

## Towards Gender Parity for Justice and Corrections Government-Provided Personnel

### Brief description of the project

- **Objective:** To achieve the DPO Uniformed Gender Parity Strategy (UGPS) goals and increase the meaningful participation of women justice and corrections Government-Provided Personnel (GPP) in United Nations peace operations.
- **Why is the project required?** Due to structural changes to recruitment practices, strategic communications and training, the participation of women GPP has steadily increased from 24% in 2018 to 36% in May 2021. Despite this overall progress, women continue to be underrepresented in nominations and deployments for more senior strategic advisory roles as well as in hands-on prison security roles. In addition, deployed women GPP continue to face serious obstacles to their full and equal participation: In a survey of 105 women GPP conducted by JCS in 2020, 54% of respondents reported experiences of sexual harassment during deployment, 84% reported experiences of gender-based discrimination, and only 36% reported that male colleagues treated them as an equal all of the time.
- **Expected impact:** Through a targeted recruitment and outreach campaign, this project aims to increase the deployment of women justice and corrections officers in strategic advisory roles, thereby increasing the overall representation of deployed women GPP to approximately 40% by the end of 2022. In addition, through a sustainable sensitization campaign, this project will raise the awareness of deployed justice and corrections GPP on gender stereotyping and unconscious gender bias and will encourage male GPP to become gender allies, thereby strengthening the safe and enabling environment for deployed women officers.

### Expected Outcomes, Outputs and Proposed Activities

Outcomes	Outputs	Proposed Activities
Rate of deployed women GPP increased by 3-4%, from currently 36% to approximately 40% by end of 2022, thereby exceeding the target of the Uniformed Gender Parity Strategy.	Proportion of women officers on DPO roster of pre-cleared candidates increased from 25% to 35%.	Develop and launch the 2022 women-only call for nominations, shortlist and evaluate candidates and roster successful candidates.
	30-40 women corrections officers identified for deployment to peace operations as strategic advisors.	Implement 2 one-week regional assessment exercises in Africa (French, English) for 60 women candidates in total, with a focus on strategic advisory functions, and emphasis on pre-assessment preparation and confidence-building measures, building on lessons from the first in-person assessment exercise of women prison security officers in 2021, and with a view to increasing women candidates' success rate.
	Increased awareness among contributing countries of the Uniformed Gender Parity Strategy.	Provide a presentation on the UGPS at one regional prisons conference, such as the Association of African Correctional Services annual conference.
	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 May 2021, as the main outreach platform to women corrections officers globally, through the hosting of online outreach events and the provision of targeted information on deployment modalities and opportunities.

Improved enabling environment for women officers during deployment to UN peace operations.	Increased awareness of GPP of issues concerning gender stereotyping, unconscious gender bias, sexual harassment and how to be a gender ally.	Develop and implement virtual sensitization campaign on gender stereotyping, unconscious gender bias, sexual harassment and how to be a gender ally, targeting all GPP, including through a train-the-trainer exercise of field personnel.
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- **Implementation Timeline:** 12 months (January – December 2022; dates are flexible)
- **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 GPP in UN peace operations 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 female 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. In particular through its focus on sensitization of GPP on issues such as sexual harassment, this project will further the implementation of A4P commitment on strengthening the conduct of peacekeepers, and will contribute to improving the safety and security of women personnel.
- **How 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. It will further strengthen the enabling environment for women officers by strengthening awareness of gender stereotyping and sexual harassment.
- **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 planned briefing to national prison services and contributing countries, virtual sensitization sessions for GPP, and outreach to women officers through online tools, such as the United Nations Women Corrections Officers Network.

- **Proposed Budget**

Item	Brief Description	Total
Regional assessment exercise for 60 women officers in total	Travel for 40 women officers to regional assessment exercise (20 local participants)	50,000
	Accommodation for 6 nights for 40 participants	25,000
	Travel and DSA for 4 evaluators from peace operations and DPO	18,000
Participation in regional conference of corrections services	Travel and DSA for 1 person to attend one-week conference	2,500
Development of sensitization sessions for GPP	Translation and printing of sensitization training materials	4,000
Personnel support	8 work months of consultant	60,000
Programme Support Cost (13%)		20,735
		<b>Total: 180,235</b>