



“The work is immeasurable and being able to do it makes us feel important, redouble our desire and strength, as well as improve ourselves every day and surprise us with the achievements. Every little task is a giant action against the vulnerability of the population, women and children ”.

# UN SC Resolution 1325

on

## Women, Peace and Security, applied to

## Capacity Building, Training and Education for Peacekeeping & Peacebuilding Operations

Presented by  
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Uruguay

United Nations

S/RES/1325 (2000)



Security Council

Distr.: General  
31 October 2000

### Resolution 1325 (2000)

Adopted by the Security Council at its 4213th meeting, on  
31 October 2000

*The Security Council,*

*Recalling* its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and *recalling also* the statement of its President to the press on the occasion of the United Nations Day for Women's Rights and International Peace (International Women's Day) of 8 March 2000 (SC/6816),

*Recalling also* the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-First Century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

*Bearing in mind* the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

*Expressing* concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and *recognizing* the consequent impact this has on durable peace and reconciliation,

*Reaffirming* the important role of women in the prevention and resolution of conflicts and in peace-building, and *stressing* the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

*Reaffirming also* the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,



# Agenda

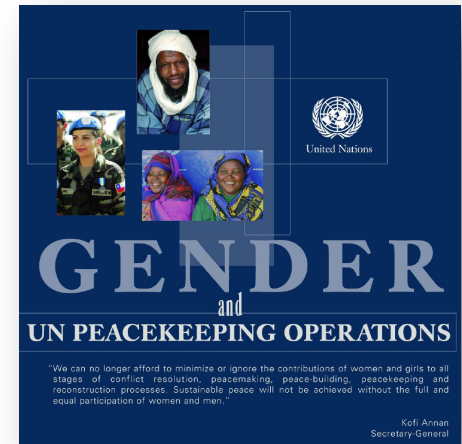
- **Introduction**

- **Documentary References**

- (2015-06) **HLIPPO** - Uniting our Strengths for Peace - Politics, Partnership & People
- (2018-02) **DPKO / DFS Policy** on Gender Responsive UN PKOs
- (2018-09) **A4P** - Declaration of Shared Commitments on UN PKOs
- (2019-09) **Action for Peacekeeping**: one year into the Implementation of the Declaration of Shared Commitments
- (2020-01) **United Nations Infantry Battalion Manual (UNIBAM)** Second Edition
- (2020-02) **Priorities for the 2021 PK Ministerial**: Reflections from an Expert Roundtable
- (2020-02) Challenges Forum - **Recommendations to advance** the Action for PK agenda
- (2020-04) **Protection of Civilians** in UN PKO Handbook
- (2020-06) **Uniformed Women in Peace Operations**: challenging assumptions and transforming approaches

- **The core business of training and education for WPS in PKO**  
**Statistics – Troop Contributing Country profile and procedures**

- **Food for thought !!!!!**



(2015-06)

## HLIPPO

### Uniting our Strengths for Peace - Politics, Partnership & People



16 JUNE 2015

#### UNITING OUR STRENGTHS FOR PEACE - POLITICS, PARTNERSHIP AND PEOPLE

Report of the High-Level Independent Panel on United Nations Peace Operations

#### WE THE PEOPLES OF THE UNITED NATIONS DETERMINED

to save succeeding generations from the scourge of war, which twice in our lifetime has brought untold sorrow to mankind, and to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and to establish conditions under which justice and respect for the obligations arising from treaties and other sources of international law can be maintained, and to promote social progress and better standards of life in larger freedom,

AND FOR THESE ENDS to practice tolerance and live together in peace with one another as good neighbours and to unite our strength to maintain international peace and security, and to ensure, by the acceptance of principles and the institution of methods, that armed force shall not be used, save in the common interest, and to employ international machinery for the promotion of the economic and social advancement of all peoples,

HAVE RESOLVED TO COMBINE OUR EFFORTS TO ACCOMPLISH THESE AIMS Accordingly our respective Governments, through representatives assembled in the city of San Francisco, who have exhibited their full powers found to be in good and due form, have agreed to the present Charter of the United Nations and do hereby establish an international organization to be known as the United Nations.

(2015-06)

UN GA Report (A-7095)

UN SC Res (S-2015-446)

### Comprehensive review of the whole question of PKO

With respect to implementing the **WPS agenda**, the **Panel recommends**:

1. The **Secretariat and missions** should **carry out gender-sensitive analysis** throughout the analysis, planning, implementation, review, evaluation and mission drawdown processes.
2. **Missions should integrate gender expertise within all functional components** requiring gender knowledge and experience.

The **Mission Senior Gender Adviser** should be located in the Office of the Special Representative of the Secretary-General, **reporting directly to the SRSG** and advising the SRSG and senior mission leadership at the strategic level on integrating a gender perspective in mission activities.

3. **Missions** should have full access to the **policy, substantive and technical support from UN Women** on implementation of Security Council Resolution 1325 and successive resolutions, together with support currently received from the Departments of Political Affairs and Peacekeeping Operations..
4. The **Secretariat** should ensure that compacts between the Secretary-General and **Heads of mission** specify **performance indicators relating to gender**.



**Central goal of gender equality**, scope grounded in the **UN SC's Resolutions** to implement the **WPS mandates**.

## STRATEGIES

- **Gender Mainstreaming / Integration / Parity**,
- **Prevention and response** to Sexual & Gender-Based Violence (**SGBV**) and Conflict Related Sexual Violence (**CRSV**).

## Decisive GOAL

- **All DPKO & DFS work is gender responsive.**
- **All staff**, required to **integrate gender** in daily work, in line with the **gender equality and WPS principles**, to achieve **tangible and measurable results**.
- Policy aimed at **increasing operational effectiveness and efficiency of PKOs** by **responding to the differentiated needs, concerns & contributions of women & men**.

## PRINCIPLES

- **Accountability**: ensuring that all uniformed & civilian staff personnel & senior leadership advance the principles of gender equality & WPS mandates, in PKOs, priorities and functions.
- **Inclusiveness**: making women & men's **priorities, needs and contributions** equally **valued** in all PKOs.

**Gender Parity**: the **staffing profile** at HQ and in the missions, **reflects institutional commitments** to the **equal representation of women and men**, in **all positions, ranks and levels**, and in the **recruitment and procurement policies & practices**.

(2018-02)

# DPKO / DFS Policy on Gender Responsive United Nations Peacekeeping Operations

UNCLASSIFIED

United Nations  
Department of Peacekeeping Operations  
Department of Field Support  
Reference Number: 2018.01



## Policy

## Gender Responsive United Nations Peacekeeping Operations

Approved by: Jean-Pierre Lacroix, USG DPKO  
Atul Khare, USG DFS  
Effective date: 1 February 2018  
Contact: DPKO-DFS Gender Unit / OCOS  
Review date: 1 February 2021

(2018-09)  
“A4P”

## Declaration of Shared Commitments on UN Peacekeeping Operations

### ACTION FOR PEACEKEEPING

#### Declaration of Shared Commitments on UN Peacekeeping Operations

1. We, Member States of the United Nations (UN), in our respective and various capacities as members of the General Assembly and the Security Council, as troop, police and financial contributors to UN peacekeeping operations, as host governments, and as members of international, regional and sub-regional organisations and arrangements, together with those organisations and arrangements, and the Secretary-General of the UN, issue this Declaration of Shared Commitments, which represents the renewal of our collective engagement with UN peacekeeping operations.
2. Today, peacekeeping faces critical challenges, and success depends on all stakeholders playing their part in a renewed collective commitment. We support the Secretary-General's vision for reforming the peace and security pillar of the UN Secretariat and his commitment to improving the ability of the UN to deliver on its mandates through management reform, which will enhance the impact of peacekeeping.
3. We affirm the primacy of politics in the resolution of conflict and the supporting role of peacekeeping operations therein, and reaffirm the basic principles of peacekeeping, such as consent of the parties, impartiality, and non-use of force, except in self-defence and defence of the mandate. We recall the importance of peacekeeping as one of the most effective tools available to the UN in the promotion and maintenance of international peace and security. We collectively reaffirm our continued and strong support for peacekeeping to play a critical role in preventing, containing and resolving conflicts where peacekeeping operations are deployed and for its role in promoting compliance with international law and building peace.
4. We collectively commit to stronger engagement to advance political solutions to conflict and to pursue complementary political objectives and integrated strategies, including at national and regional levels, within our respective mandates and responsibilities. We affirm that the pursuit of sustainable political solutions should guide the design and deployment of UN peacekeeping operations. We recognize that lasting progress in strengthening security, national reconciliation, the rule of law, human rights and sustainable development needs to occur in parallel.
5. As Member States, we commit to pursue clear, focused, sequenced, prioritized and achievable mandates by the Security Council matched by appropriate resources; to seek measures to enable greater coherence between mandates and resources; and to support the implementation of Security Council resolutions through our bilateral and multilateral engagements.
6. The Secretary-General commits to report to the Security Council using a comprehensive analysis with frank and realistic recommendations, to propose parameters for the sequencing and prioritization of mandates, and to enhance measures to share the findings of Secretary-General's commissioned reviews and special investigations, as appropriate.
7. To strengthen consultation between peacekeeping stakeholders on mandates and their implementation, we collectively commit to implement existing intergovernmental commitments on triangular cooperation between uniformed personnel contributing countries, the Security Council and Secretariat, and to consider options for further direct engagement between host governments and the Security Council.
8. We collectively commit to implement the Women, Peace and Security agenda and its priorities by ensuring full, equal and meaningful participation of women in all stages of the peace process and by systematically integrating a gender perspective into all stages of analysis, planning, implementation and reporting. We further recommit to increasing the number of civilian and uniformed women in peacekeeping at all levels and in key positions.



TO ADVANCE  
**POLITICAL SOLUTIONS**  
TO CONFLICT AND ENHANCE THE  
POLITICAL IMPACT OF PEACEKEEPING

8. **We collectively commit** to implement the **Women, Peace and Security agenda** and its priorities by ensuring **full, equal and meaningful participation** of women in **all stages of the peace process** and by systematically **integrating a gender perspective** into all stages of analysis, planning, implementation and reporting.

We further recommit to **increasing the number** of civilian and uniformed **women** in peacekeeping **at all levels and in key positions.**

- The **UN**, trying to transform the **political attention** generated by the **A4P initiative** into **tangible actions** by **Member States**.
- Of the **45 commitments**, **7** are the responsibility of **Member States**, **12** that of the **Secretary-General**, and **26** are “shared,” requiring action on the part of both the **UN and Member States**.
- Commitments related to the **WPS agenda**, which were included under the **theme** of **politics**, were spun out **into a distinct theme** as part of implementation efforts.
- Other **Secretariat entities** like the **Office for the Coordination of Humanitarian Affairs (OCHA)** and **UN Women** have been less involved than intended but are reportedly starting to participate more.
- In advance of the **UN PK Ministerial** on **Uniformed Capabilities, Performance and Protection** in March 2019, **three preparatory meetings** were organized on **A4P themes**: one on **training and capacity building** in Montevideo, one on **protection and performance** in The Hague, and one on **women, peace, and security** in Addis Ababa.
- Reducing fatalities, saving civilian lives, producing clearer mandates, **increasing the number of women peacekeepers**, and shifting to more data-driven performance assessments are all worthwhile goals.

(2019-09)

## Action for Peacekeeping: one year into the implementation of the Declaration of Shared Commitments



Jake Sherman is Director of IPI's Brian Urquhart Center for Peace Operations.

This publication is based on over thirty interviews with UN officials and diplomats from the Security Council, major troop- and police-contributing countries, and major financial donors to the United Nations. The author would like to thank all of those individuals willing to share their views on Action for Peacekeeping and to acknowledge everyone who provided comments on the draft report, including Daniel Forti and Youssef Mahmoud at IPI and several UN staff.

The views expressed in this publication represent those of the author and not necessarily those of the International Peace Institute. IPI welcomes consideration of a wide range of perspectives in the pursuit of a well-informed debate on critical policies and issues in international affairs.

IPI owes a debt of gratitude to its many generous donors, whose support makes publications like this one possible. This project was funded by the governments of Norway and the Republic of Korea.

### Action for Peacekeeping: One Year into the Implementation of the Declaration of Shared Commitments

Jake Sherman

SEPTEMBER 2019

#### Introduction

One year after the Declaration of Shared Commitments, the UN is still trying to transform the political attention generated by the Action for Peacekeeping (A4P) initiative into tangible actions by member states. Since September 2018, 152 member states and four multilateral organizations have signed onto the declaration, which includes forty-five commitments in seven thematic areas: advancing political solutions and implementing the women, peace, and security agenda; strengthening protection; improving safety and security; supporting effective performance and accountability; improving partnerships; strengthening the impact of peacekeeping on sustaining peace; and strengthening conduct.<sup>1</sup>

The declaration was intended to rally member states to individually and collectively address urgent challenges facing contemporary peacekeeping operations—from stalled political agreements and peacekeeper casualties to failures to protect civilians and sexual abuse scandals—and to remind them of their responsibilities. It also provides an opportunity for dialogue between the Secretariat, regional and other intergovernmental organizations, and member states—including Security Council members, troop and police contributors, financial contributors, and host governments—on how they can work together to respond to these challenges.

This issue brief aims to take stock of progress by the UN and member states in implementing A4P over the past twelve months and to look at where there is momentum and where additional political attention is needed. There is consensus that A4P has helped reaffirm the value of peacekeeping as a brand, provides a roadmap for incremental improvement, and offers a potential platform for sharing good practices among member states. There is also broad agreement that A4P provides a useful, transparent framework for identifying efforts to improve peacekeeping and creates space to keep talking about progress and challenges within the Secretariat and between the Secretariat and member states.

Yet broad political support for the declaration has not yet translated into concrete action by member states. Limiting tangible results for missions on the ground. While the Secretariat has been slow to provide guidance to member states on how to fulfill their joint commitments, neither have member states

(2020-01)  
**United Nations  
 Infantry Battalion  
 Manual  
 (UNIBAM)  
 Second Edition**



United Nations  
 Infantry Battalion Manual  
 (UNIBAM)

Second Edition  
 January 2020



DEPARTMENT OF PEACE OPERATIONS

The term **WOMEN** is quoted **63 times**, referring to various **administrative and operational situations and duties to perform:**

- Presence, Posture and Profile
- Analysis of the **Operating Environment - Actors Evaluation**
- UN Military **PK Intelligence** - Mobility & Maneuver - Sustainment actions
- **Engagement and dialogue** with **representatives of the population and other government & non-government actors**
- Treatment and **Evacuation of Casualties**
- Conduct of a **Convoy / Escort**
- Establishment / Conduct of a **Checkpoint**
- Conduct of **Cordon & Search**
- Establishment / Operation of an **Operating Base**
- **Disarmament, Demobilization and Reintegration (DDR)**
- **Information Gathering, Reporting, Dissemination and Sensitization**
- Control of **Civil Disturbance**
- **Gender and Protection Focal Point (FP)**
- **Gender mainstreaming**
- **UN Inf Bn Organizational Structure**
  - Battalion HQ Staff (S9) **CIMIC Staff Section**
  - **Engagement Platoon:** the mission is to enhance the **situational awareness** of the of the battalion, mapping the **demography of the AO**, to identify vulnerable areas and at-risk populations.
  - **EPs** shall have a **minimum of 50% women personnel.**
  - **TCCs** may establish teams with more than 50% women.



United Nations Stabilization Mission in  
 the Democratic Republic of Congo (MONUSCO)

The Statement of Unit Requirement for  
 a Rapidly Deployable Battalion

Department of Peacekeeping Operations  
 Office of Military Affairs  
 Military Planning Service

**Statement of  
 Unit Requirement**

Lt Gen Carlos H. Loitey  
 Military Adviser for Peacekeeping Operations

February 2018

Review date: As required  
 Drafted by: Military Planning  
 Service contact: Tel: 917-367-9646



The need to continue building on the success of efforts to incorporate the **WPS agenda into PKOs**, which can be seen in part in the **increased levels of female participation across missions**.

- **UN SG** has prioritized the **recruitment and training of female PK staff**, including the creation of “talent pipelines” to recruit **mid - and senior - level women into peacekeeping**.
- how **structural barriers** in the **security institutions** of **major TCCs and PCCs** can **hinder** the **training and retention** of qualified female candidates.
- **Mission Leadership** often confines **female staff to stereotypically “feminine” roles**, such as community liaisons.
- **success in this area is often measured solely by the number of female peacekeepers** without analyzing how inclusion can help missions achieve their mandated goals.
- **possible reforms** the UN could undertake to address **structural barriers** to increasing women’s participation in PK, including investing in **gendered training for mission leadership** to address bias in staffing choices for female peacekeeping staff.
- the **Ministerial** as a space for **Member States** to discuss and examine the **structural barriers** facing men & women within **domestic security institutions**; potential goal of committing **MS** to generating new **national action plans**.

(2020-02)

## Priorities for the 2021 Peacekeeping Ministerial: Reflections from an Expert Roundtable



The 2021 peacekeeping ministerial is an opportunity for member states not only to reaffirm but to expand their commitment to UN peacekeeping by addressing systemic challenges facing missions.

(2020-02)

## Challenges Forum Recommendations to advance the Action for Peacekeeping Agenda



### CHALLENGES FORUM RECOMMENDATIONS TO ADVANCE THE ACTION FOR PEACEKEEPING AGENDA

The Challenges Forum is a global partnership that uses its convening power to generate innovative ideas and promote results for more effective peace operations. As part of that effort the Challenges Forum has over the past two years focused its convening power to provide tangible and concrete recommendations to support the implementation of the UN's Action for Peacekeeping (A4P) agenda. Close to the second anniversary of the launch of UN Secretary-General Antonio Guterres' initiative A4P, this document offers a consolidated and prioritized list of key recommendations that have been formulated collectively by the Challenges Forum partnership and its international stakeholders to catalyze and support further action by Member States, the UN Secretariat, and Field Missions in their efforts to advance the A4P agenda and deliver more effective peace operations.

These recommendations align with the two strategic objectives that the Challenges Forum partnership has agreed to implement from 2019 to 2023. The first is focused on the effective implementation of the development and reform of UN peace operations and related regional partnerships. The second objective has a more specific focus on ensuring that the UN and regional partners have more effective mission leadership and strategic and operational management capacity.

These recommendations are intended to support the holistic implementation of A4P through mutually reinforcing recommendations, drawing on the commitments made in the Declaration of Shared Commitments by Member States, regional organizations and the UN Secretariat. Since these recommendations have emerged from discussions among the Challenges Forum over the last two years in parallel with the A4P agenda, some of them may already be partly implemented (for example, measures have been put in place to strengthen performance and training through the Light Coordination Mechanism, as well as the Comprehensive Performance Assessment System). The recommendations in this paper are intended to complement those already being implemented by the Secretariat and Member States as part of the A4P agenda. This list is categorized according to the eight thematic areas guiding the A4P agenda.

Efforts **to advance WPS through “A4P” agenda** focused on:

- the **full, equal and meaningful participation of women in peace processes**,
- integrating **gender perspectives into all stages of peace operations**, and
- **increasing the number of women in uniformed and civilian roles at all levels** in peace operations.

### Key recommendations

- **Gather, analyze and apply gender disaggregated data.**
  - The UN Secretariat, with the support of think tanks, should gather and analyze gender disaggregated data across **UN peace operations at different phases of missions** in order **to identify women's roles and contributions to peace operations** and ensure this **data is included in reporting to the UN SC**.
  - Such data would assist in understanding the participation of in **different leadership positions** throughout the **mission lifecycle**.
  - **Mission personnel & leadership team should be accountable** for including **gender disaggregated data** in their **reporting and analysis**.
- **Increase the participation of women in peace operations.**
  - **Member States** and think tanks should undertake a **comprehensive analysis** of uniformed women's participation at different stages in the cycle of a peace operation **to identify the barriers** to their participation and **mechanisms to encourage T/PCCs to increase** the deployment of women to the field.
- The **Secretariat** should revise and assess the **selection criteria for mission leadership positions**, in order to address barriers to women's participation.

## Integrating Gender Equality & WPS in POC

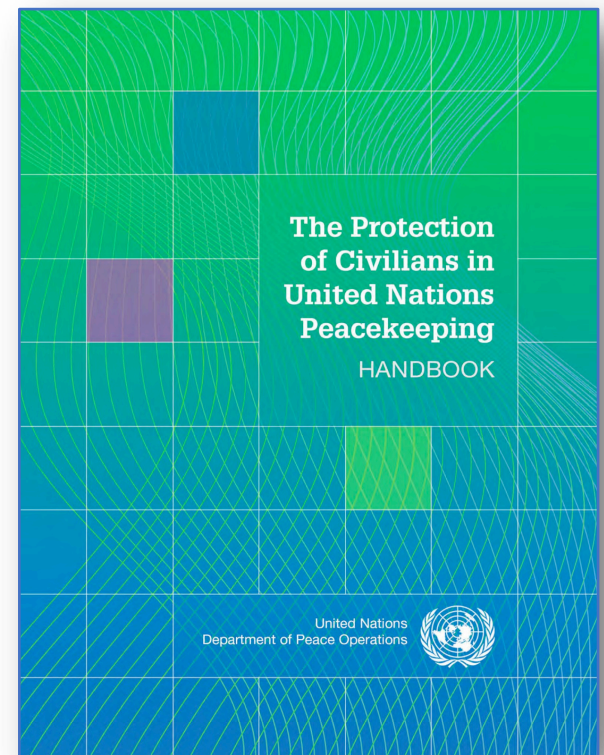
- POC, gender equality and the WPS mandates
- Gender integration for more effective protection
- Guidance for gender-responsive POC
- WPS indicators related to POC

## Gender integration for more effective protection

- **POC mandate extends to all civilians in the mission's area of responsibility**, thus PK must have a nuanced **understanding of the full range of threats** faced by the diverse members of the civilian population to respond adequately.
- This includes recognizing **how gender shapes individuals' vulnerability**, their capacities to respond to threats and the various type of threats.
- A **gender-sensitive approach** also means **recognizing the varied gendered roles in peace and conflict**.
- **Women and girls** can be a **driving force for violence**, whether as active supporters or perpetrators of violence.
- They also play **critical roles in de-escalating conflict and promoting security and stability**.
- **Without taking gender into consideration, POC activities may overlook** certain **forces underlying** or **driving threats**, as well as **valuable resources** for strengthening local protection mechanisms.

(2020-04)

## Protection of Civilians in United Nations Peacekeeping Handbook



(2020-06)

# Uniformed Women in Peace Operations: Challenging Assumptions and Transforming Approaches

IPI

INTERNATIONAL  
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INSTITUTE

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The views expressed in this publication represent those of the authors and not necessarily those of the International Peace Institute. IPI welcomes consideration of a wide range of perspectives in the pursuit of a well-informed debate on critical policies and issues in international affairs.

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## Uniformed Women in Peace Operations: Challenging Assumptions and Transforming Approaches

Gretchen Baldwin and Sarah Taylor

JUNE 2020

### Executive Summary

Over the past twenty years, UN peace operations have made progress toward gender equality. Most mandates refer to women or gender, and the UN has set numerical targets to increase the percentage of women peacekeepers in all aspects of peace operations. Meeting—and exceeding—these targets, however, is just one aspect of meaningful integration for uniformed women. That integration requires a better understanding of the barriers and often-unrealistic expectations facing uniformed women.

The best strategies for increasing the number of women in and better integrating women into the UN's military and police structures are still under debate. On the military side, one attempt to integrate women has been through female engagement teams, but the approach to these teams has been ad hoc, with no definitive policy or standardized training. On the police side, the UN is meeting its targets and integrating women primarily through individual posts and formed police units.

But in both the military and police components, women who have been integrated into peace operations face numerous barriers. These range from practical challenges to taboos and stigmas. Mission leaders often look primarily at a woman's gender at the expense of her identity as a professional. This can lead them to conflate women peacekeepers with local non-mission civilian women who need protection and thus keep them on-base instead of allowing them to patrol. Another systemic challenge is sexual harassment and assault of both men and women deployed to peace operations.

These challenges are particularly pervasive in the practice and rhetoric around women, peace, and security and the protection of civilians. Conversations around protection tend to use the term "women and children," which lumps together two different demographic groups, reinforces the idea that women need protection, treats women as a unitary group, and excludes the protection needs of men. These conversations also tend to disproportionately focus on conflict-related sexual violence and can be based on unproven assumptions.

To achieve their goals on women's participation in peacekeeping, the UN and member states need to consider transformative possibilities that push back against these assumptions and norms. This requires grounding integration strategies in evidence, transforming missions to improve the experiences of women peacekeepers, and implementing a gendered approach to community engagement and protection.

## Women's participation in PK: looking beyond the numbers

- **Key Areas for Research**
- **Strategies for Integrating Women** into Peace Operations
- **Taboos, Stigmas, & Barriers** facing Women Peacekeepers
- **Women's Roles** in Protection & Host-Community Engagement
- **Emerging findings**
- **Grounding Integration Strategies** in evidence
- **Transforming Missions** to improve the experiences of women peacekeepers
- Implementing a gendered approach to **Community Engagement & Protection**
- Looking ahead: The **COVID-19 Pandemic & beyond**



# The core business of training & education on WPS in PKO

(1995-02)

## UN GA Resolution 49-37 - Comprehensive review of the whole question of PKO

UNITED  
NATIONS

A



General Assembly

Distr.  
GENERAL  
A/RES/49/37  
9 February 1995

Forty-ninth session  
Agenda item 79

### RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

(on the report of the Special Political and Decolonization Committee  
(Fourth Committee) (A/49/621))

49/37. Comprehensive review of the whole question of peace-  
keeping operations in all their aspects

The General Assembly,

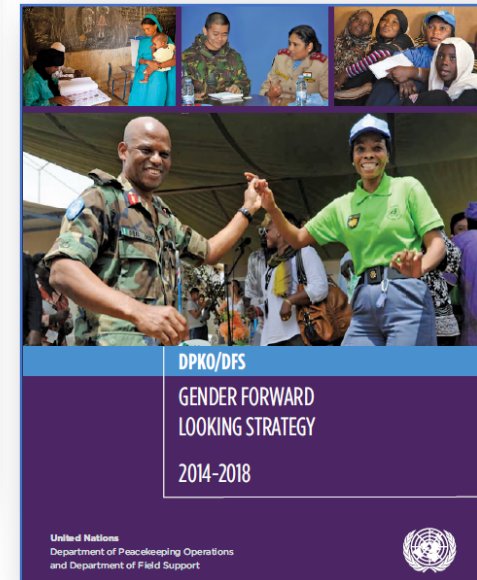
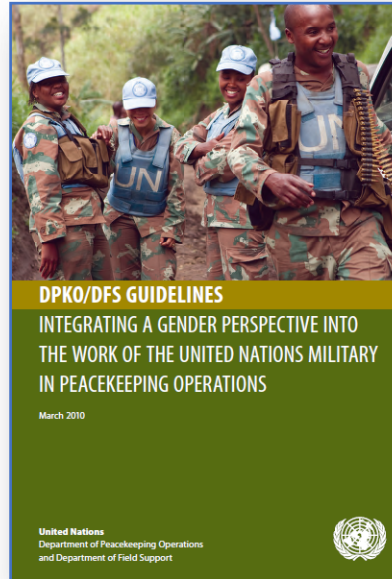
Recalling its resolution 2006 (XIX) of 18 February 1965 and all other  
relevant resolutions,

Recalling, in particular, its resolutions 48/42 and 48/43 of  
10 December 1993,

Welcoming the progress made by the Special Committee on Peace-keeping  
Operations during its recent sessions,

Convinced that peace-keeping operations constitute a considerable part  
of the efforts by the United Nations to maintain international peace and  
security and to enhance the effectiveness of the United Nations in this  
regard,

Recognizing that the peacemaking activities of the Secretary-General and  
of organs of the United Nations, which are actions to bring hostile parties to  
agreement essentially through peaceful means such as those foreseen in  
Chapter VI of the Charter of the United Nations, constitute an essential  
function of the United Nations and are among the important means for the  
prevention, containment and resolution of disputes, the continuance of which  
is likely to endanger the maintenance of international peace and security,



## Training

47. Recognizes that, while the training of personnel for peace-keeping operations is essentially the **responsibility of Member States**, the **United Nations** should establish **basic guidelines** and **performance standards** and provide **descriptive materials**.

# The core business of training & education on WPS in PKO

## UN DPO Integrated Training Service (ITS)



United Nations

### Core Pre-deployment Training Materials

for United Nations Peacekeeping Operations

CPTM 2017

United Nations Department of Peacekeeping Operations and Department of Field Support

### Lesson 2.4



Women, Peace and Security

#### Lesson at a Glance

##### Aim

To explain the duties of UN peacekeeping personnel in supporting the Women, Peace and Security (WPS) agenda of the Security Council.

##### Relevance

As UN peacekeeping personnel, the UN expects you to protect and promote human rights, including the human rights of women and girls.

You have a duty to protect the human rights of women and girls affected by conflict. This includes protecting women and girls from sexual violence, and helping victims.

This lesson explains why it is important to promote the UN standard of equality between men and women, boys and girls – especially after conflict. You must be a role model and promote gender equality in your conduct – in your work and private life.

##### Learning Outcomes

Learners will:

- Explain the different impact that conflict has on women and girls, men and boys
- Explain how women are both victims of conflict and key partners for peace in the activities of UN peacekeeping operations (UNPKOs)
- Explain "gender equality", "gender mainstreaming", and their importance to effective mandate implementation
- List actions to take to protect women and girls, and support gender equality

### Generic & Standardized Training Modules (Incl. Gender & WPS)



United Nations

### Comprehensive Protection of Civilians Training Materials

for United Nations Peacekeeping Operations

Military Version

United Nations Department of Peacekeeping Operations and Department of Field Support

United Nations  
Department of Peacekeeping Operations  
Department of Field Support  
Ref. 2009.22



### Standard Operating Procedure

### Training Recognition

Approved by: Mr. Alain Le Roy, Under-Secretary-General, DPKO  
Effective date: 1 October 2009  
Contact: Chief, Integrated Training Service - Policy, Evaluation and Training Division, DPKO  
Review date: 1 October 2011

- **Pre- Deployment Training**
- **In Mission Training**
- **National Training Centers**
- **Regional & International Training Organizations**

# The core business of training & education for WPS in PKO

## Statistics, TCC profile and actions

### Data & Statistics

- **Women serving the Armed Forces since 1921 (Medical Personnel) 1972 (all Forces/Branches)**
- **Women in the Armed Forces these days 4222 out of 22316 = 19%**
- **Military Academies open to women since 1997**
- **Military service: voluntary, commissioned officers, contract junior ranks**
- **Women in PKO since 1987**

### Legal Framework

- **Constitutional Charter (1830 & 1967)**
- **Law 10.783 "Civil capacity of women" (9/18/1946)**
- **Military Organic Law 14.157 (2/21/1974).**
- **Law 16.045 "Labor Activity" (2/6/1989).**
- **Law 18.104 "Equal rights and opportunities between men and women (12/19/2005)**
- **Law 18.650 "National Defense Framework" (2/19/2010)**



# The core business of training & education for WPS in PKO

## Statistics, TCC profile and actions



### Summary of Troops Contributing Countries by Ranking: Police, UN Military Experts on Mission, Staff Officers and Troops



Ranking	country name	Male	Female	Total	report_date
18	Uruguay	1042	83	1125	30/06/2020
120 TCC	Grand Total	76982	5327	82245	

7,4%

6,8%

#### Uruguay

##### MINUSCA

staff	2	0	2
	2	0	2

##### MONUSCO

7,8%

contingent	842	70	912
experts	5	0	5
staff	10	3	13
	857	73	930

##### UNDOF

2,9%

contingent	165	5	170
staff	3	0	3
	168	5	173

##### UNIFIL

50%

staff	1	1	2
	1	1	2

##### UNMOGIP

experts	3	0	3
	3	0	3

##### UNVMC

26%

experts	3	1	4
police	8	3	11
	11	4	15

- **Gender National Policy.**
- **Gender Policy of the Armed Forces**, no limits for female candidates.
- **Force Generation System** - Voluntary.
- Since 2004, an average of **4.5% to 7% female participation** in all roles.
- In 2019, **Female Engagement Teams** (FET), into the Battalion in DRC
- Improvement in the **interaction** with the entire population,
- **National Tng. Center** (ENOPU) developed the **1st. Course**
- In 2020, following the **doctrinal evolution**, the **Liaison function** is assimilated, and the name is changed to **Engagement Platoon (EP)**.
- Based in the the experiences gathered by the FET, the **2nd course** was carried out.
- The **new specialty**, formally incorporated into the Battalion, will increase the percentage of female participation.



# Food for thought !!!!!

**A gendered approach should address the diversity of women's experiences and perspectives. It should also avoid placing the burden of change on women as individuals.**



**Even if the rate of women's participation increases exponentially, this increase in numbers will not be transformative if isolated from other efforts.**

**The conflation of women and children underlines the reductive view that women do not have agency in their own safety and protection and thus need to be protected.**

**Women have a right to deploy in any capacity and at every level of UN peace operations.**

**There is a need for in-depth, nuanced research aimed at sustainably increasing women's participation in ways that do not essentialize gender and place women into situations where they are simply expected to act like men.**

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