

Towards Gender-Responsive Rule of Law Support: Advancing the Women, Peace and Security Agenda for Women in UN Peace Operations and Host Communities

○ **Brief description of the project**

○ Objective of the project

This project aims to accelerate the implementation of the Uniformed Gender Parity Strategy and the Women, Peace and Security agenda in the area of justice and corrections in peace operations by promoting the meaningful inclusion of women justice and corrections officers in UN peace operations, advancing the participation of women in host country institutions, and strengthening justice and corrections components' capacity to provide gender-responsive rule of law support to national partners.

○ Why is the project required?

While justice and corrections components in United Nations Peace Operations are tasked to implement the Women, Peace and Security Agenda and Uniformed Gender Parity Strategy for uniformed corrections officers and non-uniformed justice officers, support from the DPO Justice and Corrections Service builds successful initiatives and opportunities to mainstream gender into existing rule of law support. Through this project, the DPO Justice and Corrections Service will expand its support to justice and corrections components' implementation efforts with the following three-pronged approach:

A) Increased Participation of Women Officers in UN Peace Operations: The DPO Justice and Corrections Service has led targeted initiatives for the full, equal and meaningful participation of women justice and corrections officers in United Nations peace operations. Successful initiatives include the establishment of a talent pipeline for the targeted deployment of women corrections officers to UN peace operations as government-provided personnel (GPP), the launch of the United Nations Women Corrections Officers Network, designing a methodology for gender-responsive in-person recruitment events and developing a gender-responsive pre-deployment. Through the implementation of these initiatives, the percentage of deployed women GPP increased from 34% in 2020 to 41% in April 2023. However, without further investment in this area, then gains made to date are at risk of not being sustained.

B) Enabling Environment for Women Officers in UN Peace Operations: To look beyond the numbers of deployed women, the Justice and Corrections Service conducted a survey in 2020 which highlighted the obstacles faced by deployed women officers, including gender-based discrimination, stereotyping and sexual harassment. Women officers continue to be underrepresented in leadership and strategic advisory roles. A comprehensive understanding of the challenges women officers face before, during and after their deployments, which hinder them from participating and contributing to mission mandates is critical to foster an enabling environment. Launching the second United Nations Trailblazer Award for Women Justice and Corrections Officers will contribute to addressing deeply rooted gender bias and stereotypes still found in national rule of law institutions.

C) Gender-responsive rule of law support in UN Peace Operations: Supporting the meaningful participation of women in all aspects of peace and security is a central pillar in the advancement of the Women, Peace and Security Agenda. 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 establishing the first all-women rapid intervention team of the CAR prison service. A review of past and ongoing initiatives which

strengthen the full and equal participation of women in host country institutions will enable more systematic engagement by peace operations.

However, the inclusion of women in decision-making roles in host countries' justice and corrections institutions will not automatically lead to gender equal justice and corrections services. Rule of law interventions in peace operations must also be gender-responsive and further the implementation of the Women, Peace and Security Agenda. Justice and corrections components in United Nations peace operations have addressed gender-related rule of law challenges with initiatives including: MONUSCO support of the first gender strategy for the prison services of the Democratic Republic of the Congo, and UNMISS support to national military justice officials to promote accountability for conflict-related sexual violence (CRSV) and reinforced circuit courts to deploy to remote areas and adjudicate cases of sexual and gender-based violence. However, resources are required to strengthen justice and corrections components' capacity to better mainstream Women, Peace and Security efforts into justice and corrections efforts within peace operations.

- What is the expected impact of the project?

Through a multifaceted data collection strategy, the project will provide a fulsome understanding of the challenges and barriers to women justice and corrections officers to achieve the goals of the Uniformed Gender Parity Strategy. An in-person mission will assess how the increased deployment of women has contributed to the improved implementation of the Women, Peace and Security Agenda, including opportunities, challenges and efficacy of previous and ongoing initiatives. This will result in effective gender mainstreaming in justice and corrections sector and increased advocacy for women in leadership and strategic positions. The project will support the full and equal participation of women justice and corrections GPP in strategic advisory and leadership roles through the development of a targeted recruitment and communications campaign and a mentorship programme.

Through investing in successful gender-sensitive approaches to implement rule of law interventions in peace operations, the project will develop a policy framework to increase the full and equal representation of women in host country justice and corrections services. Beyond gender parity, this project will also strengthen justice and corrections overall capacity to mainstream gender into their rule of law support to host institutions. This contributes to the empowerment of women in post-conflict contexts and promotes fair, inclusive and well-functioning rule of law institutions, a lynchpin for sustainable peace.

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

A) Increased Participation of Women Officers in UN Peace Operations

Outcomes	Outputs	Proposed Activities
<p>Rate of deployed women GPP at approximately 44% by the end of 2024, thereby exceeding the target of the Uniformed Gender Parity Strategy.</p> <p>Increased deployment of women in leadership positions</p>	<p>Priority group of women officers identified for deployment to peace operations in typically male-dominated roles</p>	<p>Implement 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.</p>
	<p>Increased awareness among women corrections officers globally of deployment opportunities and modalities with the United Nations</p>	<p>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.</p>
	<p>Increased confidence and capacity of women GPP to assume leadership roles, including as GPP team leaders and coordinators</p>	<p>Develop and launch a leadership mentoring programme for a select group of 10-20 women GPP</p>

B) Enabling Environment for Women Officers in UN Peace Operations

Outcomes	Outputs	Proposed Activities
<p>Improved enabling environment for women officers during deployment to UN peace operations.</p>	<p>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</p>	<p>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</p>
	<p>Identification of challenges impeding women from full, equal and meaningful participation in UN peace operations.</p>	<p>Collect data from women GPP through surveys, focus group discussions and field visits to assess current challenges building on the 2020 Exit Survey for Women Justice and Corrections GPP as well as ongoing projects focussed on the implementation of the Uniformed Gender Parity Strategy by ODCSS and other partners with a focused lens on justice and uniformed corrections personnel.</p>

C) Gender-responsive rule of law support in UN Peace Operations

Outcomes	Outputs	Proposed Activities
<p>Strengthened capacity in UN peace operations to promote gender-responsive services</p>	<p>Increased awareness across missions of ongoing initiatives and gender mainstreaming efforts.</p>	<p>Implement virtual gender focal point meeting to identify challenges and opportunities to implement the WPS agenda and mainstream gender across justice and corrections components.</p>

in justice and corrections institutions of host countries		Conduct mapping of WPS-related initiatives in justice and corrections components in UN peace operations
		Organise virtual Heads of Components Meeting on WPS to support cross-mission learning
	Additional expertise and capacity available in justice and corrections components to accelerate implementation of WPS agenda	Targeted deployments to justice and corrections components for the provision of gender mainstreaming expertise. Opportunities for increased WPS engagement and assessment of barriers to the meaningful inclusion of women justice and corrections GPP.
	Road map 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 Justice and Corrections Components in United Nations Peace Operations and UNITAR. This project will be conducted in collaboration with partners including ODCSS with focus upon justice and uniformed corrections personnel and institutions. The project will also be closely coordinated with the UN Women Gender Parity Team, the Global Focal Point for the Rule of Law partners as well as the Working Group on Gender Justice to leverage existing gender expertise and initiatives in the field.

● **Explain how the project will further the implementation of 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 project will also identify challenges and opportunities to further mainstream WPS priorities within justice and corrections sectors, both amongst United Nations missions and host government institutions. Enhancing the diversity and participation of uniformed women will contribute to strengthening the performance of peacekeeping operations. The project will provide 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 implement its 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 strengthening an enabling environment for women peacekeepers. 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 while strengthening justice and corrections components' capacity in providing gender-sensitive rule of law support to host country institutions.

- **Brief explanation of any risks that the implementation of the project may face and how to mitigate them.**

In order to limit financial costs, a number of will be conducted virtually, such as the mentorship sessions for women GPP and the virtual gender focal point meeting on barriers to WPS. Outreach to women officers can take place through online tools, such as the United Nations Women Corrections Officers Network. Women justice and corrections officers that voluntarily engage in the barrier assessment will be given the opportunity to maintain confidentiality through appropriate data management protocols and sharing of available United Nations resources. 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	Travel for participants	\$50,000.00
	Accommodation for participants	\$16,000.00
	Travel and Daily Subsistence Allowance for five evaluators from peace operations and DPO	\$34,000.00
	Conference venue, lunch, coffee	\$10,000.00
Develop and pilot leadership mentoring programme for women officers	Five expert facilitators to lead seminars/trainings	\$20,000.00
	Provision of French-English translation	\$10,000.00
UN Trailblazer Award ceremony	Travel and Daily Subsistence Allowance for awardee to award ceremony; venue rental; catering; interpretation services; and communications	\$20,000.00
Deployment of gender in rule of law experts to field missions including the evaluation of barriers to women justice and corrections GPP	Three deployments including travel and Daily Subsistence Allowance for gender experts to mission contexts	\$48,000.00
Personnel support	Project Staff (P3 and Consultant) for 12 months	\$311,395.00
Programme Support Cost (13%)		\$67,521.35
	Total:	\$586,916.35