace operations in this area, a review of past and ongoing initiatives to strengthen the full and equal participation of women in formal and informal host country institutions is necessary as well as a set of clear policy recommendations on the way forward.

- What is the expected impact of the project?

Through a targeted recruitment and communications campaign and the development of a mentorship programme, this project will increase the deployment of women justice and corrections GPP in strategic advisory and leadership roles, ensuring the full and equal participation of women justice and corrections officers in UN peace operations. The overall representation of deployed women GPP is expected to stand at approximately 44% by the end of 2023. Secondly, this project will lay the foundation for the development of a policy framework to guide the systematic engagement of peace operations in increasing the full and equal representation of women in host country justice and corrections services, thereby contributing to women's empowerment in post-conflict contexts and promoting fair, inclusive and well-functioning rule of law institutions, a lynchpin for sustainable peace.

- **Expected outcomes, outputs and proposed activities**

Outcomes	Outputs	Proposed Activities
Rate of deployed women GPP stands at approximately 44% by the end of 2023, thereby exceeding the target of the Uniformed Gender Parity Strategy, including increased deployment of women in leadership positions	Priority group of women officers identified for deployment to peace operations in typically male-dominated roles	Implement two three-day regional recruitment and assessment events in Africa for 50-60 GPP candidates in total, with at least 50% participation of women and an emphasis on pre-assessment preparation and confidence-building measures for women candidates, building on lessons from the first in-person assessment exercise of women corrections officers in 2021
	Increased awareness among women corrections officers globally of deployment opportunities and modalities with the United Nations	Develop and expand the United Nations Women Corrections Officers Network, launched in 2021, as the main outreach platform to women corrections officers globally, through the hosting of online outreach events and the provision of targeted information
	Increased confidence and capacity of women GPP to assume leadership roles, e.g. as GPP team leaders and coordinators	Develop and launch a leadership mentoring programme for a select group of 10-20 women GPP
Improved enabling environment for women officers during deployment to UN peace operations.	Increased awareness among contributing countries, peacekeeping host countries and UN personnel of positive narratives on the role of women as providers of security and justice	Implement campaign for the second United Nations Trailblazer Award for Women Justice and Corrections Officers and organize high-level award ceremony in New York, including targeted communications campaign
Increased participation of women in justice and corrections institutions of host countries of UN peace operation	Road map on how to strengthen DPO efforts in promoting women's participation in justice and corrections institutions in peacekeeping host countries developed	Conduct lessons learned study on good practices in promoting women's participation in formal and informal justice and corrections institutions and mechanisms in peacekeeping host countries and develop policy recommendations on how to strengthen DPO efforts in this area

- **Implementation timeline**

An initial 12 months. This project will be implemented by the DPO Justice and Corrections Service in partnership with UNITAR. The project will also be closely coordinated with the UN Women gender parity team and other Global Focal Point partners.

- **Explain how the project will further the implementation of the A4P commitment and the A4P+ priorities.**

This project will strengthen the full and equal participation of women justice and corrections officers in UN peace operations and host countries, with the ultimate goal of gender parity, thereby directly contributing to the Women, Peace and Security agenda and related A4P commitments. The increased participation of uniformed women and associated diversity in backgrounds and perspectives will contribute to strengthening the performance of peacekeeping operations. It will further provide important women role models and better representation of host country communities.

The project will strengthen protection provided by peacekeeping operations by providing a stronger gender lens provided by women personnel.

- **How have gender aspects been included in the design and implementation of the project? How does it help the Department to implement their Women, Peace and Security and Gender Parity commitments?**

This project will directly contribute to the implementation of the WPS agenda by increasing the participation of women justice and corrections officers in UN peace operations and by empowering women GPP to take on leadership roles. In addition, the project will promote the full and equal participation of women in formal and informal rule of law institutions and mechanisms in peacekeeping host countries, thereby contributing to women's empowerment in post-conflict contexts.

- **Brief explanation of any risks that the implementation of the project may face and how to mitigate them, including with regards to the impact of COVID-19 (if relevant).**

In case of continued limitations due to the COVID-19 crisis, a number of activities will be conducted virtually, such as the mentorship sessions for women GPP. Outreach to women officers can take place through online tools, such as the United Nations Women Corrections Officers Network. The risk of resistance by host country authorities, including traditional/informal authorities, to the empowerment of women in national rule of law institutions will be mitigated through close coordination with mission personnel on the ground and a culturally sensitive analysis of the effectiveness of different proposed approaches.

- **Proposed budget**

Item	Brief Description	Total Amount
Regional assessment exercise(s) for 50-60 corrections officers in total	Travel for participants	\$50,000
	Accommodation for participants	\$16,000
	Travel and DSA for 5 evaluators from peace operations and DPO	\$34,000
	Conference venue, lunch, coffee	\$10,000
Develop and pilot leadership mentoring programme for women officers	5 expert facilitators to lead seminars/trainings;	\$20,000
	Provision of French-English translation	\$10,000
UN Trailblazer Award ceremony	Travel and DSA for awardee to award ceremony; Renting of venue; Catering; Translation services; Communications	\$15,000
Personnel support	15 work months of 2 project staff	\$295,000
Programme Support Cost (13%)		\$58,500
	Total:	\$508,500