Guidelines

Allocation of Military Observer and Staff Officer Posts to Women in United Nations Peacekeeping Operations

Approved by: MILAD for PKO
Effective date: 
Contact: OMA/FGS
Review date: One year from approval
A. BACKGROUND

1. Security Council Resolution (SCR) 1325 on Women, Peace and Security recognized the under-valued and under-utilized contributions women make to conflict prevention, peacekeeping, conflict resolution and peacebuilding. SCR 1325 stresses the importance of women's full participation as active agents in peace and security. Seven additional UNSCRs on Women, Peace and Security were further adopted to address a range of issues including increasing numbers of uniformed women in military operations and combatting conflict-related sexual violence.

2. Reports and Reviews
The High Level Independent Panel on Peace Operations (2015) and the recent various reports and reviews on peacekeeping have identified that Department of Peacekeeping Operations (DPKO) deploys a male-dominated military component. This is diluting the engagement with women and children and presenting a force that does not interact as it might with the communities the UN is operating amongst. Furthermore, it is impacting on the situational awareness of the military component and undermining the planning and conduct of operations. Recommendations have been made to DPKO to increase the number of women peacekeepers within the military component at all levels – as Staff Officers (SO), United Nations Military Observers (UNMOs) and on patrols amongst the population.

3. UN Defence Ministerial
Over 60 Member States signed a communiqué at the UN Defence Ministerial held in 2016. They agreed to increase the representation of women officers and soldiers in peacekeeping missions. The modest goal of 15% was set for the minimum number of female officers to be deployed from a Member State within the SO and UNMO contributions.
4. Engagement with Member States
The Office of Military Affairs (OMA) met with over half of the Member States who contribute SOs and UNMOs to identify why Member States show a preference for deploying male officers. Through discussions with the Military Advisers and engaging female officers to identify possible measures to mitigate the gap, OMA is introducing a new policy which includes several initiatives to assist the Member States when nominating officers for SO and UNMO positions.

5. Official communications to Member States. DPKO has officially notified Member States in three Notes Verbale to increase their contribution of female in SO and UNMO posts:

5.1 Note Verbale 0879, 19 Dec 2016 – addressed to individual Member States asking them to deploy women in at least 15% of their existing allocations of SO and UNMO posts by end of 2017.

5.2 Note Verbale 0319, 9 Jun 2017 – addressed to all Member States reminding of the first Note Verbale and warning of a possible reallocation of posts if the 15% target is not met by Dec 2017.

5.3 Note Verbale 0434, 9 Aug 2017 – introducing the 2-year pilot program, relaxing some requirements for SO/UNMO posts:

- Female warrant officers and lieutenants with 8 years’ experience may be deployed as UNMOs
- Females from the same country who are deploying as UNMOs may be co-located in the same military observer team site
- Female officers with children under the age of 7 may be deployed for 6 months
- Female officers may apply for funded UNMO and SO training through OMA and then deploy to a mission

B. PURPOSE

6. This document provides guidelines for the planning and allocation/re-allocation of SO and UNMO posts to females in UN peacekeeping operations and, when applicable, in Special Political Missions (SPMs), to achieve the 15% target female participation before 2020.

C. SCOPE

7. This guideline shall apply to all United Nations missions under the DPKO and the Department of Political Affairs (DPA), when applicable, where DPKO is a part of a generation process of military personnel.

8. This document is complementary to the Policy on Allocation of Posts of Military Experts on Mission and Military Staff Officers in United Nations Peacekeeping Operations.
D. RATIONALE

9. An effective allocation and re-allocation of posts is critical to the achievement of the 15% target as women participation in the UNMO and SO posts. Considering the capacity of TCCs to deploy more women, the re-allocation of posts from one Troop Contributing Country (TCC) to another must be done gradually and systematically. There is still a big gap between the almost 250 more posts that women should fill and the available women pledges from TCCs. The field missions cannot afford to have a lot of vacant posts while waiting for TCCs to deploy women in these posts. Moreover, re-allocating posts from one TCC to another is a sensitive issue to TCCs, therefore it is imperative that OMA do the re-allocation following a set of guidelines.

E. PROCEDURES

10. Allocating open posts

10.1 Once a SO or UNMO post becomes open, it should be at once earmarked as post for a woman officer.

10.2 In selecting which TCC should be given an open post, priorities should be:

- **First:** existing TCCs to the Mission that have reached the 15% target for females across missions
- **Second:** non-TCCs to the Mission that have reached the 15% target for female across missions
- **Third:** existing TCCs to the Mission with less than 15% females across missions; priority is according to TCCs' percentage of female contribution across missions
- **Fourth:** non-TCCs to the Mission with less than 15% females across missions; priority is according to TCCs' percentage of female contribution across missions

Note to the second and fourth priorities: a non-TCC to the Mission must first be approved by DPKO Office of Operations (OO) for acceptability by the host nation and/or warring factions.

10.3 The report on TCC contribution by gender across missions will be released by the Force Generation Service (FGS) focal point for gender to desk officers on a monthly basis, upon generation of the Monthly Strength Report (MSR). This report will indicate the latest percentages of TCC contributions of females to be used as reference for paragraph 10.2.

10.4 If there are more TCCs to choose from than what are needed in any of the categories under paragraph 10.2, other factors should be considered in choosing the TCCs. Other factors can be (but not limited to) the following:

- qualifications (skills, work experience, etc.)
- language requirement
- specific training for the open post
• deployment timeline

10.5 Only when none of the TCCs referred to in paragraph 10.2 can provide qualified female officer should the desk officer consider looking at accepting male officers. Even so, after one year tour of duty of the male officer, the post should again be open to a female officer, following the same guidelines above.

11. Re-allocating existing posts

11.1 The re-allocation of posts will be done gradually at the end of each quarter of 2018 (March, June, September and December). TCC contributions of women will be reviewed after every quarter to adjust the required female officers to be deployed by each TCC. This should give TCCs enough time to recruit and train female officers.

11.2 The contribution of women by each TCC will be based on the official MSR immediately preceding each quarter. Thus, the re-allocation in March will be based on the MSR of February, the re-allocation in June will be based on the MSR of May, and so on and so forth.

11.3 If a TCC does not meet the target for a certain quarter, the number of posts that is not met will be re-allocated to other TCCs and will then be considered as “open posts”.

11.4 The FGS focal point for gender will recommend for the Service Chief’s approval from which missions the re-allocated posts and open posts will come. His/her recommendation for this matter could be a collective consideration of (but not limited to):

• overall gender balance in the mission compared to all other missions

• TCC contributions of females per mission

• availability of female officers for deployment, based on pledges registered in the Peacekeeping Capability Readiness System (PCRS)

• OOF approval of substituted TCC

11.5 Upon approval, he/she shall then inform the concerned desk officers, who, in turn, shall follow the guidelines in allocating open posts to TCCs, as prescribed in paragraph 10.

11.6 The final authority to reallocate posts among TCCs remains with the Military Adviser in DPKO.

12. TCCs that would like to compete for open or re-allocated posts should register their female pledge in the PCRS, complete with accompanying Personnel History Profile (PHP), and should indicate, at the minimum, the following information: post category- SO and/or UNMO; fields of expertise (Personnel, Intelligence, Plans, Operations, Logistics, Signal, CIMIC, Training, Gender, etc), deployment timeline and duration of tour of duty.
13. Female officers who will undergo sponsored trainings (United Nations Staff Officer Course (UNSOC), United Nations Military Observer Course (UNMOC), Signals, Civil Military Cooperation (CIMIC), etc) shall be registered first in the PCRS by the TCC.

F. TERMS AND DEFINITIONS

14. Existing post – refers to a post already allocated to a TCC

15. Open post – refers to either a new post that is not yet allocated to a TCC or a post that was vacated or given up by a TCC.

G. MONITORING AND COMPLIANCE

16. The implementation of this guideline is monitored by DPKO. Compliance with this guideline is mandatory. All DPKO/OMA Staff involved in the allocation of SO/UNMO posts in UN PKO shall make arrangements to support the implementation of this guideline.

H. CONTACT

17. Point of Contact for this guideline is DPKO/OMA/Force Generation Service.

I. HISTORY

18. This is the first iteration of this policy.

APPROVAL SIGNATURE:
DATE OF APPROVAL: 3/14/2018