

Towards Gender Parity for Justice and Corrections Government-Provided Personnel

(a) Brief description of the project

- (i) **Objective:** To achieve the Uniformed Gender Parity Strategy (UGPS) goals and increase the meaningful participation of women justice and corrections officers in peace operations.
- (ii) **Why the project is necessary and how it relates to the implementation of the A4P commitments:** The UGPS aims to increase the participation of female justice and corrections Government-Provided Personnel (GPP) to 30% by 2022 from 24% in 2018, thereby directly contributing to the Women, Peace and Security agenda and related A4P commitments. While progress has been made since 2018, few nominations of women for operational prison security and rapid intervention roles continues to pose a key challenge.
- (iii) **What is the expected impact of the project?** Through targeted outreach, recruitment and training initiatives, the project will increase the rate of deployed women GPP to approximately 33% by 2022, exceeding the UGPS target. This will provide important female role models and a more diverse group of deployed GPP, thereby strengthening performance of uniformed components and representation of host country communities.

(b) Expected Outcomes, Outputs and Proposed Activities

Outcomes	Outputs	Proposed Activities
Rate of deployed women GPP increased by 3-4%, from currently 29% to approximately 33% by 2022, thereby exceeding the target of the Uniformed Gender Parity Strategy	30-40 women corrections officers with expertise in operational prison security identified for deployment to peace operations	Implement two three-day regional assessment exercises in Africa for 30 women candidates each, with particular focus on operational prison security roles
	Percentage of women in pool of nominated candidates increased from 30% to 40%	Launch the 2021 women-only call for nominations for corrections officers, evaluate candidates and roster successful candidates
	Strengthened awareness among women officers of deployment opportunities and modalities	Print and distribute gender-responsive outreach package for the mobilization of GPP
	Strengthened awareness of contributing countries of gender parity goals and related expectations	Organize one outreach event for contributing countries in New York with a focus on the mobilization of women candidates
	Strengthened gender awareness of national correctional services in contributing countries	Provide a presentation on women GPP at one regional prisons conference, such as the Association of African Correctional Services annual conference
Women corrections GPP are well prepared/trained for deployment;	GPP pre-deployment training materials are gender-responsive and made available to all contributing countries	Review and update pre-deployment training materials for GPP to ensure gender responsiveness and inclusion of

All GPP have increased gender awareness		modules on gender bias and safety training for women GPP
	Operational prison security skills of 30 women officers strengthened	Deliver two-week pre-deployment training for 30 women officers with particular focus on operational prison security roles and prison incident management

(c) Implementation Timeline

12 months (January – December 2021; dates are flexible)

(d) How does this project relate to internal and external United Nations partners?

The project will be implemented in close coordination with UN Global Focal Point partners, such as UNDP, UNWomen and UNODC. The training portion of the project will be implemented jointly with the Swedish Prison and Probation Service. Outreach activities will be coordinated with Member States of the Group of Friends of Corrections in Peace Operations.

(e) 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?

Please see above.

(f) 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.

In case of continued limitations due to the COVID-19 crisis, a number of activities will be conducted virtually, such as a virtual briefing to contributing countries and the training materials review. In case there is a continued suspension of the deployment of uniformed personnel, recently developed policy and procedures on remote work and remote onboarding of GPP can be utilized.

(g) Proposed Budget

Item	Brief Description	Total Amount
Regional assessment exercises for 40 women officers in total	Travel for 20 women officers to regional assessment exercises (20 participants will be local)	25,000
	Accommodation for four nights for 40 participants	16,000
	Travel and DSA for 2 evaluators from peace operations and JCS HQ	8,000
Distribution of gender-responsive GPP outreach package	Printing of 250 copies of outreach package	2,000
Participation on regional conference of corrections services	Travel and DSA for 1 person to attend one-week conference	2,500
Pre-deployment training for women officers	Review of training materials and delivery of training for 30 women officers	25,000

Personnel support	Junior consultant/post for 12 months	70,000
Programme Support Costs (13%)		19,305
Total		167,805