EXECUTIVE SUMMARY

Despite the difficult circumstances imposed by the COVID-19 pandemic, the Secretariat and T/PCCs have found innovative ways to work together to minimize the impact on operations. Rotations of deployed contingents and individuals have resumed, and critical steps of the force and police generation process for future units’ deployments are ongoing. Interim measures allowed the conduct of four remote mission-specific Assessment and Advisory Visits (AAVs) and two strategic AAVs.

Generating all the uniformed requirements to implement MINUSMA’s Adaptation Plan remains a challenge in which the redoubled efforts of Member States will be essential. Despite some new pledges received recently, there still are mission-specific gaps that require TCCs’ commitment (see p.4).

The SOP on Planning and Conducting of AAVs was recently issued to provide comprehensive guidance on one of the critical early steps of the force and police generation process. The SOP provides detailed procedures for planning and conducting AAVs. It provides a standardized approach to the Secretariat’s subject matter specialists when participating in AAVs. It also allows T/PCCs to better prepare for these visits and their expected outcomes.

Two events recently conducted by the Secretariat, a Quick Reaction Force seminar and a UAS workshop provided detailed information to TCCs on these capabilities. Video recordings of these events are available on request. We encourage Member States to prepare pledges for both types of units as they are in high demand in the near future and currently in short supply on the PCRS.

As we celebrate the 20th anniversary of Resolution 1325 on Women, Peace and Security (WPS), this edition of the Uniformed Capability Requirements Paper includes a special section on uniformed gender requirements, highlighting where engagement and effort is needed from Member States (p. 8).

A summary of units registered in and deployed from the PCRS is available in Annex A (p. 10).

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1 This paper has been updated since the last version was issued in July 2020. It is revised on a quarterly basis to reflect changes in requirements and new commitments made by Member States. Information is subject to change.
I. THE EVOLVING PEACEKEEPING ENVIRONMENT

UN Peacekeeping Missions have adapted their operations considerably since the onset of the pandemic to be able to continue fulfilling their mandates, while minimizing health risks to UN staff and local communities. Within the pandemic context, our missions continue to be guided by four objectives: (i) to support national authorities in their response to COVID-19; (ii) to protect our personnel and their capacity to continue critical operations; (iii) to ensure that our own personnel are not a contagion vector; and (iv) to help protect vulnerable communities and continue to implement mission mandates. As this crisis evolves, it is clear that ongoing improvements to the medical infrastructure in field missions are important, particularly to the full integrated trauma-care chain.

To address the military and police strategic requirements in this operational environment, we focus our efforts on the generation of critical capabilities; the conduct of capacity-building through training and mentoring, including for mission leadership; the introduction of new technologies to improve efficiency and effectiveness and protect personnel and facilities; and the enhancement of engagement with T/PCCs to address capability shortfalls, develop interoperability, encourage a proactive mindset, and remove or pre-disclose all operational caveats.

II. TRAINING AND CAPACITY BUILDING

Since the start of 2020, the Integrated Training Service (ITS), in collaboration with the Office of Military Affairs, the Police Division and the UN Mine Action Service, has issued new training material for military observers, explosive ordnance disposal, peacekeeping military intelligence and comprehensive protection of civilians for police. These materials are all available for Member State use on the Peacekeeping Resource Hub. In addition, new standardized police training materials will be available shortly under the Police Division/ITS United Nations Police Training Architecture Programme.

The Triangular Partnership Project (TPP) is developing remote (and blended) engineering training which will be rolled out in 2021 covering thematic areas including engineering works, occupational safety and environmental management. The TPP will continue to increase training conducted in French for francophone TCCs.

The Light Coordination Mechanism (LCM) continues to facilitate partnerships between T/PCCs and Member States to provide support to address short- and medium-term needs and to help build sustainable national systems. The LCM also works to deconflict training and capacity-building activities: we invite Member States to share, on a voluntary basis, information regarding their bilateral capacity-building and training activities for peacekeeping T/PCCs.

Following a recommendation of the Special Committee on Peacekeeping Operations, the LCM will initiate a UN-Member State working group on a standardized mechanism for Member State-led Mobile Training Teams deploying to peacekeeping operations. This Working Group will review the legal, operational and training considerations for
both capacity-providing Member States as well as recipients. The aim is to facilitate
the deployment of Member State-led MTTs by exploring possible mechanisms before
agreeing on standardized mechanisms for MTTs and applicable legal status
considerations when deployed.

Looking to the remainder of 2020, the following support is needed to strengthen
performance:

- Specific and targeted pledges of training support, delivered in T/PCC home
  locations, focused on training of trainers in critical unit skills such as operating
  in an IED environment. Individual skills also need enhancement – particularly
  with regard to basic first aid training (in accordance with UN standards), as well
  as staff officer duties in both core military areas and areas specific to
  peacekeeping. The aim of this training should be to build national capacity,
  rather than to train contingents or individuals who will deploy. ITS is the point
  of the contact for this issue.

- Medical training is a priority. In addition to the Basic First Aid Course (BFAC),
  together with the TPP, the Division of Healthcare Management and
  Occupational Safety and Health (DHMOSH) has developed the United Nations
  Field Medic Assistant Course (UNFMAC). The course teaches how to deliver
  life-saving advanced first aid to sustain life for up to an hour, until medical help
  arrives. A first pilot course was conducted in October 2019 with Member State
  support. This course is a critical step to build an integrated trauma care chain.
  Both of these trainings are on hold due to COVID-19 and travel restrictions.
  However, efforts are underway to build online training for parts of the courses.

- Translation of various training materials into the six official languages. It is
  preferred that Member States assume this responsibility themselves using
  national resources. ITS is the point of contact for this issue.

- Offers to host 50/50 male/female courses with all female participants being fully
  funded. Attendance should be linked to a commitment by participating T/PCCs
  to deploy the trained female personnel.

- Member States with resources and/or expertise related to engineering, medical
  and Command, Control, Communications, Computers, Intelligence, Surveillance
  and Reconnaissance (C4ISR) are encouraged to join the Triangular Partnership
  Project as Supporting Member States and contribute funding, qualified trainers
  (including those fluent in English and French) and associated equipment.

III. MISSION-SPECIFIC UNIT GAPS

Field Missions continually revise their capability requirements, either to adjust to new
challenges, strengthen existing capabilities or adapt to available resources. Despite all
efforts during the MINUSMA Force Generation Conference, the Mission faces several
critical gaps of military units to implement its Adaptation Plan, and other missions are
carrying out the recommendations of assessments and reviews. The below list of
mission-specific critical gaps remains dynamic and will change. Member States are recommended to contact DPO’s Force Generation Service and/or Police Division for real-time updates or for more details, and then engage the PCRS manager to register the pledge. **Gaps are only removed from this list when existing pledges are officially accepted by DPO.**

<table>
<thead>
<tr>
<th>Mission</th>
<th>Capability</th>
</tr>
</thead>
<tbody>
<tr>
<td>MINUSMA</td>
<td>1 x Medium Utility Helicopter Unit with integrated AMET; 1 x Armed Helicopter Unit; 1 x UAS Unit (Kidal)</td>
</tr>
<tr>
<td></td>
<td>1 x UAS Unit (Timbuktu)</td>
</tr>
<tr>
<td></td>
<td>1 x Medium Utility Helicopter Unit with integrated AMET; 1x Attack Helicopter Unit; 1 x Forward Surgical Team (Gao)</td>
</tr>
<tr>
<td></td>
<td>1 x Medium Utility Helicopter Unit with integrated AMET; 1 x Armed Helicopter Unit; 1 x Special Forces Unit; 1 x Forward Surgical Team (Mopti)</td>
</tr>
<tr>
<td>MONUSCO</td>
<td>2 x Quick Reaction Force Companies (FIB); 1 x AMET to be deployed in March 2021 (Kinshasa)</td>
</tr>
<tr>
<td>MINUSCA</td>
<td>1 x Attack Helicopter Unit (or 1 x Medium Armed Utility Helicopter) (Bangui); 3 x UAS Unit (Class II) – 1 each sector HQ (East, Center, West)</td>
</tr>
</tbody>
</table>

**IV. GENERAL CAPABILITY GAPS**

This section highlights trends and capability requirements for the preparation and generation of units and individuals to be deployed to new or existing missions. These critical capability areas will require the sustained engagement and contributions of Member States, and should guide their future work:

- **Units that are agile and offer flexibility** to missions (Rapid Deployable Units, Force Reserve Companies, Special Forces, Quick Reaction Forces and Formed Police Units) are required for larger area domination as authorized troop ceilings decrease. These are necessary for contributing to the provision of a secure environment for the protection of civilians, to facilitate humanitarian access and to protect themselves and mission personnel. Missions such as MINUSMA, MONUSCO and MINUSCA are examples where larger units have been reorganized into smaller units such as QRF Coy. Some missions have also noticed that standard armoured personnel infantry carriers are not entirely suitable for urban areas, narrow streets and mountainous terrain. Smaller vehicles, such as high-mobility light tactical vehicles (HMLTV) and reconnaissance vehicles, are more suitable and, in some cases, already part of units’ SURs.
• **Peacekeeping-intelligence-led operations** have become more critical as UN missions expand into complex environments facing multiple threats. Military and police activity must be shaped by focused, coordinated and accurate intelligence to ensure effective operations. In the context of peacekeeping intelligence, it is critical to use information acquired from human sources more effectively, which will require adequate nomination and training. We maintain the need for trained and experienced intelligence officers to be deployed in U2s and JMACs.

• The importance of **effective enabling units** (e.g. multi-role engineers, transport, signals, aviation, and medical) to a mission cannot be overstated. This has been a critical point for missions in regions with limited transportation infrastructure and scarce local resources. Improved medical care, especially night-flight-capable aviation assets for CASEVAC/MEDEVAC and AMET and forward surgical modules, is an obligation when peacekeepers are asked to operate 24 hours per day in dispersed and high-risk environments. Transportation units with integrated force protection elements, remote self-loading and unloading capabilities and rapidly deployable engineering construction units with airfield rehabilitation expertise are required. Complex environments also require modern and capable signals elements that facilitate secure, interoperable communications throughout the mission area. Enabling units must be capable of protecting themselves autonomously. With the increasing number of demanding tasks, missions are not always able to spare infantry units or FPUs to protect military enabling units.

• **Aviation** is one of the most critical specialized capabilities deployed to peacekeeping. Its multiple functions contribute to mandate delivery through operational and logistics tasks, including support to the safety and security of peacekeepers. Well-equipped aviation assets are in high demand and short supply. The categories of the aviation assets deployed are: class I, II and III UAS; fixed wing and rotary wing manned ISR aircraft; attack, armed, medium utility, and embarked helicopters; and tactical airlift aircrafts. Member States have not registered many of these assets at a high level of readiness in the PCRS.

• **Force Protection** remains a top priority in the face of malicious attacks against UN personnel. The following gaps have been identified with regard to Force Protection in several missions, including base defence:
  • Day and Night vision surveillance equipment and tactical drones with real time interlink to maintain detection capability, area transparency and situational awareness.
  • Advanced IED detection systems, including ground penetrating radar and hand-held explosive meters, electronic countermeasures and other alert systems linked to area or mission-wide peacekeeping intelligence resources.
  • Mine-resistant vehicles are still in demand in MINUSMA as part of the SURs.
  • Explosive Ordnance Disposal (EOD)/IED disposal/Weapons Intelligence Teams and combat engineering.
  • Indirect fire detection and warning systems integrated with bases’ C3-systems (UN operations centers) and increased accommodation protection measures (MONUSCO and MINUSMA could benefit from more of these assets).

• **Technology.** To ensure that peacekeeping operations are able to work safely and effectively in their evolving operating environments, the UN and Member States are seeking to modernize UN and contingent-owned force protection, survivability and duty of care systems, equipment
and supporting structures. Modernization in communications, CASEVAC/ MEDEVAC, and force protection measures are some of the notable areas where the use of technology is essential. Technology such as Unmanned Aircraft Systems (UAS), sense and warn systems such as counter-mortar radar alert systems, satellite imagery,\(^2\) visual surveillance equipment and remote sensors have become necessities for uniformed personnel to perform their tasks effectively in peacekeeping missions. Technology gaps include:

- Comprehensive camp security systems including Class I Unmanned Aircraft Systems as vertical take-off and landing systems (VTOL UAS); and
- Counter-UAS systems for camp protection.

Considering the acceleration of transformational technologies changes due to the COVID19 pandemic, identifying innovative solutions on how to utilize information and communication technologies as means of facilitating minimized physical contact on engagement and enhancing participation of host-state communities and other stakeholders, especially on security and public safety, is key, while managing possible risks related to ensuring inclusiveness, respect for human rights, transparency, collaboration and accessibility.

**Environmental** and related responsibilities for uniformed components continue to be mainstreamed, aimed at facilitating the deployment of better prepared units and individuals. The most recent examples worth mentioning are:

- All unit commanders must understand their role in reducing their mission’s environmental footprint throughout the mission lifecycle. To support this task, DPO/OMA is leading the development of a Handbook for Commanders on Environmental Management that is planned for release in early 2021.
- A pocket guide on the environmental duties of peacekeepers was recently published and is available on the PCRS website. Each mission has received it and can share it with incoming units, but also before deployment upon request. This very practical pocket guide has recently been translated into French and Arabic. If interested in providing translation support for other languages, please reach out to DOS/OUSG/Environment Section at dos-ousg-envs@un.org
- To help better prepare troops for deployment and operations that are environmentally responsible, some environmental considerations have been incorporated into the revised DPO/DOS SOP on Planning and Conducting Assessment and Advisory Visits (AAVs) (ref. 2020.10).
- It is also recommended that T/PCCs contact missions in advance of deployment and request any Directive or SOP on Environmental management issued by the Force Commander or the Police Commissioner. For example, specific guidance has been promulgated in missions including UNAMID, MINUSCA, MINUSMA and UNMISS.

**French-speaking troops and police.** In many missions, the UN lacks the capability to deploy sufficient uniformed contingents that can effectively communicate with the local population, a

\(^2\) The UN’s Office of Information and Communication Technology (OICT) would like to enter into agreements with Member States to access satellite imagery during times of crisis as well as explore options for standby arrangements to access experts and information from Member States’ geospatial information centers.
critical element of the protection of civilians and peacebuilding. MINUSCA, in particular, requires more individual francophone military officers.

- **Staff Officers.** There is a continuous requirement in peacekeeping for experienced and qualified officers in the fields of, inter alia, military planning, intelligence, UAS (including operations, data exploitation and analysis), C-IED, aviation, logistics, GIS and Image Analysts, defence sector reform and civil-military liaison. MINUSMA, for instance, has a significant need for intelligence staff officers, but not enough officers with the training and experience required for the operational environment have been put forward.

The UN follows well-defined procedures which involve various administrative aspects prior to deployment and need sufficient time to take place. Hence, submitting complete nomination packages on time is critical to properly assessing professional standards, competencies and experience for the posts. TCCs need to ensure that nominated officers have met the stipulated professional standards as per the job description and have undergone pre-deployment training/MILOB and Staff Officer courses. Further, certain important posts require a more detailed validation process, including interviews, for the candidate at mid-level to senior MSO/UNMEM.

An updated version of the Personal History Profile (PHF) has been implemented. The new format of PHF (updated 1 September 2020) is available on the PCRS website. Both versions will remain in place for three months. From 1 January 2021 onwards, only the updated version will be accepted by FGS desk officers for all nominations. In this regard, TCCs are encouraged to follow the directions given and ask the candidates to fill the form in a correct way, detailing all the information requested. This information will not only avoid delays in the deployment and/or operational gaps in the FHQ, it also facilitates the clearance process of those posts where a Human Rights and/or Conduct and Discipline screening is conducted.

- **United Nations Formed Police Units’ mid-term requirements.**

  Current FPU pledges in the PCRS do not necessarily respond to envisaged future challenges. At present, most of the available FPUs are Anglophone and with a limited SWAT capacity. Member States are requested to explore their resources and work with the Secretariat to pledge in the PCRS Francophone and Anglophone FPUs at RDL (for beyond June 2021), Police Guard Units, Protection Support Units, Police Canine Units, Police Riverine Units, and more SWAT capacities, all of which comprise women and men police officers, in line with the targets of the Uniformed Gender Parity Strategy. These are the projected critical assets that PD would like to avail on stand-by for possible future deployment/reinforcements.
V. SPECIAL SECTION ON UNIFORMED GENDER REQUIREMENTS

This year marks the 20th anniversary of UNSCR 1325. Despite progress over the last two decades, much effort is still needed in terms of the meaningful participation of uniformed women in peacekeeping missions. In bridging this gap, UNSCR 2538 (Aug 2020), had a strong focus on uniformed women peacekeepers. It recognizes the indispensable role of women in increasing the overall performance and effectiveness of peacekeeping operations, further recognizing that the presence of women and better balance between men and women among peacekeepers contribute to, among others, greater credibility of the missions among the population, more effective community engagement, and enhanced protection responses.

The resolution calls upon Member States and regional organizations to strengthen their collective efforts towards women’s full, effective and meaningful participation at all peacekeeping levels and positions and the establishment of mixed engagement teams which include both men and women, and increased involvement of women peacekeepers. It also asked the Secretary-General and T/PCCs to continue to implement the Uniformed Gender Parity Strategy 2018-2028. Amongst other, it also urges T/PCC to provide adequate and appropriate infrastructure and facilities for women in the missions, such as accommodation, sanitation, health care and protective equipment.

Military

The goal of 17% women staff officers and military observers in the field by December 2020 was achieved in January 2020. The rate has increased steadily from 6.4% in July 2017 to the current rate of 18.8%, but it is crucial for Member States to continue nominating qualified and trained women personnel. According to the Secretary-General’s Gender Parity Strategy, the UN must reach 25% by 2028. Missions with the lowest rates of individual female military personnel – and therefore the greatest need – are UNIFIL (13.5%), UNTSO (12%), and MINUSMA (9.9%). The 2020 target of 6.5% women total in military units is ambitious; however, there has already been an increase from 3.7% in July 2017 to 4.5% in September 2020. The new requirement for Engagement Platoons in all infantry units, which should have a minimum 50% composition of women troops, will help reach this goal.

Effective community engagement leads to enhanced communication and cooperation and shared responsibility to implement a common vision between UN peacekeepers and the population. Effective engagement also helps hold both parties accountable and ensures that resulting outcomes truly reflect the opinions and desires of the community.
Engagement Platoon (EP)

The EP is a new capability included in the recent revision of the UN Infantry Battalion Manual (UNIBAM) and tasked with enhancing opportunities for interaction and engagement with local communities, increasing the field mission's operational effectiveness, and supporting the improvement of the military components' situational awareness. Engagement can improve the protection of civilians through better situational awareness and ensure that UN policy or international law violations are recognized and reported. Engagement with the host government, parties to the conflict, and other armed groups may improve the relationship between the force and the local community. An EP handbook is being developed and will be accessible to TCCs in 2021. It will support and augment guidance included in the UNIBAM. The handbook develops the operational framework of the EP for field missions and TCCs, encompassing planning and inclusion of the EP in military-component activities, such as patrols engagements with the local population, and operations in Mission areas with a PoC mandate. The guidance provided applies at the operational and tactical levels. The EP is to be established in each Infantry battalion, but are optional in specialist units. The EP will have a minimum of 50 percent of women personnel. TCCs may choose to establish teams with more than 50 percent women; however, a balanced platoon is viewed as optimal. The EP personnel can be drawn from any military branch and any rank; however, they must process necessary military skills to operate in a land environment.

Police

The Police Division has not only met the 2020 targets of the Uniformed Gender Parity Strategy, but in three of four categories of staff has already reached the 2025 targets: women police officers comprise 31% of professional posts in headquarters, 27% of professional posts in the field, and 30% of individual police officers. Regarding the personnel of formed police units (FPUs), the Uniformed Gender Parity Strategy target is 10% of women personnel by December 2020, with a target of 15% expected in 2025, and reaching 20% in 2028. As of 30 October 2020, 12.4% women were deployed across FPUs. With respect to leadership positions, four United Nations Police Components are led by women: MINUSMA (D-2), UNMISS (D-2), UNISFA (D-1), and UNFICYP (P-5), as well as women police officers holding the following strategic posts: Chief of the Police Division’s Standing Police Capacity (D-1), Deputy Police Commissioner UNISFA (P-5), Deputy Police Commissioner MONUSCO (P-5), Senior Planning Officer UNSOM (P-5), Senior Police Adviser UNOCA (P-5), and the Chief of the Police Division’s Mission Management Support and Section (P-5).

Sustained commitment from Member States and the Police Division is key to maintaining and further advancing gender parity within United Nations Police. This includes (i) integrating peacekeeping opportunities and awareness raising into national recruitment and other communications campaigns; (ii) further investing in the professional development of the members of the 170-strong Command Cadre of the Police Division; (iii) training more women police in all areas of operational policing, including public order management, community-oriented policing, and crime investigation; (iv) increasing the number of nominations of women police officer candidates for advertised seconded and contracted posts in the Secretariat; and (v) creating incentives for deployment through promotion opportunities.
ANNEX A
CURRENTLY PLEDGED CAPABILITIES

The PCRS is the sole entry point to commit uniformed capabilities to UN peacekeeping and supports the Secretariat’s decisions on selection for deployments. The status of pledges in the PCRS (Level 1, Level 2, Level 3 and RDL) is shown in the table below.³ Level 1 indicates an acceptable pledge for a formed unit in the system. Level 2 indicates a successful AAV and that the unit assessed is deemed available for a potential deployment. Level 3 indicates that the pledged capability has the contingent-owned equipment and personnel in alignment with a specific or generic UN military/police statement of requirement (SUR) and this equipment is accurately reflected in a load list. In addition, the Member State has agreed on a specific timeframe for readiness and identified the port of embarkation, but not final commitment to deploy. A unit at the RDL has been pledged and verified as ready for deployment to any UN field mission within 60 days of a formal invitation from the Secretariat. A “Registered” pledge (e.g. for Staff Officers, IPOs and training pledges) is one for which the various PCRS Levels are not relevant.

<table>
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<tr>
<th>Type of units</th>
<th># of units in PCRS Level 1</th>
<th># of units in PCRS Level 2</th>
<th># of units in PCRS Level 3</th>
<th># of units in PCRS RDL</th>
<th>Deployed/Deploying units</th>
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<td>-</td>
<td>-</td>
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<td><strong>53</strong></td>
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³ The figures represent all pledges that were confirmed by T/PCCs in the PCRS website on 09 November 2020.
**NOTE**: For pledge registration please visit the PCRS website: https://pcrs.un.org. PCRS registration issues may be directed via email to pcrs.manager@un.org **