

GUIDE ON GENDER EQUALITY AND WOMEN, PEACE AND SECURITY FOR CANADIAN POLICE OFFICERS DEPLOYED IN PEACEKEEPING OPERATIONS

Supporting police officers in applying gender perspectives in their daily work.





This guide has been developed specifically for use by Canadian police officers and contingent commanders deploying to international peace support operations. This work has been undertaken by The WPS Group, a team of Canada-based consultants with expertise in gender equality and Women, Peace and Security, in collaboration with the RCMP, International Deployment Services, Mission Readiness Unit.

- April 2019

Photo: A Rwandan peacekeeper from the UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) Formed Police Unit (FPU) speaks to residents while patrolling the streets of Gao, in northern Mali. - 19 May 2014

TABLE OF CONTENTS

8

INTRODUCTION

10

UNDERSTANDING WOMEN, PEACE AND SECURITY

- 11 | I. LINKS BETWEEN GENDER EQUALITY AND CONFLICT
- 13 | II. UN SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY (WPS)
- 16 | III. MAIN INTERNATIONAL INSTRUMENTS ON GENDER EQUALITY

20

IMPLEMENTING THE WOMEN, PEACE AND SECURITY AGENDA

- 21 | I. INTERNATIONAL LEVEL
- 21 | II. NATIONAL LEVEL – MEMBER STATES
- 23 | III. CANADA’S COMMITMENTS TO GENDER EQUALITY AND WPS

24

MAINSTREAMING GENDER EQUALITY AND WPS IN POLICING WORK IN INTERNATIONAL MISSIONS: POLICIES, GUIDANCE, AND PRACTICAL APPLICATIONS

25 | I. POLICIES AND GUIDANCE AT THE STRATEGIC LEVEL

25 | II. PRACTICAL APPLICATIONS: OPERATIONAL LEVEL

26 | 1. GENDER ARCHITECTURE IN A UN PEACEKEEPING MISSION

27 | 2. GENDER AND POLICE REFORM

28 | 3. INCREASING WOMEN'S REPRESENTATION WITHIN POLICING

29 | 4. WORKING WITH PARTNERS

29 | 5. ENGAGING MEN AND BOYS

30 | 6. EXAMPLES OF GOOD PRACTICE

33 | III. PRACTICAL APPLICATIONS ACCORDING TO POLICING ROLES AND AREAS OF RESPONSIBILITY

33 | 1. COMMANDER OR SUPERVISOR

33 | 2. GENDER ADVISER

34 | 3. TRAINING ADVISER

34 | 4. HUMAN RESOURCES ADVISER

34 | 5. COMMUNITY POLICING ADVISER

35 | 6. SEXUAL AND GENDER-BASED VIOLENCE ADVISER

36

DEVELOPING INCLUSIVE LEADERSHIP

37 | I. ADDRESSING UNCONSCIOUS BIAS

39 | II. CHALLENGING RESISTANCE

41 | III. PROMOTING EQUALITY AND INCLUSIVITY

42

ANNEXES

43 | ANNEX A – TERMS AND DEFINITIONS

46 | ANNEX B - UN SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY (WPS)

47 | ANNEX C – UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325

51 | ANNEX D – UNITED NATIONS SECURITY COUNCIL RESOLUTION 1820

56 | ANNEX E – ADDITIONAL RESOURCES



INTRODUCTION

Many countries around the world, including those experiencing violent conflict, have high rates of gender inequality that negatively impact prospects for peace and prosperity. Gender inequality is founded upon unequal power dynamics between women and men, girls and boys. Women and girls are often deprived of equal access to resources, input into decision-making, and the ability to participate in activities critical to their well-being and that of their families.

Gender inequality often results in a denial of women's and girls' basic human rights. The outcomes of this power differential on women and girls can be profound: high rates of sexual and gender-based violence, lack of access to education and health care, early and forced marriage, early pregnancy and high maternal mortality rates, high HIV prevalence, malnutrition, and an inability to pull themselves or their children out of poverty or cycles of violence. The prospects and well-being of women, girls, and entire communities are harmed, and often worsen significantly during conflict when women and girls are particularly vulnerable to sexual and gender-based violence and other human rights violations. Countries with high rates of gender inequality are also more likely to experience violent conflict.

But conflict and post-conflict situations can also present opportunities for positive change towards gender equality. Shifting social dynamics and processes such as institutional rebuilding and police reform create entry points for promoting gender equality in a meaningful and sustainable way.

As Canadian police personnel deployed in international missions, ensuring that a gender perspective and women's participation, protection and rights are incorporated into police work is at the heart of your responsibilities, including advocating for the respect and implementation of international norms and guidelines applicable to gender equality and women, peace and security.

As such, the purpose of this manual is to provide Canadian police personnel with critical information as well as basic and practical tools on how to integrate gender equality and women, peace and security perspectives into their work in international missions.

“Women’s agency, voice and capacities, as well as a real gender perspective are critical to local dialogues, better policies and more equitable peace deals.”

- *PeaceWomen.org*

A UN Police (UNPOL) officer with the UN Integrated Mission in Timor-Leste (UNMIT) and a member of the Timorese national police's Vulnerable Persons Unit conduct an interview with a domestic abuse victim in Dili, Timor-Leste. - 09 August 2010

© UN Photo/Martine Perret

UNDERSTANDING WOMEN, PEACE AND SECURITY

I. LINKS BETWEEN GENDER EQUALITY AND CONFLICT

Conflict and insecurity are often accompanied by a breakdown of law and order and an increase in human rights violations. Violence manifests itself in both direct and indirect ways including forced displacement, torture, rape, sexual violence, famine, forced recruitment of boys and girls, and an increase in domestic violence. Violence impacts women, men, girls and boys differently and these groups experience and cope with conflict in different ways.

IMPACT OF CONFLICT AND INSECURITY ON WOMEN AND GIRLS:

While conflict affects everyone, it can exacerbate gender inequalities and discrimination, which disproportionately impact women and girls. In conflict environments, women and girls are particularly vulnerable to violations of their rights and they constitute the majority of refugees and internally displaced persons (IDPs).

WOMEN AND GIRLS MAY:

- be more likely to experience physical and sexual violence
- be raped and sexually assaulted as part of a specific strategy and/or tactic of war undertaken by a specific armed group
- be forced to provide sexual favours to security forces
- be trafficked or forced into prostitution
- lose access and rights to financial assistance, property or inheritance
- face increased poverty due to loss of income or lack of employment
- be particularly at risk of being affected by the absence of social services
- be exposed to sexual mutilation, forced pregnancy, and sexually transmitted diseases, which have short- and long-term physical and mental health consequences and often lead to community rejection
- be particularly vulnerable to physical and sexual violence in refugee/IDP camps
- be forced to join a militia and/or armed group as a combatant, sexual slave, messenger, cook, nurse etc.

SEXUAL AND GENDER-BASED VIOLENCE AND CONFLICT-RELATED SEXUAL VIOLENCE

Sexual and gender-based violence (SGBV) refers to acts of violence or coercion committed against a person that can be physical, sexual, psychological, or emotional in nature. SGBV is based on unequal power dynamics derived from harmful gender norms. While SGBV is primarily committed against women and girls, men and boys can also be targeted.

Conflict-related sexual violence (CRSV) refers to incidents or patterns of rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization, or

United Nations Police (UNPOL) officers do frequent patrols in Timbuktu to secure the city against threats of terrorism and banditry. An UNPOL officer speaks with residents.
- 12 March 2017

© UN Photo/Harandane Dicko

any form of sexual violence of comparable gravity committed against women, men, girls or boys in the context of conflict. Women and girls are overwhelmingly the victims of CRSV. CRSV can be used as a tactic of war to achieve military and political ends, and to terrorize populations and devastate families and communities—with ramifications that often extend long past the conflict's end. Note the following UN estimates for CRSV:

- between 100,000-250,000 women were raped during the 1994 Rwandan genocide
- at least 200,000 women have been raped in the Democratic Republic of the Congo since 1998
- more than 60,000 women were raped during Sierra Leone's civil war (1991-2002)
- up to 60,000 women were raped in the former Yugoslavia (1992-1995)

In the past, CRSV was tacitly accepted as an inevitable by-product of war, but it is now recognized as a war crime and crime against humanity and prosecuted in international courts.

- *Sources:* peacekeeping.un.org/en/conflict-related-sexual-violence;
www.un.org/en/preventgenocide/rwanda/backgrounders.shtml

It is important to note that different groups of women are considered particularly vulnerable and in need of special assistance. These include pregnant women, nursing mothers, mothers of small children, female heads of households, survivors of violence, HIV positive women, disabled women, and displaced and trafficked women.

Men and boys are also subject to the violence of armed conflict. Whereas men and boys are particularly vulnerable to sexual violence in detention, boys are vulnerable in refugee and IDP settings.

Others who may be particularly vulnerable within conflict environments include women, men, girls and boys drawn from ethnic or religious minority groups or who identify as lesbian, gay, bisexual, trans or queer (LGBTQ). These groups/individuals may experience heightened discrimination or violence and require special assistance and protection.

"The Women, Peace and Security Agenda has a transformative potential. It is a powerful tool for moving from exclusive to democratic decision-making, from gender inequality to gender justice and from conflict and violence to sustainable and feminist peace."

- *PeaceWomen.org*

II. UN SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY (WPS)

In October 2000, the UN Security Council adopted Resolution 1325 on "Women, Peace and Security." It is the first Security Council Resolution to recognize the disproportionate impact that war has on women, at the same time as acknowledging the importance of women's work and leadership in conflict prevention and peacebuilding.

KEY PROVISIONS OF SCR 1325

- increased participation and representation of women at all levels of decision-making including in peace and political processes
- attention to specific protection needs of women and girls in conflict
- integration of gender perspectives in post-conflict processes
- integration of gender perspectives in UN programming, reporting, and in SC missions
- integration of gender perspectives and training in UN peace operations

Key Actors responsible for implementation of SCR 1325 include the Security Council; Member States; UN entities; the Secretary-General; and parties to the conflict.

- *Source:* peacewomen.org/SCR-1325

"Resolution 1325 is regarded as one of the most influential documents in establishing the legitimacy of addressing women's and gender issues in the areas of peace and security. The resolution provides a framework that makes the pursuit of gender equality relevant to every conflict-related action, ranging from mine clearance to elections to security sector reform."

- *Planning for Action on Women, Peace and Security (2010)*

The UN Security Council has since adopted eight other resolutions (UNSCR 1820, 1888, 1889, 1960, 2106, 2122, 2242, and 2467). Together, the nine resolutions make up the **Women, Peace and Security Agenda**.

“The Women, Peace and Security Agenda is an innovative tool-box to leverage more equitable peace.”

- PeaceWomen.org

The resolutions cover a wide-range of activities related to improving the status of women in conflict settings and integrating a gender perspective into all aspects of conflict prevention, peacebuilding and post-conflict reconstruction (see Annex B). While you may not need to know every resolution by heart, it will be important for you to have a good understanding of the WPS Agenda itself so that you are in a better position to implement it and advise others when you are deployed (see Annex C for Resolution 1325 and Annex D for Resolution 1820).

For your specific purpose, the mandate of these resolutions can be condensed into three interlinked Pillars or “3 Ps”: participation, protection, and prevention.

- › **Participation:** The need to reinforce women’s participation in all phases of the peace process, including conflict prevention and resolution, and in peace operations as military, police and civilians, and to ensure women are represented at all levels of decision making.
- › **Protection:** The need to put in place specific protections during conflict to protect women and girls from sexual and gender-based violence. This includes understanding their specific security needs, as well as ensuring training of peacekeeping personnel and the need for accountability for perpetrators of sexual violence.
- › **Prevention:** The need to recognize women’s important role in the prevention of conflict and in advocating for their human rights. This pillar also calls for the incorporation of a gender perspective in all conflict prevention activities.

Underlying the “3 Ps” is the necessity to take a gendered approach when responding to armed conflict and post-conflict contexts. In other words, a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes. Doing so will ensure the specific needs, concerns and experiences of women, men, girls and boys are considered and addressed. It also ensures that the capacities of women and girls are recognized and that women, men, girls and boys fully participate in and benefit from reform processes as well as from peace dividends and reconstruction efforts.

LINKING PARTICIPATION, PREVENTION AND PROTECTION

- Women’s **abilities to participate** in society and to influence peacebuilding processes can be compromised by the threat or actual experience of sexual violence.
- **Prevention is dependent on greater participation.** Without addressing prevention of discrimination or violence against women, women’s participation in security governance will be limited. Women will continue to see these institutions as the sole preserve of men.
- In Liberia, Timor-Leste and Kosovo, **specialized police units and an enhanced female presence** in the police forces is encouraging women to engage with the police, both to register their complaints and join the service.
- Afghan women participating in public life face threats, harassment and attacks. Threats and different forms of intimidation and attacks are physically and psychologically harmful. This type of violence inhibits the **participation** of other women in development or political processes due to the threat of violence.
- Prosecution of violent crimes might also lead to the **prevention** of these crimes in future.

GLOBAL STUDY ON THE IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325

The 2015 Global Study on resolution 1325 reviews challenges and learning from the implementation of the Women, Peace and Security agenda around the world. It presents key findings related to participation, protection, prevention and other areas critical to sustainable peace. Note the following facts:

- Women’s participation increases the probability of a peace agreement lasting at least two years by 20 percent, and the probability of a peace agreement lasting 15 years by 35 percent.
- Data from 40 countries shows a positive correlation between the proportion of female police and reporting rates of sexual assault.
- Recent large-scale research projects show that the security of women is one of the most reliable indicators of the peacefulness of a state.
- Evidence suggests that increasing the number of women judges and other front line justice sector officials can create more conducive environments for women in courts and make a difference to outcomes in sexual violence cases.

The Global Study can be found at <http://wps.unwomen.org/index.html>.

III. MAIN INTERNATIONAL INSTRUMENTS ON GENDER EQUALITY

In addition to conventions that protect general human rights, there are international instruments that specifically address gender inequality and discrimination against women and girls.

- CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW), 1979¹

CEDAW is seen as the most important human rights treaty for women. States that have ratified the Convention are legally obliged to eliminate all forms of discrimination against women in all areas of life including social, political, economic and cultural. States are also required to ensure women's full development and advancement so that they can exercise and enjoy their human rights and fundamental freedoms in the same way as men².

The Convention calls for:

- the elimination of all discrimination against women in political, economic, social, civil, cultural or any other field,
- the elimination of discrimination in public and private life, and
- the elimination of discrimination in customs and practices.

The Convention also calls for the reform of police services to ensure women receive equal protection with men, as well as equal representation within the service.

- BEIJING PLATFORM FOR ACTION, 1995³

Following the Fourth World Conference on Women, which took place in Beijing in 1995, governments adopted the Beijing Declaration and Platform for Action. It is viewed by the UN and women's rights advocates as the most progressive blueprint ever for advancing women's rights. It remains, more than twenty years later, a powerful guide and source of inspiration.

1. UN Convention on the Elimination of All Forms of Discrimination Against Women, 1979, <https://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>

2. CEDAW does not explicitly include gender-based violence as a form of discrimination. This was rectified with the 1993 Declaration on the Elimination of Violence against Women, which clearly defines gender-based violence as a form of discrimination. Declaration on the Elimination of Violence Against Women, 1993.

3. Beijing Platform for Action, 1995, <https://beijing20.unwomen.org/en/about>

"Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively."

- Beijing Platform for Action, Article 79

The Platform for Action envisioned gender equality in all dimensions of life. In doing so, it identified twelve critical areas of concern to be addressed by Member States, including women and armed conflict, and hundreds of actions to be taken to address inequality and advance women's rights. The Platform calls on the mainstreaming of gender perspectives into all policies and programmes when addressing armed or other conflicts so that an analysis is made of the effects on women and men before decisions are taken (para 141).

Specifically on police reform, States committed to punishing perpetrators of violent acts against women, including police, providing gender-sensitive human rights education and training to police, and ensuring that women and men have the same right to be police officers.

"If women are to play an equal part in securing and maintaining peace, they must be empowered politically and economically and represented adequately at all levels of decision-making."

- Beijing Platform for Action, para. 134

- ROME STATUTE OF THE INTERNATIONAL CRIMINAL COURT, 1998

Under Article 7, the Rome Statute recognized the following acts, when committed as part of a widespread or systematic attack directed against any civilian population, with knowledge of the attack, as a 'Crime against humanity': **Rape, sexual slavery, enforced prostitution, forced pregnancy, enforced sterilization, or any other form of sexual violence of comparable gravity.**

The Rome Statute is also important within the context of the Women, Peace and Security Agenda as it provided the basis for the adoption of **Resolution 1820** in 2008 – the first resolution to recognize sexual violence as a self-standing security issue, linked with reconciliation and durable peace. It recognizes that 'rape and other forms of sexual violence', when used systematically, can significantly exacerbate armed conflict and can constitute a crime against humanity. The resolution urges concrete measures to protect women and girls from sexual violence during conflict.

The above documents are important as they provide a basis for understanding the link between gender equality, peace and security, but also outline a country's agreed upon commitments and requirements vis-à-vis gender equality and women, peace and security. Additional commitments exist that address a specific continent or region, which you should familiarize yourself with if deployed to these respective areas including the Council of Europe Convention on preventing and combating violence against women and domestic violence (also known as the Istanbul Convention) and the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (also known as the Maputo Protocol).

Photo: Captain Veronica Agustim of the Philippines (left), a UN Police officer with the UN Mission in the Sudan (UNMIS), is pictured with Sudanese police officers following their successful completion of Special Weapons And Tactics (SWAT) and VIP protection training courses administered by UN Police. - 03 November 2010 - Khartoum, Sudan

© UN Photo/Paul Banks



IMPLEMENTING THE WOMEN, PEACE AND SECURITY AGENDA

I. INTERNATIONAL LEVEL

The UN (through its various departments, agencies and programmes) implements Resolution 1325 and the WPS Agenda through different actions, including mainstreaming gender into operations and activities and increasing programmatic activities targeting women, peace and security issues. Since 2006, the UN Department of Peacekeeping Operations has developed a number of policies, guidelines and training curricula to ensure that gender and women, peace and security are mainstreamed as part of peacekeeping operations.

Other organizations also have a responsibility vis-à-vis these commitments. In fact, numerous organizations have taken steps to develop policy initiatives to translate WPS norms into practice. These include the African Union (AU), the European Union (EU), the North Atlantic Treaty Organization (NATO), and the Organization for Security and Cooperation in Europe (OSCE). This responsibility also extends to these organizations' operations, whether they are development, humanitarian, relief and recovery, military, peacekeeping, mediation or peacebuilding in nature.

II. NATIONAL LEVEL – MEMBER STATES

Member States also have a responsibility vis-à-vis international treaties, conventions and UN Security Council Resolutions. Member States that have signed on to or ratified international commitments have a responsibility to uphold these commitments through national legislation, policies and programs. Implementation also extends to security institutions such as the police. Member States are also required to monitor and report on their progress (for example, CEDAW and the Beijing Platform for Action include monitoring requirements).

Following the adoption of Resolution 1325 in 2000, the Security Council called on Member States to implement the Resolution and the WPS Agenda through the development of national action plans or NAPs. The creation of an action plan on Resolution 1325 provides an opportunity for Member States to initiate strategic actions on women, peace and security, identify priorities and resources, and determine responsibilities and timeframes at a national level.

As of December 2018, 79 UN Member States (40% of all UN Member States) have adopted a National Action Plan on 1325 (see illustration next page).

These NAPs are important entry points for working on and advocating for gender equality. Many of the countries you will be deployed to (including Ukraine, Iraq, Mali, and the West Bank and Gaza to name a few) have adopted their own NAP with objectives and targets for advancing gender equality and WPS.

A female Somali police officer takes part in a training exercise at General Kahiye Police Academy in Mogadishu, Somalia. The African Union in Somalia (AMISOM) is currently training one hundred Somali Police officers in a program aimed at equipping the Somali Police Force with the necessary skills to effectively arrest suspects, stop vehicles at checkpoints, and cordon off areas. - 16 June 2014

© UN Photo/Tobin Jones



MAINSTREAMING GENDER EQUALITY AND WPS IN POLICING WORK IN INTERNATIONAL MISSIONS: POLICIES, GUIDANCE, AND PRACTICAL APPLICATIONS

Afghan female police recruits carry out a training exercise at the police academy in Kabul, Afghanistan. - 04 October 2010

© UN Photo/Fardin Waezi

“Gender mainstreaming is essential for the success of peacekeeping because it helps operations respond to different security needs within the society, improve operational effectiveness, create a representative mission, strengthen civil components of the mission, and strengthen democratic oversight.”

- *OurSecureFuture.org*

I. POLICIES AND GUIDANCE AT THE STRATEGIC LEVEL

The UN (through its various departments, agencies and programmes) implements the WPS Agenda through different actions, including mainstreaming gender into operations and activities, and increasing programmatic activities targeting women, peace and security issues.

Since 2006, the UN Departments of Peacekeeping Operations and Field Support (UN DPKO/DFS) have developed policies, guidelines and training curricula to ensure that gender equality and the WPS Agenda are mainstreamed as part of peacekeeping operations. These documents include the 2006 *Directive on Gender Equality in UN Peacekeeping Operations*. The directive elaborates the principles and requirements for implementing UN mandates on Women, Peace and Security in the work of all peacekeeping components. The directive led to the development of new training material on Women, Peace and Security, as well as on gender equality (including UN Core Pre-Deployment Training Modules). Further guidelines for integrating gender perspectives were developed for police and military officers more specifically. See Annex E for links to resources.

The UN also launched a [Global Effort](#) campaign to increase the representation of women in peacekeeping operations. The campaign had set a goal of 20 per cent female UNPOL by 2014. While this goal has yet to be achieved, the UN has undertaken a number of initiatives to increase women’s representation in peacekeeping.

II. PRACTICAL APPLICATIONS: OPERATIONAL LEVEL

The Women, Peace and Security Agenda and the development of directives and guidelines on gender equality led to changes at the operational level. While peacekeeping mandates vary depending on the nature of the conflict or post-conflict situation and the requirements on the ground, all operations have a mandate to mainstream gender into their operations.

1. GENDER ARCHITECTURE IN A UN PEACEKEEPING MISSION

- The SRSG or Head of Mission—along with the Deputy SRSGs, Police Commissioner and Force Commander—is responsible for the promotion and implementation of the gender mainstreaming strategy.
- Strong commitment and messaging that reflects this from the highest level within the mission is necessary for successful gender mainstreaming throughout the mission.
- The promotion and implementation of gender perspectives is supported by a gender unit, which includes a Senior Adviser who reports to the SRSG and Gender Advisers and Focal Points embedded in various sections or units including UNPOL.
- The mission Gender Adviser is responsible for providing overall strategic guidance and direction to support the integration of gender perspectives into the work of various components of a peacekeeping mission. As part of this process, the mission Gender Adviser provides technical support, including training, to support the work of Gender Officers/Focal Points operating within various components of a peacekeeping mission.
- The Gender Advisers (including the one in UNPOL) provide policy advice, training, monitoring and reporting on gender and WPS related issues.
- Each mission section or unit, including UNPOL, has a gender action plan.
- Every mission manager and leader is accountable for integrating gender equality/WPS in their work and this is included in their performance review plan.
- A quarterly mission progress report on gender equality/WPS is produced and shared with UN DPKO at headquarters.

Promoting the integration of gender perspectives in mission involves a number of tasks that are both external and internal to the mission. External tasks are those that the mission undertakes in the communities it serves. Internal tasks are those that take place inside or within the mission.

Externally focused:

- facilitate women's participation in post-conflict decision-making processes
- protect and promote women's and girls' rights
- prevent and address sexual and gender-based violence
- increase the presence of women among peacekeeping personnel
- provide capacity building support

Internally focused:

- train mission staff (civilian and uniformed) on gender equality and on how to integrate women, peace and security issues as part of their work
- ensure reporting and accountability on gender mainstreaming within the mission
- raise awareness of mission staff (civilian and uniformed) on sexual exploitation and abuse (SEA) and ensure zero-tolerance for SEA

Zero-tolerance for Sexual Exploitation and Abuse (SEA) should be seen as affecting both the internal and external aspects of a mission, as it refers to the awareness, training and accountability that are required internally, but also to its effects and consequences, which are felt externally by the community.

- Source: Secretary-General Bulletin on Special measures for protection from sexual exploitation and sexual abuse (2003)

2. GENDER AND POLICE REFORM

A major part of your role when deployed to an international mission, whether a peacekeeping mission or otherwise, is to support efforts at reforming the national police into a service that is non-discriminatory, reflective of the diversity of its citizens and accountable to the population at large. It is also one that seeks to identify and respond to any differential impact of conflict on different groups with the goal of ensuring that the security concerns of diverse groups of women, men, girls and boys, as well as marginalized groups, are adequately addressed throughout all phases of a mission.

The main task of police as part of any deployment will include a combination of advising, mentoring, and training, as well as interaction and liaison with military and/or civilian components of a mission. Consultation with civil society is also a necessary task to ensure the success of the mission.

Whether you are deployed as UN Police in a peacekeeping mission, or as part of a bilateral mission, you have a responsibility to promote gender equality and the WPS Agenda.

Examples of key gender-related actions that can be taken as part of **police reform**:

- Work with national police to develop gender policy and action plans to ensure mainstreaming of gender perspectives.
- Support government and police efforts to implement Resolution 1325 and a country's NAP. If no NAP has been developed, work with partners to identify areas for implementing Resolution 1325 and the WPS Agenda.
- Support the development of a gender unit in the national police force with a clear mandate for gender advisers and gender focal points as well as for commanders.
- Support the review of police education and training curricula from a gender perspective.
- Ensure that serving police officers and commanders undertake training on gender equality and women, peace and security.
- Ensure that women are involved in all consultations for designing community policing policies, to ensure that their security priorities are reflected.

- Interact and liaise with the local community, including women's groups, LGBTQ advocates, representatives of Indigenous communities, etc.
- Work with local police partners to ensure greater representation of women in its ranks. This means that police services, especially those in post-conflict states, must actively recruit more women and ensure representation from all ethnic, religious, racial and other groups.
- Ensure that all police—male and female—have basic training on SGBV and can act as “first responders.”
- Ensure that the national police have a specialized unit trained and equipped to investigate, counsel and facilitate treatment and referrals for survivors of SGBV to appropriate support providers.
- Contribute to the protection of women and girls from sexual violence.
- Promote/protect women's rights, as well as the rights of underrepresented and marginalized groups.
- Support community policing programs that focus on gender-based violence.
- Ensure a gender perspective as part of tackling issues such as gang violence, organized crime, human trafficking, drug and illegal arms trafficking.
- Ensure a zero-tolerance environment for sexual exploitation and abuse (SEA).
- Ensure that the information collected is disaggregated by age and sex and that it is integrated in UNPOL and mission reports.
- Systematically train all UN police of all ranks on how to address gender issues in their work.

3. INCREASING WOMEN'S REPRESENTATION WITHIN POLICING

The UN has called for greater representation of women in peacekeeping operations, and this is also good practice within local police services. Here are some of the key benefits of encouraging greater female representation within policing:

- promotes gender equality within policing
- ensures representative police service
- enables female officers to act as role models to inspire local women
- provides women and children greater sense of security
- promotes access and support for local women
- enables interviews with survivors of gender-based violence
- facilitates the participation of women in discussion forums and ensures that women's voices are heard and taken into consideration
- makes police officers more approachable to women in the local community
- enhances effectiveness of the mandate as well as intelligence gathering

4. WORKING WITH PARTNERS

Working with partners is not only valuable, but imperative when working internationally, whether as part of a peacekeeping or bilateral mission. This is even more important when working in and with a community.

Common partners in UN peacekeeping missions:

- government ministries (gender, family, justice, immigration and security)
- other UN agencies including UN Women, UNFPA, UNHCR, OCHA
- UN country team
- bilateral partners and embassies
- International Committee of the Red Cross (ICRC)
- humanitarian organizations
- women's civil society organizations
- other local organizations

Specific actors to consult with when working on gender:

- mission gender unit
- mission human rights section
- humanitarian organizations (Oxfam, Care, World Vision, etc.)
- local women's groups/organizations
- local police
- media
- Ministry of Gender (or equivalent)
- Ministry of Justice
- UN Women

The partners you enlist will likely vary depending on the project or activity you seek to undertake. As a result, it is very important to get to know the community you are working in to ensure participation and consultation with all segments of the population—women, men, girls and boys, as well as vulnerable and marginalized groups. Involvement by the community and civil society will ensure a better understanding of the different needs of the population, as well as a more targeted response.

5. ENGAGING MEN AND BOYS

Engaging men and boys in efforts to achieve gender equality is crucial. In many societies, men exercise more power and influence in terms of policy and programme decisions at all levels of government. Therefore, it is imperative to involve them as part of the conversation. Not involving men risks reinforcing inequities between women and men. Gender equality is about women and men and men need to be part of the solution.

The recognition of the costs of inequality to men is one of the important rationales for men's involvement in gender equality work. Men often control the resources needed to promote gender equality, in particular because of the underrepresentation of women in all areas of decision-making. Men's positions in society can ensure that weight and priority is given to an issue. Men also have a powerful impact as role models to other men and adolescents boys.

It is imperative that men be involved in order to:

- challenge rigid gender norms
- reduce violence against women and girls
- promote sexual and reproductive health
- explore alternative masculinities

There are different approaches or strategies to engaging men and boys in gender equality. Examples include:

- identifying and working with male champions
- engaging men in leadership positions on the benefits of gender equality (political leaders, community chiefs, religious leaders)
- enlisting men's and boys' participation in education programmes
- conducting awareness-raising campaigns

6. EXAMPLES OF GOOD PRACTICE

› CREATING A NETWORK OF WOMEN IN LAW ENFORCEMENT IN UKRAINE



Canadian police and military officers join Ukrainian Police Officers at the launch of the Ukrainian Association of Women in Law enforcement, March 2018.

Networks and associations of women in police or in law enforcement more generally can play a crucial role in advancing equality and in supporting the reform process. They can help raise awareness and understanding of issues that affect women and men in law enforcement. They can help advance gender sensitive policies and practices. They can also provide women officers with additional professional development opportuni-

ties. The establishment of a network or association can also be an important step in the implementation of the WPS Agenda by promoting, strengthening and advancing the profile of women officers, and by raising awareness about their experiences.

In March 2018, the *Ukrainian Association of Women in Law Enforcement* was launched. The Association has for its mission 'to promote equal rights and opportunities for women and men within law enforcement in Ukraine'. The Association identified three strategic objectives:

1. Create an environment conducive to the equal advancement of women and men in law enforcement;
2. Advocate for leadership and professional development of women in law enforcement;
3. Develop networks and mentoring opportunities for women in law enforcement.

› INTEGRATING A GENDER PERSPECTIVE IN IRAQ

The Chief Gender Adviser within the Combined Joint Task Force established clear lines of efforts on gender within the first three months of her assignment. These were based on consultations with coalition partners, as well as Iraqi forces, and supported by an in-depth gender analysis. Examples of tasks identified include:

- Establishing a trained Gender Focal Point (GFP) network across the Coalition.
- Providing strategic advice to Command on integration of gender perspective.
- Integration of gender concepts into ISF - Military, Police and Border Guard training curriculum.
- Supporting the Female Police Academy
- Integrating gender considerations into all strategic communications, key leader engagements and IO activities.
- Engaging with the Government of Iraq, UN agencies, NGO stakeholders and women's organizations

Each task was accompanied by a measure of effectiveness to ensure common understanding of the objectives and support ongoing monitoring of efforts.

› WOMEN AND PROTECTION UNITS IN THE LIBERIA NATIONAL POLICE (LNP)

To enhance law enforcement response, the LNP established Women and Children Protection Units from 2005, which has provided a resource for women and children who had been left particularly vulnerable by years of conflict. By 2010 over 235 police officers had been trained as Women and Children Protection Officers and spread throughout the 15 counties. These officers, housed at police stations, provide a resource for women in the community who seek redress for sexual and gender-based violence, which was rampant in the post-conflict context of Liberia. These units have

been effective at securing the environment for some women who feel safe and secure reporting to them. The UN peacekeeping mission in Liberia along with UNICEF provided support for the setting up of the units, particularly with the training of trainers in the national police force.

› PROTECTION AND PARTICIPATION OF WOMEN IN HAITI

A number of good practices were implemented by UNPOL and the Haiti National Police to address elements of the WPS Agenda:

- During the general elections of 2010, women electoral candidates were being threatened. Police Patrols and escorts were increased to ensure women's safety when they were rallying and all threats or violent acts were recorded and reported to UN electoral observers.
- A mobile unit of women UNPOL was created and specifically trained in areas of SGBV in order to patrol IDP camps and provide support and follow up on reports of violence and to promote prevention campaigns.
- Focal points were set up in all areas of Haiti in order to report on cases of SGBV and help train and mentor local police to investigate.
- A women-only recruitment class was organized for new police officers at the Police Academy, providing childcare while the women were in classes.



Photo: Two United Nations Police Officers and members of the Canadian and Philippine contingent of the United Nations Stabilization Mission in Haiti (MINUSTAH) assist National Police Officers at a check point. - 10 June 2009 - Port-au-Prince, Haiti

© UN Photo/Marco Dormino

III. PRACTICAL APPLICATIONS ACCORDING TO POLICING ROLES AND AREAS OF RESPONSIBILITY

1. COMMANDER OR SUPERVISOR

Objective:

UNPOL and national police are trained and resourced to consider and respond to the needs of all groups within the population, including women and girls and the most marginalized, allowing them to deliver effective police services.

Quick Checklist:

- ✓ appoint a gender officer within UNPOL and one for the national police (if not in place)
- ✓ involve women's community groups in consultations on policy and operational issues
- ✓ appoint female police in management structures of UNPOL
- ✓ establish a mechanism accessible to women to report sexual and other police misconduct
- ✓ ensure that UNPOL officers (male and female) participate in gender training
- ✓ ensure that UNPOL reports include gender-related information and sex-disaggregated data

2. GENDER ADVISER

Objective:

A gender-aware police service that has the tools and training to recognize and address internal and external gender barriers, improving the effectiveness of its service to a population comprised of diverse groups of women, men, girls and boys, as well as vulnerable and marginalized groups.

Quick Checklist:

- ✓ ensure that national data collected on crimes is sex- and age-disaggregated
- ✓ encourage the national police to develop a policy and action plan on gender and on SGBV
- ✓ ensure that there are female UNPOL advisers
- ✓ ensure that national training academy has a gender policy and includes gender training
- ✓ ensure that mentoring programs for national police officers are gender sensitive

3. TRAINING ADVISER

Objective:

A gender sensitive police service that provides both male and female officers with the opportunities and training needed to compete for and perform in positions at all levels.

Quick Checklist:

- ✓ ensure that all training includes gender and human rights principles
- ✓ include both women and men as trainers and as trainees
- ✓ ensure that training facilities cater to women, including separate washrooms and sleeping quarters
- ✓ ensure that time and location of training promotes women's participation as well as men's

4. HUMAN RESOURCES ADVISER

Objective:

A police service that is representative of the population and equipped to respond to the security concerns of women, men, girls and boys.

Quick Checklist:

- ✓ encourage the national police to promote gender balance throughout their organization
- ✓ ensure that the recruitment process is gender sensitive
- ✓ ensure that police facilities have the basic necessities and meet the needs of female police

5. COMMUNITY POLICING ADVISER

Objective:

A community-oriented police service that is trained and resourced to recognize and respond to the needs and concerns of women, men, girls and boys within the community it serves.

Quick Checklist:

- ✓ ensure that the police establish good work relationships with women's organizations
- ✓ ensure regular meetings with women leaders in the community
- ✓ find out how male/female roles are carried out in the community/country and be mindful of this in your interactions and work
- ✓ assign male and female officers to all patrols
- ✓ regularly consult with women as sources of information on security and crime concerns

- ✓ maintain an up-to-date list of women leaders and organizations
- ✓ ensure that female interviews, body searches, and escorts are conducted in a gender sensitive way

6. SEXUAL AND GENDER-BASED VIOLENCE ADVISER

Objective:

A police service that is trained and resourced to recognize, respond to and prioritize cases of sexual and gender-based violence (SGBV), supporting predominantly female survivors in a gender sensitive manner and contributing to efforts to address the underlying drivers of SGBV.

Quick Checklist:

- ✓ ensure that all police - male and female - have training on how to respond to SGBV incidences (UNPOL and national police)
- ✓ ensure that the national police have a specialized unit trained and equipped to investigate, respond, counsel and refer survivors of SGBV
- ✓ promote and support awareness raising campaigns on SGBV
- ✓ identify and collaborate with women's and civil society organizations as well as other government departments that work to prevent and respond to SGBV
- ✓ collect and share data and reports as needed on SGBV and trafficking



Photo: The UN Mission in South Sudan (UNMISS) provides training in combating sexual and gender-based violence to residents of a Protection of Civilians site (PoC 3) in Juba. The training is conducted by the UN Police (UNPOL) Gender, Child and Vulnerable Persons Protection team in coordination with the UNMISS Human Rights Division and Child Protection Unit.

- 12 May 2016

© UN Photo/JC McIlwaine

DEVELOPING INCLUSIVE LEADERSHIP

I. ADDRESSING UNCONSCIOUS BIAS

We all have unconscious biases that influence our decisions and actions. Unconscious bias describes situations in which our background, experiences, socialized stereotypes and cultural context can impact our decisions and actions without our being aware of it. How and where we grew up, who we associate with, societal and family influences and our personal experiences all contribute to shaping our view of the world, how we understand and perceive it. Unconscious bias, however, can have a significant detrimental impact on individuals, groups, or processes such as social change. For example, research shows that the majority of people have a bias towards light over dark skin, thin over fat, young over old. We also tend to favour people of similar appearance and backgrounds to ourselves, and their perspectives. Recognizing and countering unconscious bias is critical to the promotion of gender equality. It's of particular importance in policing as it exposes our own role in upholding the unequal power dynamics, gender stereotypes and rigid gender roles that perpetuate inequality and provides us with a positive way forward in addressing it.

Our biases affect our actions and decision-making processes by impacting our:

- **perceptions** – how we see people and perceive reality
- **attitudes** – how we think and react towards different people
- **attention** – who we pay attention to and which aspects of a person we pay most attention to
- **listening skills** – how we listen to what different people say
- **behaviours** – how receptive we are towards different people

In order to begin to counter our biases, we have to:

- recognize the fact that we are biased (make the unconscious conscious)
- identify how we are biased
- develop strategies to counter our biases

In many of the countries in which peacekeeping operations take place, there are high rates of gender inequality. This limits women's and girls' access to resources, participation in activities and decision-making that affects their lives, and protection of their human rights, often perpetuating cycles of poverty and violence. Exposing our own unconscious biases, and encouraging our colleagues to do the same, is important for ensuring that a diversity of voices, including that of women, girls and socially excluded groups, are heard and that their needs, capacities, perspectives and participation are considered throughout peacekeeping activities. It is critical that women and men, and particularly police officers who hold positions of power, identify and address their unconscious biases that perpetuate gender inequality and social exclusion, and that can often diminish the effectiveness of police services and the trust of the population.

Members of a Senegalese Formed Police Unit (FPU) serving with the UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) participate in a training on maintaining and restoring public order at the Police Academy in Bamako. The training, organized for 75 national police officers from Mali, was conducted by components of UN Police (UNPOL). - 08 June 2018

© UN Photo/Marco Dormino

Reflections of unconscious biases that negatively impact gender equality include:

- considering women's participation in training, consultations, employment, and decision-making processes a lower priority than that of men
- considering it more important that a man obtains gainful employment in a job-scarce environment
- informally or formally penalizing a man who takes extended parental leave
- participating in or not calling out colleagues who speak degradingly of women
- associating a man's masculinity and power with being the primary bread-winner
- associating a man's masculinity and power with an ability to physically dominate
- considering crimes of gender-based violence of lower priority than other crimes
- valuing women primarily for their youth, beauty, and modesty
- believing that women and girls should be primarily responsible for reproductive work (childcare, eldercare, cooking, cleaning and other domestic tasks)
- placing a lower value on reproductive versus productive (income-earning) work

What you can do on an individual level to counter unconscious bias:

› Engage in self-reflection

- Be aware of your internal conversations – note what attracts and repels you in everyday encounters, identify and label stereotypes.
- Be aware of your external presence – note who you are more open/closed with verbally and through body language, who you listen and give more time to, and how you exert power.
- Note your reactions and feelings to certain topics and situations – identify when you tense up, shut down, impulsively/verbally lash out.
- Examine your own assumptions – identify what feelings/beliefs/fears/perceptions are at the root of your reaction and lead you to feel positive or negative towards something.
- Examine the ways in which you have and use power and its effect on other people.
- Understand how these biases impact your behaviour.

› Bring in diverse views

- Broaden your viewpoint by gathering information from a range of perspectives through research, reading, and interpersonal contact.
- Deliberately create space and time to hear diverse voices, seeking entry points within the cultural context to do so.
- Expose yourself to people and situations that make you feel uncomfortable and open yourself to learning about them.
- Practice perspective-taking, by imagining yourself in someone else's shoes.

› Develop and implement a core value system

- Adhere to a framework for fair treatment and respect for others.
- Learn to recognize and avoid generalizations and stereotypes.
- Consider people's perspectives as individuals.
- Develop objective criteria for personnel selection to counter bias.

- Question the source of your "gut instinct", which may be based on unconscious biases.
- Consciously decide how you will use or share your power on the micro and macro levels.

› Change your lens

- Consciously change the criteria by which you assess people and situations – remain open to new understanding.
- Adopt a new frame for actions and decision-making – look at the bigger picture and consider follow-on effects.
- Remain open and consider how your own reactions and the perceptions of others influence your decision-making.

Exposing and addressing your unconscious biases can serve as a tool to assist you in understanding and disempowering the root of gender and other inequalities and the role we all play in perpetuating them – and in understanding how we can contribute to greater equality. This not only includes recognizing and understanding how our unconscious biases may perpetuate rigid gender roles and stereotypes, but also understanding how our own tendency to move away from discomfort can prevent us from pushing through the resistance commonly encountered with social change.

II. CHALLENGING RESISTANCE

As with most types of social or organizational change, it is common to encounter resistance when promoting gender equality. Here are examples of **challenges** that you may encounter in mission when it comes to working on gender:

- resistance at the institutional, cultural and individual levels
- working with civilians/UNPOL/military from different nationalities who may not have the same values and understanding, especially when it comes to gender equality and women's rights
- deep-seated stereotypes and discrimination
- sexist attitudes towards women, gays, lesbians, transgender and other minority groups
- difficulty collecting data
- lack of money and/or time to consider gender issues
- difficulty explaining the importance of gender to colleagues
- lack of understanding and prioritization of gender issues/gender equality
- lack of capacity at the local level to put strategies into action

Here are statements that show **different types of resistance** to working on gender issues:

- "The project we are working on is focused on other issues; it has nothing to do with gender."
- "We have tried to recruit more women, but there are no qualified candidates."

- “As soon as we are finished with this program, we will focus on gender.”
- “There is no money in the budget to focus on gender.”
- “Gender? Oh yes, we take sexual harassment very seriously.”
- “We don’t need a policy, we already have someone working on gender.”
- “My organization has strong policies on gender equality, so we are fine on this issue.”
- “The project was designed by men and women, so there’s no need to pay further attention to gender issues.”

What can you do to address challenges and different forms of resistance?

- Draw on national gender-related programs, policies and strategies, legal/normative frameworks, including NAPs, international commitments, UN guidelines and policies, funder policies, and related programs in consultation with partners and stakeholders.
- Identify and enlist the support of gender equality champions within the local, regional, national or international frameworks.
- Present relevant examples of how gender equality contributes to the prosperity of entire communities – women, men, girls and boys – and supports fundamental human rights.
- Identify and present clear examples and evidence of how integrating gender perspectives can help in achieving organizational/individual objectives.
- Work with partners to integrate gender considerations into existing programming within the local context.
- Enlist the support of male and female community, religious and youth leaders in engaging women, men, girls and boys in gender equality initiatives.
- Partner with local civil society organizations, especially well-established women’s organizations, and enlist their knowledge, skills, networks and capacities.
- Consult with the Gender Adviser or Gender Unit to obtain advice/support, and identify other support and collaboration mechanisms and opportunities.
- Ensure all data gathered is sex- and age-disaggregated to enable gender-based analysis to inform programming.
- Use local experts or female researchers when gathering data to reduce barriers to participation.

At one point or another, you will face some form of resistance to what you are doing. The goal of this section was to help you recognize and respond to the resistance commonly encountered when integrating gender perspectives, especially in relation to people who are less familiar with the benefits of including gender into peacekeeping or policing.

Much more work remains to be done to raise awareness on the strategic and operational importance of promoting gender equality. But remember that your work is guided by a body of international laws and conventions, as well as UN Security Council Resolutions, UN policies and guidance, and your mission mandate.

III. PROMOTING EQUALITY AND INCLUSIVITY

As an international police officer, there are many opportunities for promoting equality and inclusivity within policing. Among the most powerful is acting as a role model while supporting the development of mechanisms to engage police in approaches that promote equality and inclusivity.

Important ways to promote equality and inclusivity while on mission:

- Encourage equal representation of women and men police officers across teams, trainings, working groups, etc., and particularly in senior positions.
- Provide a platform to promote the contributions made by women police officers and advocate for issues affecting them.
- Contribute to the professionalism of police by harnessing the specialized skills and capacity that women and men bring to the mission.
- Provide a mechanism to share experiences and expertise on international policing, and on issues affecting women specifically.
- Build opportunities for learning and development by providing information to members on existing training relevant to policing in peace operations including facilitating access if possible.
- Encourage the creation of a process for mentoring women police peacekeepers and help members become effective leaders.
- Support the development of a network of professional contacts between officers within and across peace operations.
- Establish links with other national, regional and international police networks and create synergies with existing programmes.



Photo: United Nations Police (UNPOL) officers do frequent patrols in Timbuktu to secure the city against threats of terrorism and banditry. An UNPOL officer speaks with residents. - 12 March 2017

© UN Photo/Harandane Dicko

ANNEXES

ANNEX A – TERMS AND DEFINITIONS

Conflict-related sexual violence refers to incidents or patterns of sexual violence, that is rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, or any other form of sexual violence or comparable gravity perpetrated against women, men, girls or boys that occur in conflict or post-conflict settings or other situations of political strife.

Gender refers to the socially constructed roles and characteristics assigned to men and women; these are time- and culture-specific, and can change over time. These social roles and characteristics are constructed on the basis of different factors, such as age, religion, national, ethnic and social origin. They differ both within and between cultures and define identities, status, roles, responsibilities and power relations among the members of any society or culture.

Gender balance is the degree to which women and men hold the full range of positions in a society or organization. A UN System Wide Strategy on Gender Parity was adopted in 2017 and the target is to achieve parity across the system well before 2030. Gender balance is not the same as gender equality; having equal numbers of women and men is one of the avenues to equality but a gender perspective must be mainstreamed through all policies and programmes to achieve full equality.

Gender-based Analysis Plus (GBA+) is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives. The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ also considers many other identity factors, like race, ethnicity, religion, age, and mental or physical disability.

(Source: Women and Gender Equality Canada - WAGE)

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between males and females. The term is primarily used to underscore the fact that structural, gender-based power differentials between males and females around the world place females at risk for multiple forms of violence. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private and they are a violation of human rights.

Gender discrimination refers to any exclusion or restriction made on the basis of gender roles and relations that prevents a person from enjoying full human rights.

A member of the Indonesian Formed Police Unit of the African Union/United Nations Hybrid Operation in Darfur (UNAMID) patrols the Zamzam camp of the Internally Displaced Persons (IDPs) to ensure the security of the United Nations personnel in the area. - 08 February 2009

© UN Photo/Olivier Chassot

Gender equality refers to the opportunities offered to women and men equally so they can fulfil their potential in all areas of society—social, economic and political. Equality does not mean that women and men are the same or will become the same but demands that the differences between women and men are recognized and that both women and men are viewed as contributors to their society on equal terms. In peacekeeping we are bound by the UN Charter that recognizes and makes clear our commitment to equality. This is imperative in order for us to push the goals of gender equality, so that the views of women and men are equally included across the organization.

Gender equity is the equivalence of outcomes for women and men, recognizing their different needs and interests, which requires a redistribution of power and resources. Gender equity leads to gender equality. In other words, to achieve equal outcomes, we need equitable treatment and opportunities.

Gender expression⁶ refers to how a person publicly presents gender. This can include behaviour and outward appearance such as dress, hair, make-up, walk, mannerisms, body language and voice. A person's chosen name and pronoun are common ways of expressing their gender.

Gender identity⁶ is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation.

Gender mainstreaming (GM) is a way of guaranteeing that the concerns, requirements and opinions of women and men are included equally in every aspect of peacekeeping. This means that each component of a peacekeeping mission (uniformed and civilian, substantive and support) includes a gender perspective in all its functions and tasks from start-up to draw-down. For example: are references to women's participation and protection included in all mission reporting? Does the Civil Affairs Section make sure to consult with women's groups on the issuance of Quick Impact Projects? Has the Training Section made sure that equal access to training for women and men is accommodated?

Gender roles are the behaviours, tasks and responsibilities that a society considers appropriate for women, men, girls and boys.

Intersex⁶ is defined as a congenital anomaly of the reproductive and sexual system. Intersex people are born with ambiguous genitalia or both male and female sex organs.

LGBTQ2⁶ is an acronym standing for the categories of lesbian, gay, bisexual (those who are attracted to both men and women), transgender, intersex, queer (a self-identifying term used in some gay communities, typically by younger persons) and two-spirit. There are many different acronyms that may be used by various communities. It should be noted that acronyms like these may combine sex, gender, and sexual orientation

attributes into one community. This combination may or may not be appropriate in all circumstances, and GBA+ analysis should be specific where appropriate.

Sex refers to the biological characteristics of males and females. These characteristics are congenital and their differences are limited to physiological reproductive functions (attributes we are born with).

Sexual abuse refers specifically to the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Exploitation and Abuse (SEA) refers to any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual violence refers to any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic a person's sexuality, using coercion, threats of harm or physical force, by any person regardless of relationship to the victim, in any setting, including but not limited to home and work. It can take many forms, including rape, sexual slavery and/or trafficking, forced pregnancy, sexual harassment, sexual exploitation and/or abuse, and forced abortion. It is a form of gender-based violence.

Trans or transgender⁶ is an umbrella term that refers to people with diverse gender identities and expressions that may differ from stereotypical expectations based on sex or gender norms. It includes but is not limited to people who identify as transgender, trans woman (male-to-female), trans man (female-to-male), gender non-conforming, or gender queer.

Women's Empowerment is a critical aspect of promoting gender equality with a focus on redressing power imbalances and giving women the resources and building their capacities to manage their own lives. Women's empowerment is vital to peace and security, sustainable development and the realization of human rights for all.

Women, Peace and Security Agenda refers to the nine resolutions adopted by the UN Security Council: 1325 (2000); 1820 (2009); 1888 (2009); 1889 (2010); 1960 (2011); 2106 (2013); 2122 (2013); 2242 (2015); and 2467 (2019). Together, these resolutions form the Women, Peace and Security (WPS) Agenda. The term WPS is used to highlight the linkages between women's roles and experiences in conflict, and peace and security. Obligations in these resolutions extend from the international to the local level, as well as from intergovernmental bodies to national governments.

6. These definitions are taken from Women and Gender Equality Canada's online GBA+ course. They can be found in Module 1: https://cfc-swc.gc.ca/gba-acsc/course-cours/eng/mod01/mod01_02_04.html.

ANNEX B - UN SECURITY COUNCIL RESOLUTIONS ON WOMEN, PEACE AND SECURITY (WPS)

WOMEN'S LEADERSHIP IN PEACE MAKING AND CONFLICT PREVENTION - RESOLUTION (YEAR) AND OVERVIEW

- **1325 (2000)**: Affirms the importance of the participation of women and the inclusion of gender perspectives in peace negotiations, humanitarian planning, peacekeeping operations, and post-conflict peacebuilding and governance.
- **1889 (2009)**: Stresses the need to strengthen implementation and establishes indicators for the monitoring of resolution 1325; calls for the Secretary General to submit a report to the Security Council on women's participation and inclusion in peacebuilding.
- **2122 (2013)**: Addresses persistent gaps in implementing the WPS agenda; positions gender equality and women's empowerment as critical to international peace and security; recognizes the differential impact of all violations in conflict on women and girls, and calls for consistent application of WPS across the Security Council's work.
- **2242 (2015)**: Establishes the informal Experts Group; addresses persistent obstacles to implementation including financing and institutional reforms; focuses on greater integration of the agendas on WPS and counter-terrorism and countering violent extremism; calls for improved Security Council working methods on WPS.

PREVENTION OF AND RESPONSE TO CONFLICT RELATED SEXUAL VIOLENCE - RESOLUTION (YEAR) AND OVERVIEW

- **1820 (2008)**: Recognizes sexual violence as a tactic of war and a matter of international peace and security that necessitates a security response.
- **1888 (2009)**: Strengthens efforts to end sexual violence in conflict by establishing a Special Representative of the Secretary-General and team of experts on rule of law and sexual violence in conflict, deploying expertise and improving coordination among stakeholders involved in addressing conflict-related sexual violence.
- **1960 (2010)**: Establishes a monitoring and reporting mechanism on sexual violence in conflict.

- **2106 (2013)**: Focuses on accountability for perpetrators of sexual violence in conflict; stresses women's political and economic empowerment.
- **2467 (2019)**: Recognizes that sexual violence in conflict occurs as part of a continuum of violence against women and girls, and identifies structural gender inequality and discrimination as a root cause; stresses the need for a survivor-centered approach and urges member states to strengthen access to justice for victims.

ANNEX C – UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325

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,

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls, Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

Noting the need to consolidate data on the impact of armed conflict on women and girls,

The Security Council

1. Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;
2. Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;
3. Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;
4. Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

5. Expresses its willingness to incorporate a gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component;
6. Requests the Secretary-General to provide to 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 peacebuilding measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and further requests the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;
7. Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;
8. Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia:
 - (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
 - (b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
 - (c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;
9. Calls upon all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, especially as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;

10. Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;
11. Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions;
12. Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 November 1998 and 1296 (2000) of 19 April 2000;
13. Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;
14. Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;
15. Expresses its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;
16. Invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and further invites him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;
17. Requests the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;
18. Decides to remain actively seized of the matter.

ANNEX D – UNITED NATIONS SECURITY COUNCIL RESOLUTION 1820

Adopted by the Security Council at its 5916th meeting, on 19 June 2008.

The Security Council

Reaffirming its commitment to the continuing and full implementation of resolution 1325 (2000), 1612 (2005) and 1674 (2006) and recalling the Statements of its president of 31 October 2001 (Security Council/PRST/2001/31), 31 October 2002 (Security Council/PRST/2002/32), 28 October 2004 (Security Council/PRST/2004/40), 27 October 2005 (Security Council/PRST/2005/52), 8 November 2006 (Security Council/PRST/2006/42), 7 March 2007 (Security Council/PRST/2007/5), and 24 October 2007 (Security Council/PRST/2007/40);

Guided by the purposes and principles of the Charter of the United Nations,

Reaffirming also the resolve expressed in the 2005 World Summit Outcome Document to eliminate all forms of violence against women and girls, including by ending impunity and by ensuring the protection of civilians, in particular women and girls, during and after armed conflicts, in accordance with the obligations States have undertaken under international humanitarian law and international human rights law;

Recalling 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 sexual violence and women in situations of armed conflict;

Reaffirming also the obligations of States Parties to the Convention on the Elimination of All Forms of Discrimination against Women, the Optional Protocol thereto, the Convention on the Rights of the Child and the Optional Protocols thereto, and urging states that have not yet done so to consider ratifying or acceding to them,

Noting that civilians account for the vast majority of those adversely affected by armed conflict; that women and girls are particularly targeted by the use of sexual violence, including as a tactic of war to humiliate, dominate, instil fear in, disperse and/or forcibly relocate civilian members of a community or ethnic group; and that sexual violence perpetrated in this manner may in some instances persist after the cessation of hostilities;

Recalling its condemnation in the strongest terms of all sexual and other forms of violence committed against civilians in armed conflict, in particular women and children;

Reiterating deep concern that, despite its repeated condemnation of violence against women and children in situations of armed conflict, including sexual violence in situations of armed conflict, and despite its calls addressed to all parties to armed conflict for the cessation of such acts with immediate effect, such acts continue to occur, and in some situations have become systematic and widespread, reaching appalling levels of brutality,

Recalling the inclusion of a range of sexual violence offences in the Rome Statute of the International Criminal Court and the statutes of the ad hoc international criminal tribunals,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peacebuilding, 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,

Deeply concerned also about the persistent obstacles and challenges to women's participation and full involvement in the prevention and resolution of conflicts as a result of violence, intimidation and discrimination, which erode women's capacity and legitimacy to participate in post-conflict public life, and acknowledging the negative impact this has on durable peace, security and reconciliation, including post-conflict peacebuilding,

Recognizing that States bear primary responsibility to respect and ensure the human rights of their citizens, as well as all individuals within their territory as provided for by relevant international law,

Reaffirming that parties to armed conflict bear the primary responsibility to take all feasible steps to ensure the protection of affected civilians,

Welcoming the ongoing coordination of efforts within the United Nations system, marked by the inter-agency initiative "United Nations Action against Sexual Violence in Conflict," to create awareness about sexual violence in armed conflicts and post-conflict situations and, ultimately, to put an end to it.

The Security Council

1. Stresses that sexual violence, when used or commissioned as a tactic of war in order to deliberately target civilians or as a part of a widespread or systematic attack against civilian populations, can significantly exacerbate situations of armed conflict and may impede the restoration of international peace and security, affirms in this regard that effective steps to prevent and respond to such acts of sexual

violence can significantly contribute to the maintenance of international peace and security, and expresses its readiness, when considering situations on the agenda of the Council, to, where necessary, adopt appropriate steps to address widespread or systematic sexual violence;

2. Demands the immediate and complete cessation by all parties to armed conflict of all acts of sexual violence against civilians with immediate effect;
3. Demands that all parties to armed conflict immediately take appropriate measures to protect civilians, including women and girls, from all forms of sexual violence, which could include, inter alia, enforcing appropriate military disciplinary measures and upholding the principle of command responsibility, training troops on the categorical prohibition of all forms of sexual violence against civilians, debunking myths that fuel sexual violence, vetting armed and security forces to take into account past actions of rape and other forms of sexual violence, and evacuation of women and children under imminent threat of sexual violence to safety; and requests the Secretary-General, where appropriate, to encourage dialogue to address this issue in the context of broader discussions of conflict resolution between appropriate UN officials and the parties to the conflict, taking into account, inter alia, the views expressed by women of affected local communities;
4. Notes that rape and other forms of sexual violence can constitute a war crime, a crime against humanity, or a constitutive act with respect to genocide, stresses the need for the exclusion of sexual violence crimes from amnesty provisions in the context of conflict resolution processes, and calls upon Member States to comply with their obligations for prosecuting persons responsible for such acts, to ensure that all victims of sexual violence, particularly women and girls, have equal protection under the law and equal access to justice, and stresses the importance of ending impunity for such acts as part of a comprehensive approach to seeking sustainable peace, justice, truth, and national reconciliation;
5. Affirms its intention, when establishing and renewing state-specific sanctions regimes, to take into consideration the appropriateness of targeted and graduated measures against parties to situations of armed conflict who commit rape and other forms of sexual violence against women and girls in situations of armed conflict;
6. Requests the Secretary-General, in consultation with the Security Council, the Special Committee on Peacekeeping Operations and its Working Group and relevant States, as appropriate, to develop and implement appropriate training programs for all peacekeeping and humanitarian personnel deployed by the United Nations in the context of missions as mandated by the Council to help them better prevent, recognize and respond to sexual violence and other forms of violence against civilians;

7. Requests the Secretary-General to continue and strengthen efforts to implement the policy of zero tolerance of sexual exploitation and abuse in United Nations peacekeeping operations; and urges troop and police contributing countries to take appropriate preventative action, including pre-deployment and in-theater awareness training, and other action to ensure full accountability in cases of such conduct involving their personnel;
8. Encourages troop and police contributing countries, in consultation with the Secretary-General, to consider steps they could take to heighten awareness and the responsiveness of their personnel participating in UN peacekeeping operations to protect civilians, including women and children, and prevent sexual violence against women and girls in conflict and post-conflict situations, including wherever possible the deployment of a higher percentage of women peacekeepers or police;
9. Requests the Secretary-General to develop effective guidelines and strategies to enhance the ability of relevant UN peacekeeping operations, consistent with their mandates, to protect civilians, including women and girls, from all forms of sexual violence and to systematically include in his written reports to the Council on conflict situations his observations concerning the protection of women and girls and recommendations in this regard;
10. Requests the Secretary-General and relevant United Nations agencies, inter alia, through consultation with women and women-led organizations as appropriate, to develop effective mechanisms for providing protection from violence, including in particular sexual violence, to women and girls in and around UN managed refugee and internally displaced persons camps, as well as in all disarmament, demobilization, and reintegration processes, and in justice and security sector reform efforts assisted by the United Nations;
11. Stresses the important role the Peacebuilding Commission can play by including in its advice and recommendations for post-conflict peacebuilding strategies, where appropriate, ways to address sexual violence committed during and in the aftermath of armed conflict, and in ensuring consultation and effective representation of women's civil society in its country-specific configurations, as part of its wider approach to gender issues;
12. Urges the Secretary-General and his Special Envoys to invite women to participate in discussions pertinent to the prevention and resolution of conflict, the maintenance of peace and security, and post-conflict peacebuilding, and encourages all parties to such talks to facilitate the equal and full participation of women at decision-making levels;

13. Urges all parties concerned, including Member States, United Nations entities and financial institutions, to support the development and strengthening of the capacities of national institutions, in particular of judicial and health systems, and of local civil society networks in order to provide sustainable assistance to victims of sexual violence in armed conflict and post-conflict situations;
14. Urges appropriate regional and sub-regional bodies in particular to consider developing and implementing policies, activities, and advocacy for the benefit of women and girls affected by sexual violence in armed conflict;
15. Also requests the Secretary-General to submit a report to the Council by 30 June 2009 on the implementation of this resolution in the context of situations which are on the agenda of the Council, utilizing information from available United Nations sources, including country teams, peacekeeping operations, and other United Nations personnel, which would include, inter alia, information on situations of armed conflict in which sexual violence has been widely or systematically employed against civilians; analysis of the prevalence and trends of sexual violence in situations of armed conflict; proposals for strategies to minimize the susceptibility of women and girls to such violence; benchmarks for measuring progress in preventing and addressing sexual violence; appropriate input from United Nations implementing partners in the field; information on his plans for facilitating the collection of timely, objective, accurate, and reliable information on the use of sexual violence in situations of armed conflict, including through improved coordination of UN activities on the ground and at Headquarters; and information on actions taken by parties to armed conflict to implement their responsibilities as described in this resolution, in particular by immediately and completely ceasing all acts of sexual violence and in taking appropriate measures to protect women and girls from all forms of sexual violence;
16. Decides to remain actively seized of the matter.

ANNEX E – ADDITIONAL RESOURCES

INTERNATIONAL INSTRUMENTS ON GENDER EQUALITY AND WPS

Universal Declaration of Human Rights (1948)

› <http://www.un.org/en/universal-declaration-human-rights/index.html>

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)

› <https://www.ohchr.org/EN/ProfessionalInterest/Pages/CEDAW.aspx>

Beijing Platform for Action (1995)

› <http://www.un.org/womenwatch/daw/beijing/platform/>

ECOSOC Report on Gender Mainstreaming (1997)

› http://www.un.org/en/ecosoc/docs/adv2012/gender_mainstreaming_report_for_distribution.pdf

UN Security Council Resolutions on Women, Peace and Security: Poster (multiple languages)

› <http://www.unwomen.org/en/digital-library/publications/2017/1/poster-security-council-resolutions>

STRATEGIES, GUIDELINES AND TOOLS FOR INTEGRATING GENDER PERSPECTIVES AND WPS

Canada's National Action Plan on Women, Peace and Security

› http://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_sexes/national_action_plan_wps-plan_national_action_fps.aspx?lang=eng

Gender Based Analysis Plus (GBA+) Online Course

› <https://www.swc-cfc.gc.ca/gba-acsc/course-cours-en.html>

Gender Responsive United Nations Peacekeeping Operations (Policy) - 2018

› https://peacekeeping.un.org/sites/default/files/gender-responsive-un-peacekeeping-operations-policy-en_0.pdf

Gender Self-Assessment Guide for the Police, Armed Forces, and Justice Sector

› <https://issat.dcaf.ch/Learn/Resource-Library/Tools/Gender-Self-Assessment-Guide-for-the-Police-Armed-Forces-and-Justice-Sector>

UN Police Gender Toolkit

› <http://repository.un.org/bitstream/handle/11176/387374/United%20Nations%20Police%20Gender%20Toolkit%20Handbook.pdf?sequence=51&isAllowed=y>

Integrating Gender Into SSR Training

› <http://www.gssrtraining.ch/index.php/en/guide-to-integrating-gender-into-ssr-training.html>

Integrating Gender Perspectives in the work of UN Police Officers

› <https://www.un.org/ruleoflaw/blog/document/guidelines-for-integrating-gender-perspectives-into-the-work-of-united-nations-police-in-peacekeeping-missions/>



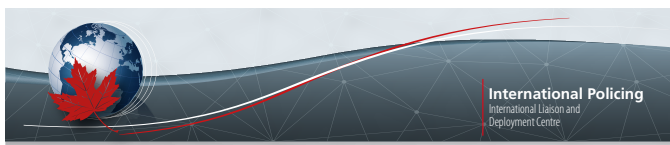
A Ugandan police officer serving with the African Union Mission in Somalia (AMISOM) greets a group of children during his patrol in the Kaa'ran district of Somali capital, Mogadishu. - 09 November 2012

AMISOM's police units are working with their counterparts in the Somali national police to help provide security to Mogadishu, in addition to training and mentoring national police officers on policing techniques and practices.

© UN Photo/Stuart Price

THE WPS GROUP

INNOVATIVE SOLUTIONS FOR ADVANCING EQUALITY



Royal Canadian
Mounted Police

Gendarmerie royale
du Canada

Canada

RCMP National Headquarters
Headquarters Building
73 Leikin Drive, Ottawa ON K1A 0R2

RCMP-GRC.GC.CA