



United Nations Police

First Female Senior Police Officer Command Development Course

Concept Note

Title and dates

- Validation and Instructors' Preparatory Workshop: 1 to 3 December
- Pilot regional course for Anglophone African countries co-hosted by the African Union: 3-8 December 2017

Venue: Addis Ababa, Ethiopia

BACKGROUND

UN Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013) and 2242 (2015) recognized that sustainable peace can only be achieved with the equal participation of women in peace operations. In 2006 and 2007 the UN engaged Police Contributing Countries (PCCs) in policy dialogues to identify mechanisms to increase the number of female police officers in peacekeeping operations. The dialogues affirmed that women's participation in police improves the efficiency of policing yet their presence remains negligible.

In 2009, the United Nations launched a Global Effort initiative to increase the participation of female police officers in peacekeeping operations to 20 per cent. In this context, increasing the participation of female police officers in decision-making levels will have a major impact in ensuring gender mainstreaming. Women police and problem solve differently and therefore take decisions differently. Ensuring gender diversity in police command positions will improve organisational efficiencies and overall mandate delivery.

In 2009 to 2011, the Police Division undertook a survey with field operations followed by focused group meetings with female police peacekeepers during a field visit in Liberia and Timor-Leste. From 2012 to 2016, it held two focused group meetings with female heads of police components, female staff from the Police Division and Police and Military Advisers from Permanent Missions on obstacles faced by female senior officers in being nominated and qualifying for command positions in field operations and professional posts in the Headquarters.

The findings identified that lack of information, negative social and cultural norms, lack of skills on language, driving and firearms shooting, lack of confidence and the process of self-elimination present major obstacles for female police officers to come forward for nomination to international police deployments.

Within the Global Effort initiative, the Police Division has implemented an all-female Selection Assistance and Assessment Team (SAAT) project to train nominated female police officers on the basic requirements on language, driving and firearms proficiency for deployment to peace operations. The project was successful in generating an unprecedented number of over 2,000 female police nominations from 17 PCCs.

While the representation of women has increased from 7 per cent to 17 per cent for individual police officers and from 2 per cent to 6 per cent within Formed Police Units from 2009 to 2016, women in command positions have remained very low with only one Head of Police Component in 17 missions throughout the period. Furthermore, among 107 professional posts from P3 to D2 in field missions, only 13 per cent were filled by women.

The lack of women in decision-making positions is also reflected across civilian posts in peace operations. A Department of Field Support 'Bridging the Civilian Gender Gap' concluded that 'without positive intervention, the UN is unlikely to achieve its goal of 50/50 gender parity'. To fill this gender gap, the DFS launched an initiative to create a Senior Women Talent Pipeline to attract a specific cadre of talented women willing to serve in the field at the senior levels. In 2016, 130 women joined the pipeline from which nine had been successfully selected from P5 to Assistant Secretary-General level with over fifteen rostered at the P5 and D1 levels illustrating the success of the initiative. DFS had also put forward women from the pipeline for inclusion in the Senior Mission Leadership course where they received valuable training and exposure.

To build on the positive outcomes of the All-female SAAT project and the DFS Senior Women Talent Pipeline, the Police Division proposes this project to equalise opportunities for female officers to compete for command positions.

ACTIVITY

The Police Division of the UN Department of Peacekeeping Operations' Office of Rule of Law and Security Institutions proposes to identify, mentor, train and prepare a United Nations Police (UNPOL) Female Police Command Cadre composed of nominated senior female police officers who meet the requirements for leadership posts as Heads of Police Components and Deputy levels (P5 to D2) and middle management posts (Professional posts) that will undergo during a series of four five-day training courses to be held in Africa (Anglophone, Francophone), Asia and Latin America. Qualified female officers from Europe and North America will be invited to participate at their own expense.

Each training course will address the unique challenges and opportunities women face as they vie for nominations to leadership positions in police peacekeeping operations. It will focus on enhancing business, leadership and personal effectiveness skills tailored to the specific needs of female police officers in the context of peacekeeping. The curriculum will cover leading a diverse police component, implementing UN peacekeeping mandate and change, understanding national and international stakeholders, partnerships and coordination, motivating success, learning individual differences and strategic career planning. The training course will also include how to prepare and succeed in the United Nations competency based interview process. It will also provide a forum on the different needs, priorities and challenges faced by women and men deployed to peace operations. Lastly, participants are provided opportunities for self-evaluation which allows them to use the course as a forum to explore opportunities for change and learn from instructors and mentors specializing on women's leadership in policing and former female police peacekeepers.

The Permanent Missions to the United Nations will be requested to commit to nominating the candidates who have undergone the above course to an upcoming UN Police Command Course, the Senior Recruitment Roster and vacancy positions for leadership and middle management posts in United Nations Police components in field missions and the Police Division.

The objective of the project is to create a talent pool to fast track nominations of qualified female senior police officers who can be presented for candidates to the upcoming UN Police Command Course, the Senior Recruitment Roster and vacancy positions for leadership and middle management posts in UNPOL components in field missions and the Police Division.