

ACTION FOR PEACEKEEPING

Summary

UNIFORMED GENDER PARITY STRATEGY 2018-2028

CREATING AN ENABLING ENVIRONMENT

The following measures aim to create an enabling environment for uniformed women personnel at both Headquarters and in the field. Efforts to create an enabling environment underpin all other efforts to meaningfully engage uniformed women in peacekeeping. Some of these strategies require additional resourcing.

- Provide clear and updated information on mechanisms to report and address instances of sexual harassment and ensure awareness of existing guidance in Headquarters and missions, as well as developing and implementing new strategies;
- Ensure focal points are available to provide advice on women specific concerns, and facilitate the creation of uniformed women networks at the mission level;
- Introduce mentorship programmes for P5 and above for women officers in Headquarters and missions;
- Co-locate at least two women uniformed officers in mission team sites where possible; and
- Assess and improve camp accommodation conditions to meet the needs of women.

COMMUNICATIONS AND OUTREACH

- Development and dissemination of standardized messages on deploying more women to be consistently included in talking points for senior management with Troop- and Police-Contributing Countries (T/PCCs) across all three sectors and through a social media campaign;
- Outreach to Member States through dedicated meetings and practical training workshops, and advocacy for pledges during the annual peacekeeping Defence Ministerial, UN Chiefs of Defence, and Chiefs of Police meetings;
- Advocate for and encourage T/PCCs to establish Gender Focal Points/Advisers in their countries;
- Outreach to female military and police to increase awareness about opportunities for international deployment through partnerships with relevant associations;
- Make available training on overt and unconscious gender bias to staff involved in recruitment and selection boards, based on UN developed materials; and
- Regional Road Shows: employing women peacekeepers with recent UN experience to meet with military and police women personnel and encourage them to volunteer for service.



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MILITARY COMPONENT

Contracted Military Officers (including UN Headquarters)

- The Office of Military Affairs (OMA) will consistently fill contracted military positions with a woman from the recommended list with qualifications equal or superior to other candidates.
- HQ and field components shall prioritize women officers with equal or superior qualifications and performance when considering the extension of personnel.
- Senior Women Military Officers Pipeline: An initiative in coordination with UN Women to establish a roster of senior women officers able to deploy to P4 and above military appointments.
- Update OMA recruitment processes and procedures to ensure gender sensitive recruitment procedures.
- Where possible, contracts will be timed to match the school year.

Military Observers and Staff Officers (serving in missions)

- Women Staff Officers (SO) and Military Observers (MO) may serve for 6 months (instead of 12) at no additional expense to the Member State if they have young families (children under the age of 7).
- Women Warrant Officers and Lieutenants with 8 years of experience may be nominated for SO and MO posts. SO and MO positions will be reallocated to TCCs that are able to fill them with women.
- OMA will facilitate women officers attending UN and UN Women funded MO and SO courses. *Notes verbales* to Member States will specify that they are requested to deploy women graduates within six months of completing the course.

Troop Contingent Personnel

- Statements of Unit Requirement now request an Engagement Team (ET) with at least 50 per cent women as part of each Infantry Battalion. As of 1 Jan 2021, ETs will be compulsory for each contingent, and TCCs will not be able to deploy without them.
- Women to receive increased access to UN-related training.
- Training for women to be deployed as ET members.
- Mobile Mentoring and Training Teams to accompany ETs during pre-deployment training.
- Prioritize, where appropriate, TCCs who show improvements in female inclusion in peacekeeping force. This will require three to five years for TCCs to have the opportunity to increase the available trained, equipped and experienced women in their national militaries before introducing this measure.

POLICE COMPONENT

Contracted Seconded Professional Posts (in UN Headquarters and the field)

- The Police Division (PD) will consistently fill positions with a woman from the recommended list with qualifications equal or superior to other candidates.



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- A second review of female candidates to ensure their extension or non-extension is evidenced on the grounds of performance and operational need.
- Continue the analytical study of the recruitment, assignments and extensions of female officers to identify the challenges at each phase.
- Delivery of regional Female Senior Police Officer Command Development Courses and establishment of a UNPOL Female Command Cadre as a talent pipeline.
- Delivery of a training course on the prevention of overt and unconscious gender bias on the recruitment and retention of female officers.

Individual Police Officers (IPO)

- Priority deployment for female officers (i) cleared through the *Assistance in Mission Service and Selection, Assessment and Assistance Team* (AMS-SAAT) tests from PCCs; (ii) ending their assignments within two years from a UN peace operation.
- Revision of the standard operating procedure for the assessment of IPOs (Ref. 2011.18) to include a clear requirement of 20% female officers.
- Delivery of all-female preparatory training for the AMS-SAAT test in PCCs.
- Development of a gender strategy within field missions including parity goals.

Formed Police Units (FPU)

- Priority deployment of gender-integrated FPUs in line with the DPKO/DFS Policy on Formed Police Units in United Nations Peacekeeping Operation (Ref. 2016.10).
- Revision of the standard operating procedure for the assessment of capability of formed police units (Ref. 2017.9) to include a clear requirement for FPUs to have the equivalent of a minimum of one tactical sub-unit (platoon) composed of female police officers integrated across all the sub-units including at the command level.

JUSTICE AND CORRECTIONS COMPONENT

Government-provided justice and corrections personnel

- Prioritize the processing, selection, deployment and extension of equally or better qualified women justice and corrections government-provided personnel (GPP).
- Undertake periodic calls for nominations to increase the number of rostered women candidates.
- Ensure participation of sufficient number of women in pre-deployment trainings.
- Give priority to officers from countries that nominate at least 30% women candidates.
- Revise outreach and reporting materials to indicate the gender ratio of contributions.
- Strengthen applicable policies to include a gender ratio of 30% women GPP as a requirement.
- Develop recommendations for national screening criteria, including a quota of 30%.



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WOMEN IN PEACE OPERATIONS: TODAY AND BEYOND

	2018		2019*		2020*		2028*	
	Women	Percent women	Women	Percent women	Women	Percent women	Women	Percent women
Military officers at UN Headquarters	20	22%	15	16%	16	17%	23	25%
Military observers and staff officers in peace operations	410	12%	532	16%	565	17%	831	25%
Troops in peace operations	2,912	4%	3,994	5.25%	4,945	6.5%	11,411	15%
Police professional posts at UN Headquarters	10	20%	13	25%	13	25%	18	30%
Police professional posts in peace operations	14	18%	16	21%	16	21%	23	35%
Individual police officers in peace operations	649	22%	609	21%	638	22%	870	30%
Formed Police Units in peace operations	684	9%	679	9%	755	10%	1,509	30%
Government-provided personnel in peace operations	88	25%	91	26%	95	27%	105	>30%

**The numbers and percentages indicated reflect the targets that the Secretariat aims to achieve as part of the Uniformed Gender Parity Strategy 2018-2028. The raw number projections are based on the number of authorized posts as of January 2019.*

