



UNIFORMED GENDER PARITY STRATEGY

Challenges and Opportunities

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Intro: Seeking Peace podcast

<https://giwps.georgetown.edu/seekingpeace/>



Achieving gender parity in UN Peacekeeping

Framework

- **A common UN value** – UN Charter
- **A mandate of the main UN bodies** – resolutions SC WPS and peacekeeping and GA
- **A shared commitment of MS, T/PCCs and the UN** – Action for Peacekeeping
- **A cross-cutting priority** – A4P+
 - Capabilities and mindsets – increased meaningful participation of women, gender equality mindset
 - Accountability to peacekeepers – safety, well-being, enabling environment

Secretariat actions: progress in military

Recruitment, training, outreach

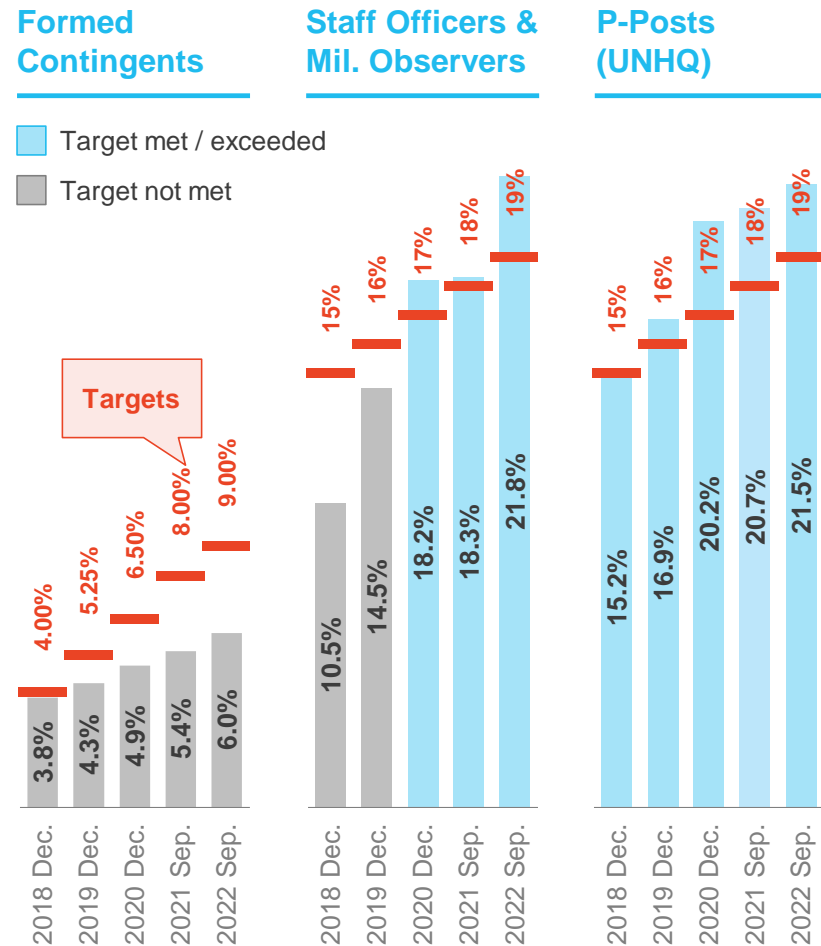
- Advocacy to TCCs
- Priority to TCCs that increase women's representation in their contingents
- Gender parity reports (public and to MS)
- Gender-responsive leadership session

Enabling environment

- Gender, Peace and Security case study handbook
- Network of Gender Advisors and FP



All 2022 targets met except contingents
Leadership: Female DMILAD, 1 FC, 2 DFC



Secretariat actions: progress in police

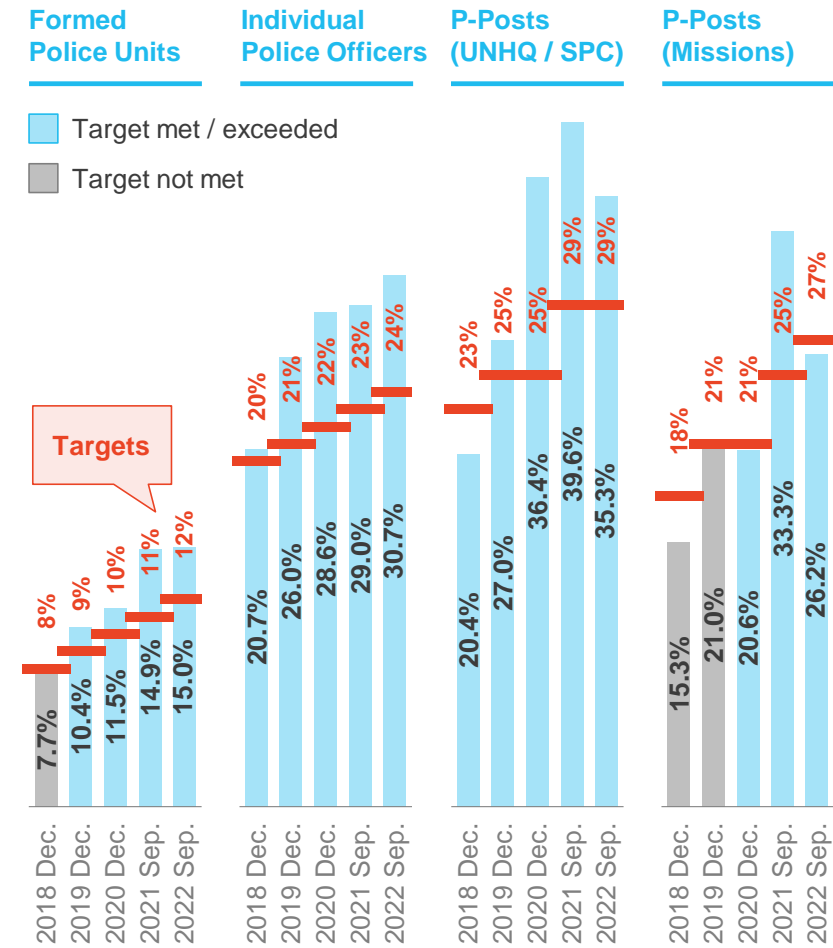
Recruitment, training, outreach

- MS to nominate **min. 25% women for field IPOs**
- Priority to FPU's that include women
- **All-women preparatory training** workshops
- **Women Police Command Cadre** and courses
- Women Police Officer of the Year **Award**

2022 targets met Gender parity in UNPOL mission heads

Enabling environment

- **UNPOL Gender Toolkit** (training)
- Women **networks** (e.g. MONUSCO)
- Exit **surveys** (e.g. UNMISS)



Secretariat actions: progress in Justice and Corrections Government-Provided Personnel

Recruitment, training, outreach

- MS to nominate a **min. of 30% women**
- Preference to equally qualified women
- **All-women in-person recruitment events**
- **Trailblazer Award**

Enabling environment

- **Women Corrections Officers Network**
- **Survey on deployment experience**
- **Dialogue sessions** on gender bias, sexual harassment, how to be gender ally

2022 Targets met

Women serving as Corrections Government-Provided Personnel



Challenges and opportunities

Recruitment, training, outreach



1. Small pools of qualified women eligible for deployment

United Nations

- Better understand pool available – **DPO project on status of women in defence sector**
- Collaboration with Elsie Fund

T/PCCs

- Conduct barrier assessments and share lessons learned
- Mainstream women in all specializations in national forces for roles required e.g. combat
- Ensure equal national training, education, and career management
- Implement family-friendly policies

Challenges and opportunities

Recruitment, training, outreach



2. Fewer women nominated or deployed, with meaningful roles or tasks or in certain roles

United Nations

- Improve data collection and understanding of roles played by women
- Continue **communications campaigns** (e.g. WPS podcast, women Awards)

T/PCCs

- Inform about deployments and encourage women to deploy
- Nominate qualified women
 - to all roles and ranks, e.g. seconded posts
 - to UN training courses (e.g. ToT)
- Deploy women trained by the UN
- Retain women as trainers, mentors and experts after deployment

Challenges and opportunities

Enabling environment



3. Gender bias and stereotyping mindset; lack of gender-sensitive work and physical environment

United Nations

- **Pilot network** of uniformed women
- **Elsie Initiative Phase 2** (DOS)
- **Healthcare projects** (DOS) – Online Women’s Health Training

T/PCCs

- Change mindsets and behaviours
- Provide gender-sensitive infrastructure and facilities, adequate uniforms and personal protective equipment and sanitary products
- Ensure that uniformed personnel understand the UN’s zero tolerance of sexual harassment, know trusted reporting avenues and don’t face retaliation for coming forward

Challenges and opportunities

Leadership and accountability



4. Need stronger leadership at all ranks and levels

United Nations and T/PCCs

- All to commit to build a culture of gender equality
- Leadership to set concrete objectives and monitor progress
- Leadership to set an example by
 - treating all personnel equally
 - not tolerating gender-based discrimination and misconduct
 - addressing issues
 - holding personnel accountable

