



# International Seminar – Uniformed Women and Peace Operations: Progress and Challenges in creating safe and inclusive environments

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## *Why?* EIF Aim and Rationale

**‘Innovative: designed to support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations’**

- established with support from Member States, Canada, the UN system and peacekeeping experts
- aligned with the
  - UN Secretary-General’s targets for women serving in uniformed military and police roles – objectives stated in UN DPO’s [Uniformed Gender Parity Strategy 2018-2028](#) (UGPS)
  - [UNSCR 2538](#) (2020) – Women in Peacekeeping Operations (28 Aug 2020)
  - UN Action for Peacekeeping (A4P) and A4P+

# What? Impact the EIF seeks to achieve

<p><b>Ultimate impact</b></p>	<p>Support by the EIF contributes to <b>accelerating the pace of change towards the increased meaningful participation of uniformed women in UN peace operations.</b></p>
<p><b>Secondary impact</b></p>	<p>Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in UN peace operations.</p>
<p><b>Outcomes</b></p>	<ol style="list-style-type: none"> <li>1. Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations.</li> <li>2. Increased meaningful deployment of uniformed women peacekeepers to UN peace operations.</li> <li>3. Increased pool of uniformed women eligible to deploy as UN peacekeepers.</li> <li>4. Improved working or / and living conditions for uniformed women peacekeepers in UN peace operations.</li> </ol>

# Meaningful participation

- **Presence** and **leadership** of **women** across **all ranks** and **functions**
- Women participate meaningfully when they:
  - **contribute to**, and are **included in, all aspects** of operational and mission planning, and decision-making processes,
  - **hold operational command** and **leadership positions** and **non-traditional** and **non-stereotypical** roles,
  - have **access to the same training, promotion, and career advancement opportunities** as their colleagues who are men,
  - hold **positions that are in line with their training, rank, area of expertise**, and
  - have a **workplace free from all forms of harassment, bullying, intimidation and gender-based violence.**

# Who can apply to the EIF?

## 1. National Governments:

- Be a UN T/PCC, or demonstrate a serious intention to become one
- **high-level commitment**, through the Minister / Chief of Defense, Minister of Interior / Police Commissioner
- Meet requirements and remain eligible for UN support after assessment of:
  - **Human Rights Due Diligence Policy** (HRDDP) and the
  - **Harmonized Approach to Cash Transfers** (HACT) assessment

## 2. United Nations Organisations

- UN Peacekeeping Missions
- UN Agencies, Funds and Programs

# What? Types of funding available

## 1. Barrier Assessment (BA)

Where a grant is available for a:

- current or prospective T/PCC to conduct a BA

## 2. Flexible Project Funding (FPF)

Where a grant is available for a:

- current or prospective T/PCC to undertake one or more approved activities to address specific barrier(s)
- UN organization - projects to implement and test innovations

## 3. Gender Strong Unit (GSU) Premium

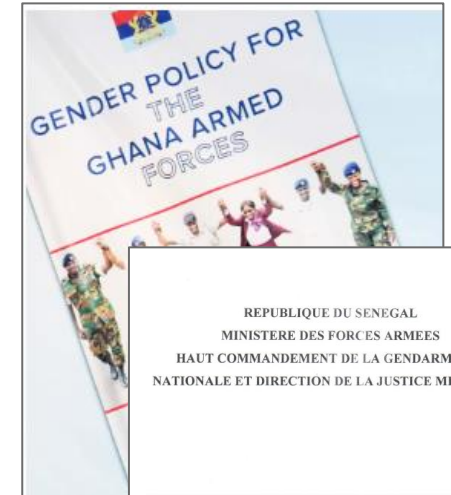
Where a premium is paid to a:

- T/PCC, to deploy a unit with a significantly increased number of women

**Note:** A BA report is required to access FPF and is strongly recommended to support a GSU premium request

## Comprehensive Policy Frameworks:

- **Zambia Police** - actively developing the Anti-Sexual Harassment, Exploitation, and Abuse Policy - designed to provide clear reporting mechanisms and ensure confidentiality and non-retaliation protections for victims of SEA, SH, and SV.
- **Senegal National Gendarmerie** – launched a gender policy and implementation plan, including measures to enhance the understanding of gender-related concepts and measures to prevent sexual harassment and gender-based violence.
- **Ghana Armed Forces** – recently launched its Gender Policy, nested with Ghana’s national WPS machinery including Ghana’s Domestic Violence Act, National Gender Policy and WPS NAPs, with the goal to eliminate gender discriminatory practices and ensure a gender-responsive GAF.



REPUBLIQUE DU SENEGAL  
MINISTERE DES FORCES ARMEES  
HAUT COMMANDEMENT DE LA GENDARMERIE  
NATIONALE ET DIRECTION DE LA JUSTICE MILITAIRE



### **Training and Capacity Building:**

- **Zambia** - integrating **SEA and SH awareness** into **pre-deployment training** and ongoing **institutional training programs**.
- **Senegal** - integrated gender-sensitive training including on SEA and SH prevention into pre-deployment training
- **EIF GSUs** - to ensure SEA training occurs prior to and at regular intervals during deployment, and verify that training has taken place

### **Gender Advisors and Focal Points:**

- **Bangladesh** (Military) , **Ghana** (Military) , **Senegal** (Gendarmerie and Police), and **Zambia** (Police) have / are establishing Gender Advisor and Gender Focal Points within their organisations
- GA & GFP roles designed to ensure that gender-sensitive policies are implemented and that personnel have advocates for addressing such issues



## High-level Leadership Buy-in and Accountability

- **Recommendation:** Develop clear accountability frameworks. Hold leadership responsible for upholding gender equality values and addressing SEA, SH, and SV. Ensure leadership engagement at all levels to maintain a zero-tolerance culture.
- **Rationale:** Effective prevention requires strong top-down accountability to foster a culture where misconduct is addressed promptly and responsibly.

## Institutionalize Continuous Leadership Training on SEA, SH, and SV

- **Recommendation:** Establish ongoing capacity-building programs specifically tailored for leadership roles to ensure leaders are equipped to prevent and address SEA, SH, and SV. These programs should be embedded within national and institutional frameworks for continuous engagement.
- **Rationale:** Leaders set the organizational tone. Tailored training for leadership ensures sustained progress in fostering inclusive and accountable environments.

## Implement Culturally Adaptive Policies and Training

- **Recommendation:** Design and implement **SEA, SH, and SV prevention programs** that are adaptable to local cultural contexts, ensuring that policy enforcement considers societal norms while promoting gender equality and safety.
- **Rationale:** Addressing **cultural barriers** is critical for women's full participation and effective reporting of incidents. Culturally sensitive approaches improve the acceptance and impact of gender-focused programs.

## Develop and Align National Policies with International Standards

- **Recommendation:** Ensure that all national and institutional policies related to SEA, SH, and SV are aligned with UN minimum standards and include formal mechanisms to address harassment, bullying, and hazing comprehensively.
- **Rationale:** Policy alignment with international standards ensures national frameworks meet global expectations, providing robust protection for peacekeepers and communities.

## Strengthen Data Collection and Analysis for Effective Policy Implementation

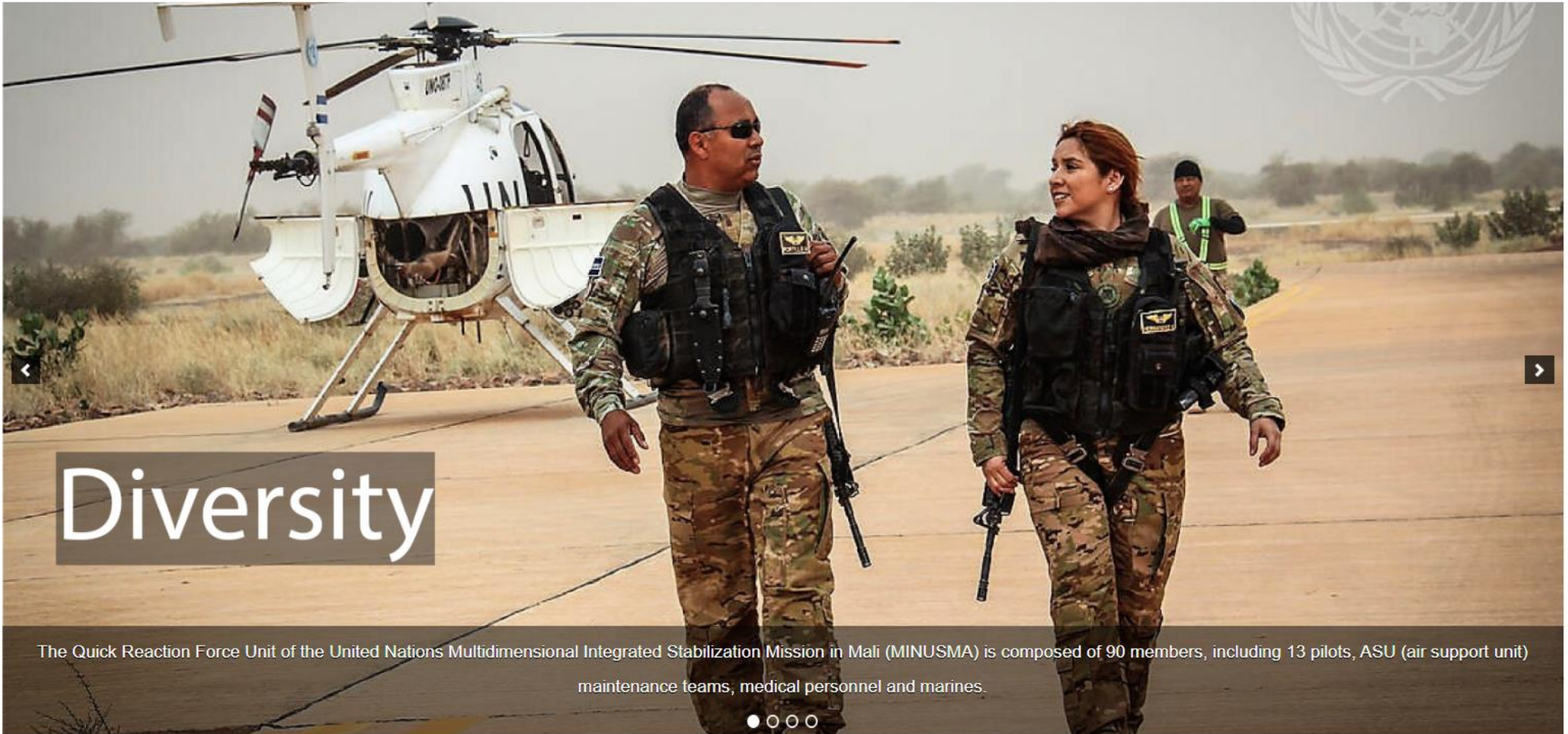
- **Recommendation:** Invest in comprehensive, gender-disaggregated data systems to track incidents of SEA, SH, and SV. Use this data to measure policy effectiveness and adapt interventions based on evidence.
- **Rationale:** Reliable data is essential for tracking progress, identifying gaps, and ensuring that policies achieve their intended outcomes. Data-driven insights enable effective policy adjustments.

## Create Safe and Independent Reporting Mechanisms

- **Recommendation:** Establish confidential and independent reporting mechanisms to allow victims of SEA, SH, and SV to report incidents without fear of retaliation. These mechanisms should include structured follow-up processes to ensure accountability.
- **Rationale:** Safe and independent reporting systems build trust and encourage victims to come forward, ensuring that incidents are reported and properly addressed.



# EIF Website – Resources and Information



## Diversity

The Quick Reaction Force Unit of the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) is composed of 90 members, including 13 pilots, ASU (air support unit) maintenance teams, medical personnel and marines.

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