

# Government- Provided Justice and Corrections Personnel

A Guide for Member  
States and Candidates

# 2021



United Nations  
Peacekeeping  
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DEPARTMENT OF PEACE OPERATIONS

OFFICE OF RULE OF LAW AND SECURITY INSTITUTIONS (OROLSI)  
JUSTICE AND CORRECTIONS SERVICE (JCS)



DEPARTMENT OF  
PEACE OPERATIONS

OROLSI

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## Contents

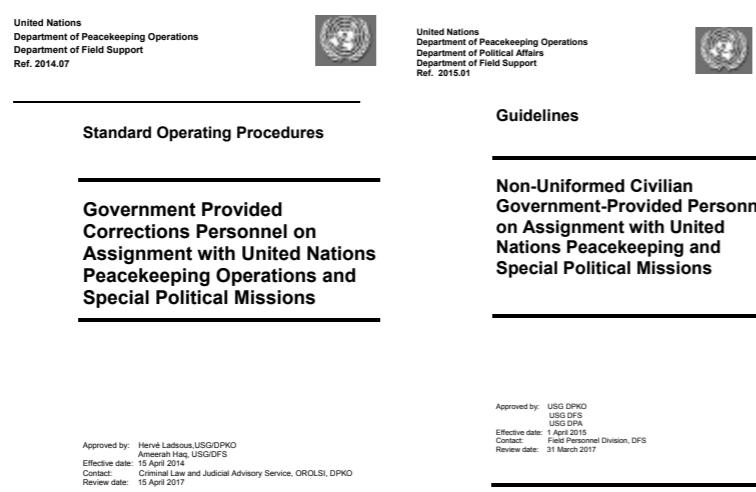
4	<b>What are justice and corrections GPP?</b>
5	<b>GPP Facts and Figures</b>
6	<b>Why serve as GPP in a United Nations peace operation?</b>
9	<b>Where do justice and corrections GPP serve?</b>
10	<b>Missions with justice and corrections GPP</b>
10	<b>United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)</b>
12	<b>United Nations Mission in South Sudan (UNMISS)</b>
14	<b>United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO)</b>
15	<b>United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)</b>
16	<b>United Nations Investigative Team to promote accountability for crimes committed by Da'esh/ISIL (UNITAD)</b>
18	<b>United Nations Assistance Mission in Somalia (UNSOM)</b>
19	<b>United Nations Integrated Office In Haiti (BINUH)</b>
20	<b>United Nations Interim Security Force for Abyei (UNISFA)</b>
23	<b>Get to know our justice and corrections GPP</b>
24	<b>Why are women peacekeepers important?</b>
28	<b>Uniformed personnel gender parity strategy</b>
30	<b>GPP recruitment and deployment process</b>

## What are justice and corrections GPP?

Government-provided personnel (GPP) are individuals nominated by their governments to serve with United Nations peace operations. Justice and corrections GPP provide expertise that is generally only found in national government services, such as national prison services, the judiciary and prosecution authorities among others. While most GPP provide advisory and capacity-building support to national counterparts, some GPP perform operational prison security functions, depending on the mission mandate. When individuals deploy as GPP, contributing Member States continue to provide their national salary and entitlements, while the United Nations provides Mission Subsistence Allowance, medical coverage, and assumes the deployment and repatriation costs upon completion of the GPP's tour of duty.

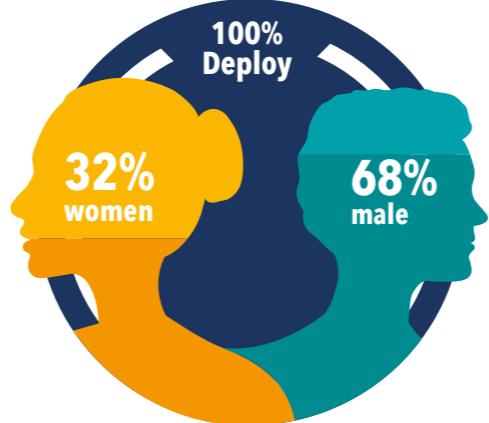
The conditions of service of justice and corrections GPP are outlined in the following documents available at [www.peacekeeping.un.org](http://www.peacekeeping.un.org): Corrections GPP: Standard Operating Procedures for Government Provided Corrections Personnel on Assignment with United Nations Peacekeeping Operations and Special Political Missions, dated 15 April 2014, reference 2014.07

Justice GPP: Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions, dated 1 April 2015, reference 2015.01.



## GPP Facts & Figures

### Deployed GPP by gender:



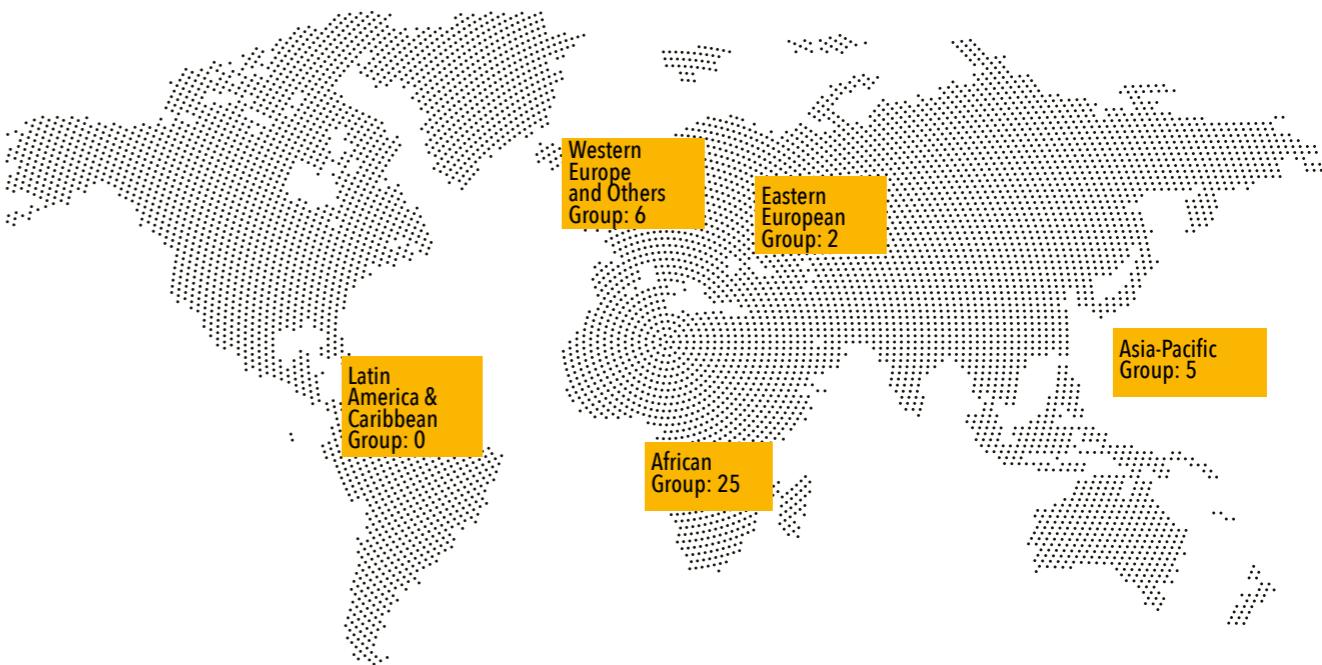
### Number of GPP positions:

Justice 54 Corrections 256

### GPP positions by language:

124 English 186 French

### Contributing countries by regional group:



Information date of reference: November 2020

# Why serve as GPP in a United Nations peace operation?

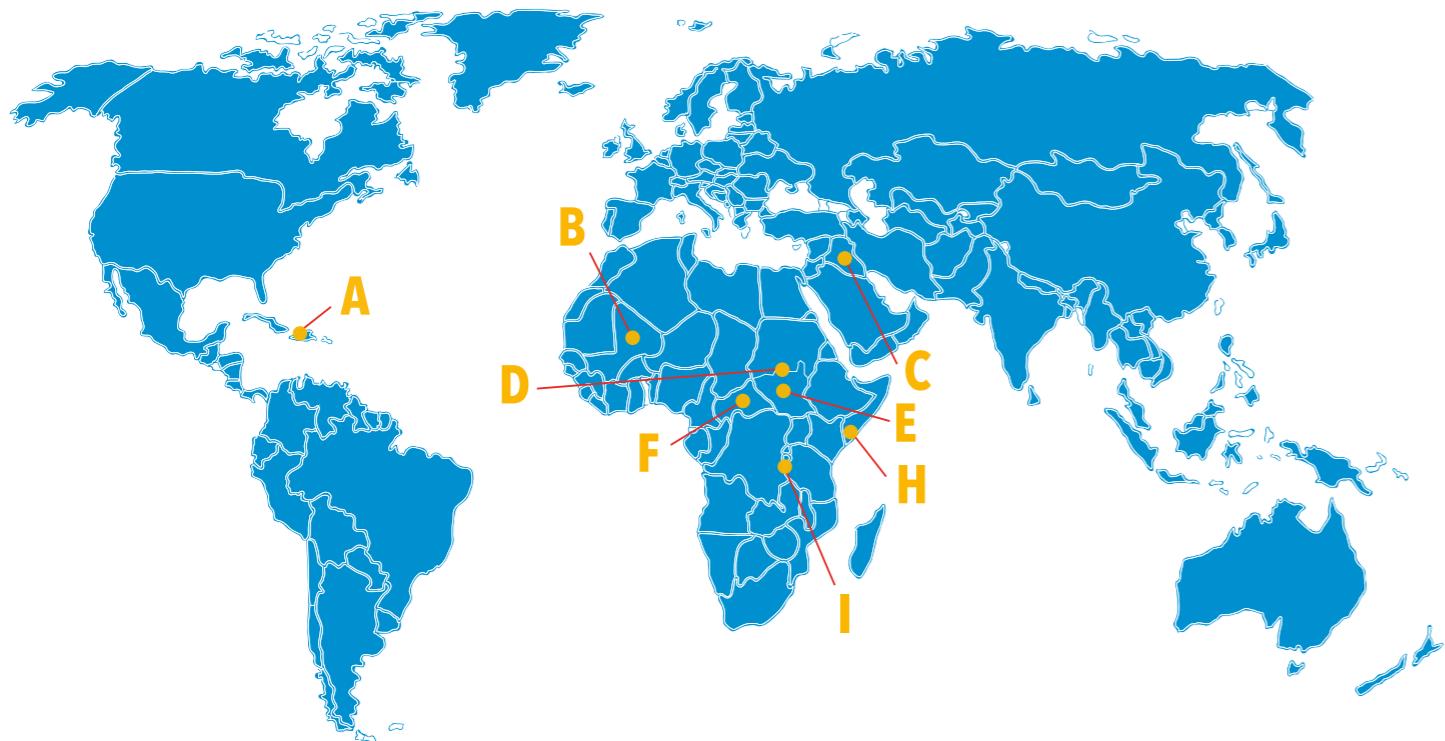
- Contribute to peace and security in post-conflict countries
- Work in an international team
- Exchange ideas with justice and corrections experts from around the world
- Learn about other countries and cultures





**Where do  
justice &  
corrections  
GPP serve?**

# Missions with justice and corrections GPP



- A** BINUH, Haiti:  
corrections  
GPP
- B** MINUSMA, Mali:  
justice & corrections  
GPP
- C** UNITAD, Iraq:  
justice  
GPP
- D** UNISFA, Abyei:  
corrections  
GPP
- E** UNMISS, South Sudan:  
justice & corrections  
GPP
- F** MINUSCA, CAR:  
corrections  
GPP
- G** UNSOM, Somalia:  
justice & corrections  
GPP
- H** MONUSCO, DRC:  
justice & corrections  
GPP
- I** (not explicitly labeled)

As of January 2021, approximately 300 justice and corrections GPP serve in eight United Nations peace operations. Please note that the number of GPP posts and mission locations/duty stations are subject to change.

MINUSCA provides assistance to national authorities in the Central African Republic (CAR) to restore basic law and order and to demilitarize the prison system. The CAR prison system has been characterized by weak institutions, overcrowding and an increasing risk of security incidents and mass escapes. MINUSCA efforts focus on demilitarizing the prison system, strengthening the management of high-risk prisoners and enhancing the capacity of the emerging national prison service. Corrections GPP in MINUSCA support capacity building efforts by providing advice and training to national prison officials, in particular on prison security. Some Corrections GPP also have operational prison security and rapid intervention functions under a mandated "enhanced mentoring and training function".

Applicants complete a written test for the recruitment of 150 civilian corrections officers in CAR

## United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)

**GPP deployable positions:** 108 corrections GPP  
**Locations:** Bangui, Binu, Ngaragba Prison, Camp de Roux Annex  
**Languages:** French  
**GPP profiles in demand:** Operational prison security, rapid intervention, strategic planning and policy development, medical officers.



## United Nations Mission in South Sudan (UNMISS)

**GPP deployable positions:** 78 corrections GPP, 10 justice GPP

**Locations:** Juba, Bentiu, Malakal

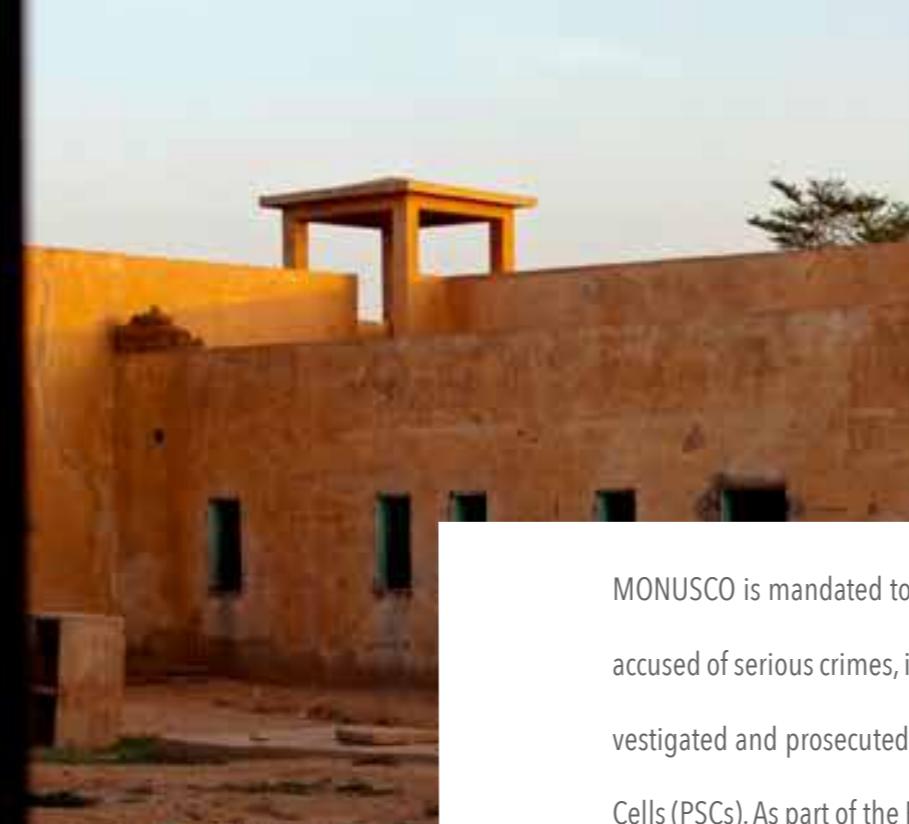
**Languages:** English required, Arabic desirable

**GPP profiles in demand:** **Corrections:** Operational prison security, Prison medical officers; **Justice:** Civilian justice experts (prosecutors, judges)

UNMISS is mandated to support the peace process and provide protection of civilians, including by maintaining public safety and security of and within UNMISS protection of civilian (PoC) sites. To this end, UNMISS operates holding facilities in three of the largest PoC sites to safely hold PoC residents suspected of having committed serious offences within PoC sites and who pose a significant security risk to others. Corrections GPP manage and operate these holding facilities. UNMISS also provides assistance and advice to national authorities on the investigation and prosecution of gender-based violence, conflict-related sexual violence and other serious violations, including by facilitating mobile courts to areas of the country where judicial authorities are absent. Justice GPP provide technical support to national counterparts in the investigation, prosecution and adjudication of such cases.



UNMISS corrections officers receive medals of honor



Gao prison, Mali



Members of the MONUSCO corrections unit visit Muenze prison in Goma, DRC

## United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO)

**GPP deployable positions:** 40 corrections GPP, 20 justice GPP

**Locations:** Beni, Bukavu, Bunia, Goma, Kalemie, Kananga, Tshikapa, Kinshasa, Uvira, Butembo

**Languages:** French, or Swahili and English

**GPP profiles in demand: Justice:** prosecution advisors, military prosecution advisors, police investigations advisors, military investigation advisors; **Corrections:** mentors and advisors, experts in strategic planning, prison security, statistics, engineering, training, management and reforms.



Members of the MONUSCO corrections unit visit Muenze prison in Goma, DRC

MONUSCO is mandated to support the DRC judicial system to ensure that persons accused of serious crimes, including war crimes and crimes against humanity are investigated and prosecuted, including through the MONUSCO Prosecution Support Cells (PSCs). As part of the PSCs, justice GPP provide advisory, capacity-building and mentoring support to national justice authorities in the investigation and prosecution of serious crimes, with a focus on sexual violence and other violent crimes. In the area of corrections, MONUSCO is supporting the national prison service to promote accountability, re-establish prisons, improve prison security and enhance capacity of prison personnel. GPP help strengthen prison security in eastern DRC and Kinshasa with targeted support for high-risk prisoner management and reinforcing prison security in a limited number of priority prisons.

## United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)

**GPP deployable positions:** 12 corrections GPP, 4 justice GPP

**Locations:** Timbuktu, Gao, Kidal, Mopti, Bamako

**Languages:** French

**GPP profiles in demand: Corrections:** Strategic planning and policy development, strategic prison security, prison engineers; **Justice:** Civilian justice experts, prosecutors, judges.

Courts and prisons in North and Central Mali continue to be targeted by violent extremist and other armed groups resulting in impunity and a lack of access to justice. MINUSMA supports national authorities to restore justice and prison services in North and Central Mali and to enhance national capacity to investigate and prosecute serious crimes that risk destabilizing the peace process, including through support to the Pôle Judiciaire Spécialisé - a specialized judicial unit focused on combatting terrorism and transnational organized crime. Justice GPP provide technical support on the investigation and prosecution of individuals suspected of serious crimes. Through mentoring support from corrections GPP, MINUSMA has contributed to the reestablishment of prison facilities and addressing systemic weaknesses in prison security. Corrections GPP are also supporting the development of a digital data management system which has contributed to a reduction in prolonged detention.

#### **United Nations Investigative Team to promote accountability for crimes committed by Da'esh/ISIL (UNITAD)**

**GPP deployable positions:** 14 justice GPP

**Locations:** Baghdad, Duhok

**Languages:** English required, Arabic desirable

**GPP profiles in demand:** Witness protection, investigations, information management, information systems, forensics, legal experts.



A UN officer helps a visitor at Gao prison, Mali



Peacekeepers in Mali



An inmate at Gao prison, Mali



UNITAD was established to support domestic efforts to hold ISIL (Da'esh) accountable for its crimes by collecting, preserving and storing evidence of acts that may amount to war crimes, crimes against humanity and genocide committed by ISIL (Da'esh) in Iraq. UNITAD is an independent and impartial investigative team composed of international and national experts, working in cooperation with Iraqi authorities. To ensure the broadest possible use before national courts, UNITAD is mandated to conduct its investigation activities in line with the highest possible standards. Justice GPP undertake investigative activities, including in relation to crimes of sexual and gender-based violence, and support other core areas of work including storage and preservation of evidence, victim and witness protection, forensics and information management.

Simulation exercise to test the defense plans of Bamako central prison, Mali



A group of women in Somalia

#### United Nations Assistance Mission in Somalia (UN SOM)

**GPP deployable positions:** 5 corrections GPP, 5 justice GPP

**Locations:** Mogadishu, Kismaayo, Hargeisa, Garowe, Baidoa, and Belet Weyne

**Languages:** English required, Arabic and/or Somali desirable

**GPP profiles in demand: Corrections:** Experts in Training, Prevention and Combatting Violent

Extremism, Prisoner psychosocial rehabilitation; **Justice:** Civilian justice experts, customary law, transitional justice.



#### United Nations Integrated Office In Haiti (BINUH)

**GPP deployable positions:** 2 corrections GPP

**Locations:** Port-au-Prince

**Languages:** Bilingual French and English required

**GPP profiles in demand:** Strategic planning and policy development



(left)  
Construction of a new prison in Haiti

(right)  
Construction of a new prison in Haiti

Somalia has experienced conflict since the collapse of its central government in 1991, with devastating impact on the rule of law and the country's institutions. UNSOM supports peace and state-building efforts, including the development of a federated justice and corrections architecture. The Mission provides strategic and policy advise to national counterparts on the design and implementation of justice and corrections models, institution-building and the delivery of justice services. Justice GPP provide technical assistance and advise to strengthen domestic judicial institutions, and extend state authority and the delivery of justice services to the local population. With support from corrections GPP, the Mission has assisted the Somali Custodial Corps in building the capacity of staff, developed procedures on prison management and administration, initiated the rehabilitation of high-risk and violent extremist prisoners, and developed a framework for probation and parole.

After closing the peacekeeping mission in Haiti in 2019, the United Nations Integrated Office in Haiti (BINUH) was established to support the country in strengthening political stability, good governance and the rule of law. The lack of political stability, economic prosperity and leadership continues to impact rule of law institutions.

The BINUH corrections component supports efforts to improve detention conditions, strengthen strategic prison leadership and enhance the capacity of prison personnel. Corrections GPP support these efforts by providing technical and strategic advice and mentoring support to national counterparts.

## United Nations Interim Security Force for Abyei (UNISFA)

**GPP deployable positions:** 2 corrections GPP

**Locations:** Abyei region

**Languages:** English required, Arabic desirable

**GPP profiles in demand:** Corrections advisors with focus on prison conditions and treatment of vulnerable prisoners.

UNISFA is mandated to support law and order management in Abyei, where due to the contested nature of the region, national law enforcement, judicial and corrections authorities do not exist. Instead, Community Protection Committees (CPC) made up of volunteers perform basic law and order functions. Corrections GPP support CPCs by monitoring detention facilities and providing technical advice and mentoring support on detention conditions, security and treatment of detainees, with a particular focus on the treatment of women and children.

Corrections officers celebrate after a justice and corrections workshop in Somalia





Get to know  
our justice and  
corrections  
GPP



# Why are women peacekeepers important?

**Immaculate Draru Angutoko:  
Justice GPP, UNSOM, since October 2018**

**Nationality: Uganda**

"I have more than 13 years of experience as a prosecutor in Uganda and have worked with the International Criminal Court, where I specialized in international law and human rights. In UNSOM, I provide technical advice to national authorities and assist in the capacity-building of the judiciary to strengthen the rule of law in Somalia. For instance, I provide capacity-building support, in close collaboration with national counterparts in the justice sector, by developing and conducting trainings in areas such as case file management, complaints mechanisms and fair trial standards."

"Women officers in United Nations peace operations are crucial for effective collaboration with communities affected by conflict. In addition, women's unique experiences play a vital role in implementing the mission mandate and promoting women's participation in peace and state building."





**Agneta Kempe:  
Corrections GPP, MONUSCO, 2019-2020**

**Nationality: Sweden**

"I was a director at a maximum-security remand prison in Sweden and have also worked at the national level on strategic planning and budgeting. In MONUSCO, I participate in the Mission's work to increase women's representation and capacity among prison staff in the national prison sector, through the development of trainings. I also take part in the Mission's work to strengthen prison management in national prisons around the country through direct engagement with the national prison authorities and the provision of technical assistance through training and mentoring."

"Women should be equally involved in the work of UN missions as women make up over half of the population in any country. It is particularly important to show women in the local population that their participation is possible and equally important."

**Marca Julia Marvey Sirleaf:  
Corrections GPP, UNMISS, 2017-2019**

**Nationality: Liberia**

"I worked as a general duty officer in the national prison service in Liberia and was the first women officer in charge. I also served as a corrections officer in UNMIL. As Operational Prison Security Officer in UNMISS, I am responsible for the safe and secure detention of persons in UNMISS holding facilities at the UNMISS protection of civilian sites."

"The national prison service in Liberia has worked hard to promote gender equality which can serve as a good practice in South Sudan. Women in peace operations are role models for other women and can encourage women to apply to managerial positions."



# Uniformed Personnel Gender Parity Strategy

The 2018 Department of Peace Operation's Uniformed Gender Parity Strategy sets out concrete steps to increase the meaningful participation of women in peace operations, including the number of women officers serving as justice and correction GPP.

## Milestones achieved



The Strategy's 2020 target of 27% has been exceeded, with women representing 32% of all justice and corrections GPP deployed to United Nations peace operations as of November 2020

A sharp increase in the pool of nominated women candidates from 15% in 2018 to 27% as of October 2020, largely due to the first corrections and justice women-only calls for nominations

44% of new GPP deployed in 2020 were women

## To further increase the proportion of women GPP, JCS:

- 1
- 2
- 3

Prioritizes the selection and extension of equally qualified women officers



Prioritizes deployments from Member States that nominate at least 30% women



Reserves the right to reject batches of nominations that only comprise men.

## JCS priorities for 2021-2022:



Publish annual women-only calls for nominations for corrections and justice officers



Implement pre-deployment trainings with at least 50% women participation



Strengthen pool of women candidates with expertise in operational prison security

## Why Gender Parity?

### Operational necessity

Diversity in perspectives, backgrounds and skill sets means United Nations peace operations are better equipped to deliver on their mandates.

### Maximizing talent

United Nations peace operations strive to source the best talent for deployment. The broader and more diverse the pool of candidates, the more effectively we can identify the best talent.

### Reflecting the communities we serve

United Nations peace operations should be representative of the communities they serve to allow engagement with all community members they are there to protect.

### Creating role models

Women peacekeepers serve as powerful role models for women and girls in post-conflict settings, encouraging them to advocate for their own rights and pursue non-traditional career paths.

## How can Member States support GPP gender parity?

- We ask that Member States nominate at least 30% women candidates. In addition, Member States should:
  - Offer pathways and political support for women's increased engagement in peace operations;
  - Ensure information is provided to women about deployment opportunities through national recruitment and communications campaigns;
  - Provide the requisite training to women personnel and facilitate their participation in specialty courses; such as rapid intervention, prison security and intelligence, investigation and prosecution of serious and complex crimes;
  - Identify and address national institutional and unconscious biases that affect recruitment, retention, deployment and promotion of women officers, including through the development of national action plans;
  - Identify, apply and share best practices for gender-neutral recruitment, training and working environment.

# GPP recruitment & deployment process



# 1 Nominating candidates

The Justice and Corrections Service (JCS) is the designated focal point within the Department of Peace Operations (DPO) for all issues related to the recruitment and deployment of justice and corrections GPP. JCS regularly invites New York-based Permanent Missions of Member States to the United Nations to submit nominations for specific GPP profiles through a note verbale. These calls for nominations include Terms of Reference for specific GPP profiles. Although the official note verbale includes a deadline for submitting nominations, JCS accepts nominations after the deadline on a rolling basis. In order to nominate candidates, Permanent Missions of Member States must submit a note verbale to JCS with a list of nominated candidates as well as a completed Personal History Profile (PHP) form for each nominated candidate. JCS cannot accept applications from individuals; nominations must be received through the Permanent Mission.

# 2 Selection process

All nominations must meet the minimum requirements for service as a GPP. JCS will reject candidates who do not meet those criteria, and therefore asks that contributing countries pre-screen all nominated candidates for compliance with the following requirements:

- United Nations core values including professionalism, integrity and respect for diversity;
- Minimum age of 25 for all GPP, and no more than 62 years for corrections GPP and 65 years for non-uniformed justice GPP;
- At least 5 years of relevant work experience or as stated in the Terms of Reference;
- Educational qualifications as stated in the Terms of Reference;
- Fluency in English or French (other languages may apply);
- Basic computer skills, such as word processing, email, excel;
- Valid driver's license and experience driving 4x4 vehicles.

In addition to the above prerequisites, other minimum requirements might be included in the terms of reference for the specific GPP profile. Nominated candidates who meet the minimum requirements but are not a match for existing openings may be considered for other posts for a maximum of five years.

Telephone or online interviews will be conducted with shortlisted candidates. If the interview is successful, the officer will either be directly selected for deployment or put on a roster of pre-cleared officers for consideration once posts become vacant. Membership on the roster lasts five years. If the interview is not successful, the candidate will be rejected and cannot be nominated or considered for service for two years. JCS will inform the Permanent Mission of each candidates' outcomes when the recruitment process has been finalized. All matters regarding the selection and deployment of nominated candidates are communicated through the Permanent Mission. Individual candidates are expected to raise any questions regarding the recruitment and deployment of GPP with their Permanent Mission.

# 3 Deployment process

When candidates are selected for service with United Nations peace operations, JCS sends a selection notification to the Permanent Mission requesting the following documents to proceed with the officer's deployment:

- Up-to-date PHP endorsed by the Permanent Mission on the last page;
- Completed medical form (MS.3 or MS.2);
- Colour copy of passport (valid for at least 2 years from the day of selection);
- Colour copy of driver's licence (valid for at least 2 years from the day of selection); once deployed, the officer will be required to pass a United Nations driving test;
- Note verbale nominating the officer for service. The note verbale must include confirmation that the officer has not been convicted of, is not under investigation for or being prosecuted for any criminal offence, violation of international human rights law or international humanitarian law and that the Permanent Mission it is not aware of any allegations against this candidate to have been involved in the commission of violations of international human rights law or international humanitarian law.

If an entry visa is needed, a passport photo might also be requested. The process to obtain the visa differs depending on the host State. The general rule is that obtaining a visa is the responsibility of the officer. However, in most cases JCS and/or the Mission will assist with the visa application process. When JCS receives the requested deployment documents, the officer is subject to a United Nations conduct and discipline screening as well as a medical clearance based on the requested medical form (MS.3 or MS.2) before travel and shipment of baggage are arranged. The officer is entitled to the shipment of 100kg of unaccompanied baggage as part of his/her deployment to the Mission. If the officer is deploying for a period shorter than 12 months, the shipment entitlement is reduced. During the deployment process, the Permanent Mission will serve as the interface for communication between the selected officer and JCS. All necessary information and documents relevant to the officer's deployment will be communicated through the Permanent Mission.

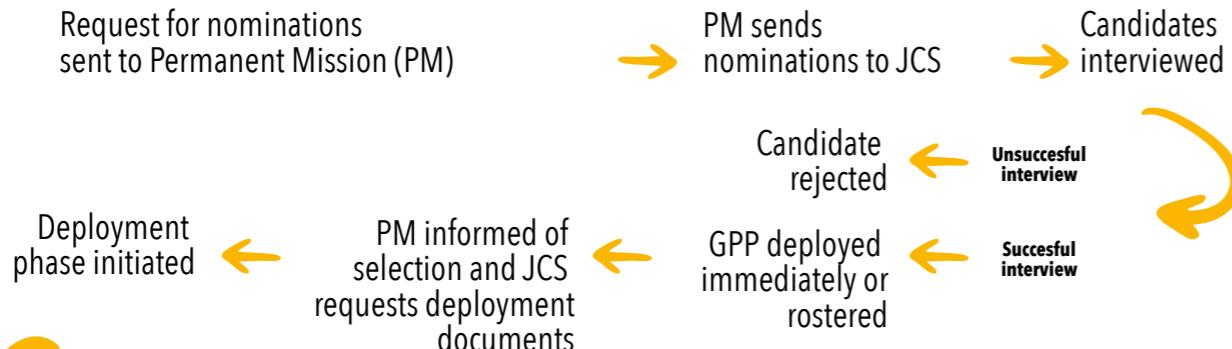
# 4 Pre-deployment training

Contributing Member States are expected to provide adequate pre-deployment training to all GPP selected for deployment. For corrections officers, Member States are encouraged to use the United Nations Pre-deployment Training Standards for Corrections Officers developed by DPO. DPO also supports periodic pre-deployment trainings provided by some contributing countries for all nationalities of GPP.

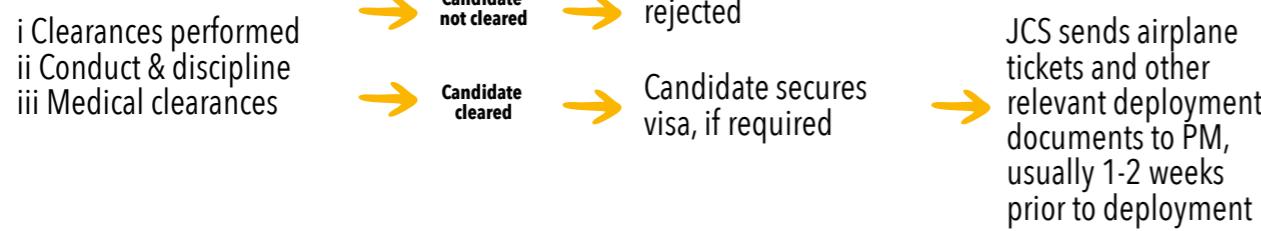
- All officers selected for service must familiarize themselves with the induction package for corrections officers and the Justice and Corrections e-learning course shared with the Permanent Mission when the selection is communicated.
- Justice GPP should familiarize themselves with the Handbook for Judicial Affairs Officers in United Nations Peacekeeping Operations found online at [www.peacekeeping.un.org](http://www.peacekeeping.un.org).
- Before deployment, GPP are required to complete a number of online training modules, such as on safety and security, which will be shared along with the officer's flight tickets.
- GPP will receive a mission-specific induction upon arrival, which includes a security briefing. In some missions, GPP will also receive justice/corrections specific induction training.

# GPP selection & deployment process

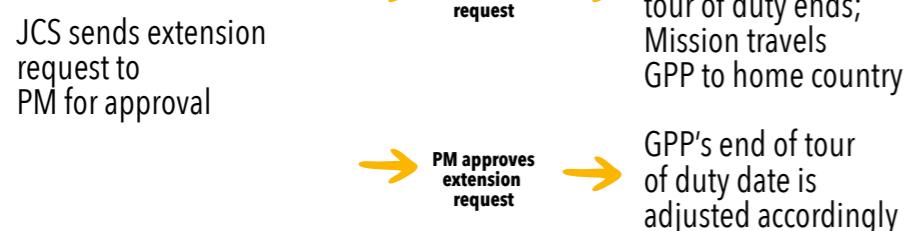
## 1 Selection process



## 2 Deployment phase



## 3 Extension phase/ separation



Peacekeepers parade in UNAMID

## During Deployment

### Duration of deployment

Usually, the initial tour of duty is 12 months with the possibility of extension for an additional 6 or 12 months based on performance and operational needs. Member States will be consulted on all extension requests. There is an expectation that Member States are open towards potential extensions of their officers beyond the initial tour of duty. In exceptional circumstances, extensions may be requested for a third year of service. The United Nations encourages the extension of well-performing women GPP for a third year of service.

### Travel

The United Nations is responsible for travel costs to the Mission for initial deployment and from the Mission upon completion of the officer's tour of duty. GPP may deploy through a UN regional support centre, such as the Regional Service Centre in Entebbe where the check-in process is conducted. Should a Member State or an individual officer request an early repatriation, or should an officer be repatriated on disciplinary grounds, the contributing Member State will be responsible for the cost of the repatriation.



During a war crimes trial at a military court in Goma, DRC

### Duty Station

The duty station within the peace operation host country where the GPP will serve will in most cases be communicated to the officer upon arrival and could change during the deployment period depending on the need of the mission.

### Living conditions/accommodation

The Mission will arrange for temporary accommodation upon arrival. Unless long-term accommodation is provided by the Mission, officers are required to make their own long-term arrangements. The United Nations provides shared vehicles for the movement of GPP within the duty station. Depending on the security situation, GPP might be subject to restrictions on freedom of movement and may be obliged to live in accommodation provided by the United Nations. GPP are obligated to follow United Nations security instructions for their duty station.

### Compensation

Member States are expected to continue paying the national salary and entitlements of the officers during deployment. In addition, the United Nations provides Mission Subsistence Allowance (MSA), medical coverage, and assumes the deployment and repatriation costs upon completion of the GPP's tour of duty. MSA is made up of accommodation, food and incidental portions; MSA rates are determined based on the cost of long-term accommodation, food and other expenses at the duty station and are periodically ad-

justed to reflect changes in cost of living. MSA rates generally range between USD 90 and USD 150 per day, and are subject to change. For the first 30 days of deployment, officers normally receive an elevated rate of MSA to cover settle-in costs. If accommodation or food are provided by the mission, the MSA rate will be reduced accordingly. GPP do not receive danger pay.



A mobile court hearing in the DRC bringing justice closer to the people

## Leave

GPP are granted 2.5 annual leave days per month of completed service. GPP who have a seven-day work week or who are required to work on official holidays are also entitled to compensatory time off (CTO) in the amount of one day for each five days of continuous active duty. GPP are not entitled to rest and recuperation (R&R) time off.

their national service uniforms. Civilian justice GPP do not require special clothing while deployed, but are expected to wear business attire.

## Healthcare

The United Nations provides GPP with access to the Mission's medical facilities as well as hospitalization and emergency evacuations, for illness or injury which is attributable to conditions and hazards within the area of assignment and occurring during deployment. Member States are requested to continue providing medical coverage for any injury or illness that is not related to service in the mission area if applicable under national legislation.

## Clothing/uniforms

Member States are required to provide deploying corrections GPP as well as police investigators and military justice GPP with a sufficient number of uniforms suitable to the climatic and terrain conditions in the Mission. While on duty, these GPP should wear

# Government-Provided Justice and Corrections Personnel

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2021

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CORRECTIONS

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