

Gender training in peacekeeping operations

A presentation To The Annual
Meeting of the Committee on
Women in NATO Forces (CWINF)

Brief Historical Overview

- 1999: First Gender Specialist appointed to Human Rights Section of UNAMSIL
- May 2000: Windhoek Declaration and Namibia Plan of Action on:
Mainstreaming a Gender Perspective in Multi-dimensional Peace Operations
- Oct 2000: Adoption of SCR 1325 on women, peace and security
- 2000: Establishment of Gender components in UNTAET and UNMIK

Historical Overview cont.

- 2003: Gender components in 4 peacekeeping missions: MONUC, UNMIK, UNMISSET, UNAMA
- 2003: Member States approve the appointment of Gender Adviser at DPKO
- 2004: DPKO Gender Adviser position filled

Current Human Resource Capacity in Peacekeeping Missions

- Full time gender components established in 10 DPKO-led peacekeeping missions
- Human resource capacity of approximately 120 international and local personnel in PKMs
- Gender Focal Points in 6 peacekeeping traditional missions

Gender Training Mandate

- UNSCR Resolution 1325 (October 2000) requests the Secretary General to provide Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace building measures.....

Gender Training mandate...

- The DPKO Gender Policy Directives (November 2006) states that all induction and training activities for peacekeeping personnel (civilian, military and police) including training modules developed for different substantive areas, shall include appropriate gender components....

Gender Training Mandate.....

- UN Security Council Resolution 1820 (June 2008): Requests the development and implementation of appropriate training programmes for all peacekeeping and humanitarian personnel deployed by the UN to help them better prevent, recognise and respond to sexual violence and other forms of violence against civilians

Justification for Gender Training

- DPKO/DFS underscores the importance of gender training for all peacekeeping personnel as an important strategy to facilitate the operational effectiveness of peacekeeping missions

Training in DPKO/DFS

- Pre-deployment Training: this is a primary responsibility of member states for uniformed personnel (Military and Police)
- Induction Training: Conducted in missions by training cells in partnership with Gender Advisers for all newly arriving peacekeepers, civilian, police and military
- Induction Training at Headquarters for newly employed staff both international and national
- Induction For Senior Mission Leaders at HQ
- Training for potential mission leaders civilian, police and military

Training in DPKO ...

- Capacity Building (at Field Level) in partnership with Police, Human Rights, Corrections, Rights, National Staff, Security Sector Reform, DDR etc.
- Capacity building (at Headquarters) to support Gender Focal Points to implement the Plan of Action on the implementation of 1325 and reinforce capacity at HQ

Challenges

- Pre-deployment for military and police does not always happen – Levels of training vary due to limited resources and capacity
- Gender modules are omitted from pre-deployment training activities. Part of the reason for this may be due to lack of familiarity with gender concepts on the part of the national trainers,
- Pre-deployment training provided is in many cases rushed and superficial, not equipping peacekeepers to respond in the most effective manner.
- Pre-deployment for international civilians (Brindisi, Italy) – Is mandatory for newly deployed staff, a good number still do not attend. UNVs and national staff not included

Challenges....

- In missions the extent to which Gender Training is included in induction varies from one mission to another – But stronger in missions with Gender Advisers
- Some sessions are short (30 minutes to one hour)
- Shortage of staff to respond to training requests
- Language is also a barrier and not all peacekeepers particularly the military can be briefed by gender staff
- Frequent rotations of staff especially military and police
- Gender Training for Senior Mission Leaders is inadequate
- Lack of follow up and monitoring

What has been done

Establishment of coherent policy framework:

- 2005: Adoption of Under-Secretary-General Policy Statement on Gender Mainstreaming in Peacekeeping
- 2006: Adoption of DPKO Policy Directive on Gender Equality in Peacekeeping
- 2008: Adoption of Guidelines and SOPs on reporting for Gender Advisers and Focal Points in Peacekeeping Missions
- 2006-: Development of Gender Guidelines for various mission components: political affairs, electoral, police and military components
- 2006-2007: Launch of Policy Dialogues with Troop and Police Contributing Countries to enhance gender mainstreaming and women's participation

Way Forward

- Currently the Gender and Peacekeeping strategy is under development and among its focus are:
- Strengthening pre-deployment activities for all staff military, police and civilians
- Improving in-mission training
- ***Enhancing gender mainstreaming skills of practitioners***
- ***Enhancing Senior Leadership Training***
- Developing and strengthening partnerships with International, Regional, National and Training Organizations.
- Sharing training materials and expertise with peacekeeping Training Centers and civil society organisations
- Standardising training materials used at mission level
- Building capacity for gender mainstreaming at HQ based on Action Plan on implementation of 1325.
- Updating the skills of gender practitioners
- Developing modules in line with UNSCR 1820 and guidelines on gender mainstreaming which have been developed for the police and are being developed for the military by Headquarters.

TCCs and PCCs

Recommendations:

Long term preparation of troops and police for peacekeeping is necessary to internalize and develop real competence on gender equality

Potential peacekeepers even in the absence of specific deployment plans should be trained so that when an emergency arises they are well prepared

Specific training may be considered for female personnel to compensate for any gaps in their skills set (for example, language and driving skills)

Systematic assessment of the impact of training on the performance of troops is needed.

Thank you!

ANY Questions?????