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Policy

Gender-Responsive United Nations Peacekeeping Operations

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DPO POLICY ON
GENDER-RESPONSIVE UNITED NATIONS PEACEKEEPING OPERATIONS

ANNEXES

ANNEX 1: Functions of Components, Divisions, Sections and Units

A. PURPOSE AND RATIONALE

1. The purpose of this policy is to provide a conceptual framework, guiding principles and strategic requirements to the Department of Peace Operations (DPO) and field missions for the implementation of gender equality and Women, Peace and Security (WPS) mandates and commitments through a gender responsive approach in line with the United Nations Security Council resolution (UNSCR) 1325 (2000) and its subsequent nine resolutions.[1]

2. The policy recognizes gender equality and WPS as a human rights issue and a strategic political imperative central to operational effectiveness of peacekeeping and the overall fulfilment of mandates anchored in the international human rights regime such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and political commitments including the 2030 Agenda for Sustainable Development, in

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[1] UN Security Council resolutions on Women, Peace and Security: 1325(2000) 1820(2008), 1888(2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013) 222(2015,) 2493 (2019), 2467(2019), as well as Security Council resolution.2538 (2020) on peace operations.

particular Goal 5 on Gender equality, the New Agenda for Peace, the Secretary-General's Action for Peacekeeping Initiative, and the Secretary General's directives and goals on WPS.[2]

3. Applying a gender-responsive approach in peacekeeping processes and functions means i) recognizing and analysing the gendered differences in status and power of women and men, girls and boys, and other gender identities; ii) ensuring mandate implementation at the strategic, operational and tactical level advance gender equality and reduce the harmful effects of patriarchy, gender norms and roles, and power relations.

4. To achieve these objectives, leadership and all personnel in DPO and field missions must i) ensure gender equality and WPS are integrated as a standalone and/or integrated objective(s) in strategies, plans, programmes and reporting across all thematic areas of a mission mandate; ii) ensure that gender-responsive conflict analysis, disaggregated gender data, indicators and gender language, as guided by gender expertise, inform and are reflected in all stages of mandate implementation and iii) promote civilian and uniformed gender parity across all levels and roles including by creating safe and enabling environments for all staff members. A gender-responsive approach seeks to enhance sustainable and resilient communities in host countries with capacity for transformative change. Consistency and coherence on gender responsiveness shall be the bedrock for greater inclusivity, transformative results and overall effectiveness in all aspects of peacekeeping.

B. SCOPE

5. This policy is guided by the overarching goal of gender equality and the WPS agenda. It provides guidance on how gender equality and WPS perspectives should be operationalized by applying a gender-responsive approach during the entire cycle of a mission; from the inception and planning, to strategic assessments, review and planning processes, joint programming and resource allocation, implementation and monitoring, to a mission draw down and transitions as guided by the UNSCR 2594 (2021).[3] While every mission is distinct and subject to different mandates, timelines and objectives, the policy principles apply to UN internal coherence as well as in external coordination and partnership with other actors, such as international and regional organizations, host governments, civil society and community based organizations, think-tanks and academia, in line with underlying principles in the UN Integrated Assessment and Planning Policy.[4]

6. Interpretation and operationalization of this policy is guided by the four pillars of the UNSCR 1325: participation, protection, prevention and relief and recovery. They are mutually reinforcing to achieve long lasting stability in conflict settings where gender inequality, gender-based violence and discrimination is on the rise, and women are excluded from meaningful participation in peace and political processes and decision-making, peace agreement implementation mechanisms, constitutional and electoral

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[2] The Secretary-General's ten directives laid out in his 2019 Report on women, peace and security (S/2019/800, 800, pp. 37-38) and his five goals for the decade ahead, (S/2020/946, pp. 36-37).
[3] UN Security Council resolution 2594 (2021).
[4] United Nations Policy on Integrated Assessment and Planning (2023).

transition processes as well as security arrangements; and may be at risk of and are subject to human rights violations and abuses.

7. *This policy will apply to all substantive areas of work in DPO and field missions. These include Budget, Civil affairs, Conduct and Discipline, Corrections, Disarmament, Demobilization and Reintegration, Elections[5], Force Generation, Gender-Based violence, Gender Parity, Human Rights, Humanitarian, Justice, Logistics, Military, Mine Action, Police, Policy and Planning, Political, Protection, Public information and Strategic Communication, Security Sector Reform, Stabilization and Training. **(See Annex 1: Functions of Components, Divisions, Sections and Units)***

8. The policy also applies to efforts aimed at achieving gender parity of civilian and uniformed personnel and creating an enabling environment for the full, equal and meaningful participation of women deployed in peacekeeping operations. This requires applying gender perspectives and analysis to areas that have an impact on workforce planning, recruitment, retention, deployment training and enabling environment of women peacekeepers.

9. This policy does not address Conflict-Related Sexual Violence (CRSV), Sexual Exploitation and Abuse (SEA) nor sexual harassment. Specific policies and guidelines are developed on these. However, preventive, enforcement and remedial actions on the above issues shall be premised on gender and protection analysis to identify risks, vulnerabilities, and drivers aimed at gender specific intervention.

C. STATUS AND COMPLIANCE

10. Compliance with this policy is mandatory for all civilian and uniformed personnel in DPO and field missions. Civilian personnel include all staff members, seconded civilian personnel, United Nations Volunteers (UNVs), civilian experts on mission, individual contractors and consultants. Uniformed personnel include members of the military, police, and uniformed Government-Provided Personnel (GPP), such as corrections and uniformed justice GPP whether contracted or seconded.

11. Subject to the mission mandate, this policy will align with complementary policies, guidelines and strategies including but not limited to Protection of Civilians (POC), CRSV, SEA and the System-Wide Gender Parity Strategy and the Uniformed Gender Parity Strategy.

12. Operationalization of this policy will require coherence, coordination and consultation with the gender units and teams in DPO and field missions, the development of gender strategies to facilitate policy implementation and appropriate accountability frameworks to measure progress. All missions will contextualise this policy to the advancement of gender equality and WPS.

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[5] UN electoral assistance is governed by a General Assembly-mandated framework and by UN-system wide policies issued by the USG/DPPA as Focal Point on Electoral Assistance Matters.

D. POLICY

D1. Guiding Principles

The following principles will guide gender responsive measures, approaches and processes in DPO and field missions.

13. **Accountability**: Ensuring that all senior leadership, management, civilian and uniformed personnel advance the principles of gender equality and WPS in peacekeeping operations priorities, functions and work.

14. **Equality and non-discrimination**: Ensuring that all individuals, regardless of gender, equally participate in and benefit from policies, programmes, opportunities and activities through gender responsive measures tackling patriarchy, structural inequalities, social and cultural patterns that inhibit the realization of women's rights and by applying an intersectional approach to address multiple discriminatory practices based on characteristics such as, but not limited to, gender, ethnicity, race, religion, sexual orientation, nationality, disability and age.

15. **Diversity and inclusion**: Recognizing existing differences within peacekeeping contexts that make up individual and collective identities and ensuring the needs, priorities and contributions of women and men and all other gender identities are equally valued, included and addressed within the framework of rule of law, human rights and mission mandate, while exercising highest standards of respect to host country laws and cultural sensitivity.

16. **Full, equal and meaningful participation of women in host countries**: Ensuring women's direct and/or indirect participation in mission processes (e.g., strategic processes, joint analysis, peace and political processes including peace agreement implementation mechanisms, conflict prevention and resolution efforts, and transition and governance processes (i.e., constitution-making and electoral processes, security arrangements, protection and consultative mechanisms) etc.). Their full, equal and meaningful participation occur in a conducive, safe and protective environment, without discrimination and/or exclusion, biases or assumptions based on gender or other stereotypes.

17. **Gender parity and full, equal and meaningful participation of women peacekeepers**: Ensuring implementation of the System-Wide Gender Parity Strategy and the Uniformed Gender Parity Strategy to enable the full, equal and meaningful participation of civilian and uniformed women in DPO and field missions, including through gender-responsive recruitment and training, gender-responsive leadership and accountability, promotion of safe, enabling and respectful work environments and communications and outreach to Member States, uniformed women in contributing countries and broad peacekeeping audiences.

D2. Strategic Requirements

Operationalization of gender-responsive approaches across the spectrum of peacekeeping at strategic, operational, and tactical level in Headquarters and field missions requires:

18. Adaptability to the conflict situation, peacekeeping dynamics, and priorities of the host countries; alignment with mission mandate and transition benchmarks; factoring gender-responsive measures to UN system-wide commitments relating to the Sustaining Peace agenda, at Headquarters and within the UN Country Team for greater coherence and consolidation of gender equality gains made during and post mission draw down and exit.

19. Leadership that is gender-responsive and accountable to the execution of this policy through i) demonstrating commitment by prioritizing gender equality and WPS efforts; ii) setting priorities and targets based on gender data, analysis and gender expert advice; iii) including gender equality objectives in workplans and performance evaluations; iv) ensuring the right resources for implementation, including staffing (gender expertise); v) monitoring and reporting progress and gaps; vi) creating a conducive environment and organizational culture that is gender sensitive for staff of all genders to succeed; vii) building a strategic working relationship with gender advisers and focal points; viii) issuing clear and consistent internal and external communication on gender equality and WPS; ix) ensuring zero tolerance of discrimination, sexual harassment and sexism in peacekeeping operations.

20. Civilian and uniformed gender expertise engagement in all strategic, operational and tactical level processes. (***See Section D4 on Gender Architecture***)

21. Usage of data driven and evidence-based approaches and digitalization to monitor trends, analyse and track progress on gender equality and WPS and influence decision making at all levels, including through gender-responsive conflict analysis and interoperability of UN systemwide accountability systems with gender and WPS related indicators.[6]

22. Strengthened capacities and knowledge of all personnel, and sharing of information, learning and best practices on gender-responsive approaches and WPS as well as enhanced support of civilian personnel to uniformed personnel on gender perspectives relating to policy and doctrine, operational measures and capabilities for gender responsiveness in peace operations as well as enhanced complementarity among them.

23. Adequate resourcing in regular and extrabudgetary budget proposals to ensure a robust gender architecture that is well resourced to effectively deliver on gender equality and WPS priorities and related programmatic interventions.

24. Strengthened collaboration, coherence and coordination through a whole of mission and UN system-wide integrated approach; and enhanced strategic partnerships and engagements with the Security Council, Member States, women civil society organizations, and other non-UN partners for greater integration and to achieve transformative results through robust gender equality and WPS mandates and financing.

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[6] This includes the Comprehensive Planning and Performance Assessment System as linked to the mission planning cycle and ongoing transitional priorities, the Action for Peacekeeping Framework priority areas, the Women Peace and Security Humanitarian Action Compact Framework and the UN Women Global indicators on WPS.

D3. Responsibility, Authority and Accountability

The overall responsibility, authority and accountability for implementing this policy lies with senior leadership in DPO and in field missions, guided by a gender task force consisting of senior managers.

a) **Senior Leadership of DPO and field missions**

25. Gender equality and WPS is a senior leadership responsibility. Senior leadership will ensure delivery against gender equality and WPS mandates and commitments, through existing accountability mechanisms, leadership compacts and performance assessment systems.

26. Senior leadership including the Under-Secretary-General (USG) for Peace Operations, Special Representatives of the Secretary General (SRSGs), Heads of Missions (HoMs) and heads of components and sections will provide the political leadership and commitment to institutionalize gender equality across DPO and in field missions by ensuring a gender-responsive organizational culture. Senior leadership of DPO and field missions shall establish, convene and chair gender and WPS task forces; initiate, organize and conduct comprehensive gender assessments towards the development of mission gender and WPS strategies; and ensure substantive consultations with gender experts in strategic processes, documentation and reporting.

27. Senior leadership in DPO and field missions shall increase their political leverage with member states, regional organizations and host countries to advocate at the highest level for gender equality and WPS mandates that are gender responsive and impactful as well as for increased financing and resourcing for gender equality and WPS. They will engage and collaborate with host communities, parties to conflict, women organizations, youth networks and relevant stakeholders to expand the civic space for the full, equal and meaningful participation of women in peace, political and decision-making processes, their protection, and empowerment towards sustaining peace and the realization of Sustainable Development Goals. They will also engage with women peacekeepers to identify and address any challenges to their full, equal and meaningful participation in peacekeeping.

28. The Heads of components, divisions, sections, and units in DPO and field missions shall adopt both formal and informal mechanisms to enhance accountability and strengthen commitment, implementation and compliance with this policy. They shall ensure that gender equality and WPS perspectives are prioritized towards gender responsive outcomes; concrete gender equality and WPS deliverables are integrated into their respective workplans; gender experts are fully involved in planning, implementation and evaluation processes, for example, by including them in relevant coordination groups or meetings; and that responsibilities and agreed upon commitments are reflected by staff in all aspects of their work and in performance assessment.

29. Senior leadership in DPO and field missions shall be responsible for steering and monitoring institutional change towards gender responsiveness through regular reporting, surveys and other methods such as mission reports of the Secretary-General to the UN Security Council, commissioned strategic assessment reviews with appropriate gender indicators and other tools used for periodic evaluation.

30. The USG's and Head of Mission's Gender/WPS Taskforce(s) serve as the most senior accountability mechanism for leadership and senior management to track progress on gender responsiveness and implementation of WPS mandates and a platform for forward looking discussions on gender equality and WPS. The Taskforce shall meet at least twice a year, with the Gender Unit(s) serving as secretariat to the Gender/WPS Taskforce(s).

b) All civilian and uniformed staff

31. Civilian and uniformed staff in DPO and field missions have an individual and collective responsibility to internalize and institutionalize transformative results on gender equality and WPS mandates. They shall first recognize their own gender biases and limitations in advancing gender equality and take necessary steps to improve their knowledge, understanding and action as relevant.

32. Regarding workplace culture, they shall ensure that their actions promote equal opportunity and non-discrimination, accommodate diverse perspectives and create a more inclusive and equitable work environment.

33. Gender responsiveness shall be pursued systematically in all processes. Components, divisions, sections and units and individual staff shall include concrete gender deliverables in workplans and individual performance appraisals, as appropriate, as well as in terms of reference applicable to surge/standing capacities and consultants, where applicable. The strategic goal being to inculcate gender consciousness, equality and equity into the regular rules, procedures and practices of the institution.

D4. Gender Architecture

34. At the core of the gender architecture is the Gender Unit in DPO, Gender Affairs units in field missions, Military and Police Gender Advisers and civilian and uniformed Gender/WPS focal points in collaboration with the offices responsible for CRSV (Women Protection Adviser) and SEA given their existence in the spectrum that encompasses related behaviour rooted in gender and power dynamics. Collectively, they function to provide strategic advice to Senior Leadership, technical assistance, and operational support in the implementation of gender equality and WPS in peacekeeping.

35. The Office for Coordination and Shared Services (OCSS) leads the coordination of civilian gender parity efforts at Headquarters and uniformed gender parity at Headquarters and in the field. OCSS works in close collaboration with the Office of Military Affairs (OMA), Police Division and the Justice and Corrections Service to promote and report on the implementation of all aspects of the Uniformed Gender Parity Strategy, including recruitment, training, leadership and accountability, enabling environment, communications and outreach.

36. The Gender Unit in DPO and field missions and OCSS shall liaise, collaborate and coordinate with relevant UN entities including the Department of Political and Peacebuilding Affairs (DPPA), Department of Operational Support (DOS), Department of Management Strategy, Policy and Compliance (DMSPC), UN Women, the Development Coordination Office (DCO), the Office for the Coordination of Humanitarian Affairs (UNOCHA), the United Nations Development Programme (UNDP) and other UN

system-wide policies, processes and programmes on gender equality and WPS to ensure coherence, cohesiveness and integrated efforts.

37. The Gender Unit in field missions will have an advisory and technical role given their expertise on gender equality and WPS and will be situated in the Office of the SRSG and Head of Mission. The Military Gender Advisor shall be situated in the Office of the Force Commander, while the Police Gender advisor shall be in the Office of the Police Commissioner.

a) Responsibility of the Gender Units in DPO and field missions

In coordination with other divisions, sections and units, the Gender Unit shall undertake the following tasks based on their mandate and scope of work.

38. Provide strategic advice, guidance and technical support to senior leadership, including through In-briefings for incoming SRSGs/DSRSGs, and all civilian and uniformed components, units/ sections on gender-responsive strategy and approaches to apply throughout substantive and support functions for gender-responsive outcomes. The unit will also implement gender equality and WPS specific programs in coordination with relevant offices.

39. Operationalize, facilitate and coordinate the implementation of this policy by translating mandate and complementary policies into concrete outcomes; provide technical guidelines for implementation; monitor and report in line with respective mission's mandate and DPO WPS commitments.

40. Strengthen the capacity of DPO and field mission personnel -civilian, police, military- to advance gender responsiveness, gender equality and WPS and assist senior leadership to monitor progress and trends and ensure accountability and compliance with this policy.

41. Conduct gender-responsive conflict analysis to inform mandate implementation, contribute to the development of mission wide gender equality and WPS strategy/plans including indicators for data collection to measure and ensure compliance with accountability systems as well as through gender assessments and reviews.

42. Support the implementation of UN systemwide Gender Parity Strategy in field missions with OCSS, in the lead of coordinating the implementation of the Uniformed Gender Parity Strategy in close collaboration with the OMA, the Police Division and the Justice and Corrections Service.

43. Forge strategic partnerships with relevant actors, such as host countries, communities, women civil society organizations and actors, regional and international partners, academia and think tanks through joint efforts to advance gender equality and WPS.

44. Coordinate with military and police gender advisors on gender equality and WPS implementation to enhance capacities and facilitate smooth transitions during rotations.

b) Responsibility of civilian Gender/WPS focal points

45. All substantive sections and units in DPO and field missions shall appoint Gender/WPS Focal Points to support the implementation of this policy. Their role will be to i) liaise and

coordinate with the gender unit in the advancement and institutionalization of gender equality and WPS in their respective area of work, keeping abreast with gendered aspects of their mandate, WPS commitments and overall progress in their thematic area of coverage; ii) identify entry points for gender integration in their area of work, forge partnerships and collaboration with gender units towards greater coherent and gender responsive approaches; iii) bridge capacity and knowledge gaps on gender equality/WPS vis a vis existing thematic areas of peacekeeping work for better results iv) provide data and information on results, progress and gaps on gender integration in their area of work.

c) Responsibility of the Military and Police Gender Advisors and Focal Points

46. Without prejudice to the relevant guidance documents applicable to their work respectively on gender integration, the roles, functions and responsibilities of the Military and Police gender advisors, including their sector gender focal points, shall be in support of the military and police components respectively. These roles shall be complementary to the roles, functions, and responsibility of the civilian gender advisors.

47. The military gender advisor will provide strategic advice on policy, doctrine and strategies on gender responsive measures to the OMA in DPO and in field missions to the Force commander. These include i) integrating gender perspectives in policies, doctrine and strategy; ii) ensuring gender analysis, gender data and gender perspectives inform and are integrated in the standard operating procedures, situational awareness and early warning and in reports; iii) advancing measures to increase the full, equal and meaningful participation of military women in peacekeeping and support efforts aimed at creating enabling environments that enhance safety and security for women deployed in field missions; iv) consolidating good practice on gender responsive measures; v) fostering partnerships and meaningful engagement with host communities and other stakeholders, including local women networks through outreach, for early warning and joint response; vi) strengthening civil – military relations; and vii) conducting training and induction for military personnel to enhance capacities, knowledge and peer learning on gender-responsive measures and overall approach to implementation in liaison with the civilian gender advisors.

48. Police gender advisers and focal points shall provide strategic advice to the UN Police Division and Police Commissioner on gender equality and gender perspectives ensuring the specific needs of men, women, boys and girls and other identities are considered in UN Police operations activities and reports. They shall work closely with local law enforcement agencies, local communities and other stakeholders to mentor, train and ensure that i) police response and posture is gender sensitive and responsive; ii) community engagements are inclusive and representative; iii) gender data and analysis feeds into situational awareness, early warning systems and decision-making is gender-responsive at all levels of policing work. Police gender advisors and focal points shall also support uniformed gender parity efforts and the promotion of an enabling environment in mission settings.

49. The military and police gender advisers will serve as technical experts in support to the implementation of the Uniformed Gender Parity Strategy to strengthen the meaningful participation of uniformed women in peacekeeping and promoting enabling environments. In implementing the uniformed gender parity strategy, consideration shall include principles underlying this policy.

D5. Partnerships

50. In formalizing strategic partnerships with member states, regional organizations, troop and police contributing countries and host country leadership, DPO and field missions shall heighten use of political advocacy, good offices and strategic communications to advance gender equality and WPS. Partnership initiatives shall be coordinated to strengthen the provision of substantive and technical support to peacekeeping operations.

51. DPO and field missions shall forge partnerships and strengthen engagement with regional organizations, women civil society organisations in their diversity, youth networks, academic and research institutions in advancing gender equality and WPS mandates across all peacekeeping operations through joint initiatives and advocacy.

D6. Finance and Budget

52. In regular, support and extra budgetary processes, all offices, divisions, sections and units shall ensure that appropriate provisions are made for gender financing with adequate resources to implement this policy and ensure a periodic monitoring and reporting of progress and achievements. Gender analysis and gender markers shall be incorporated in Trust Funds' projects and Quick Impact Projects (QIPs) to ensure gender outcomes and deliverables and that at least 15 percent of funding for projects – annually-support gender equality, WPS and women's empowerment as the principal objective.

53. DPO and field missions shall ensure adequate resources and budgets are made available to gender units, uniformed gender advisers and WPS focal points for programming.

E.   REPORTING, MONITORING AND EVALUATION

54. Implementation of this policy shall be the responsibility of DPO and field missions through existing accountability frameworks that provide information to monitor performance, measure achievement and determine accountability to peacekeeping stakeholders. The Comprehensive Planning and Assessment System, WPS accountability frameworks and other system-wide frameworks shall prescribe tools and indicators for monitoring and evaluation.[7]

- The Senior Management Teams in DPO and field missions shall periodically review progress in the Policy implementation through appropriate management mechanisms. The Gender/WPS Task Forces in DPO and in field missions shall be the senior most accountability mechanism and shall review the progress of implementation annually.
- Heads of Missions shall ensure accountability by requiring managers (Chiefs of Sections, Force commanders, Police commissioners) to include within their work

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[7] Gender equality and WPS monitoring tools shall be context specific informed by Theory of Change, Logical Framework (Log frame), Monitoring and Evaluation Plan, Statistics – Open Datasets, System Data, Surveys, Interviews and Focus Groups, Sample size as appropriate.

plan specific actions and indicators to measure compliance with the standards outlined in this Policy.

- Senior Leadership in DPO and field missions shall report and brief the UN Security Council and General Assembly on progress on the implementation of this Policy annually.
- The Gender Units in DPO and in field missions shall in consultation with other offices/Divisions/Section/Units monitor compliance with this policy.

55. DPO and field missions civilian, military and police components shall respectively develop a context specific gender strategy/plan as appropriate, for the operationalization of this policy with departmental and /or mission wide mechanism to regularly review progress.

F. TERMS AND DEFINITIONS

Gender: Refers to socially constructed roles, responsibilities, and identities associated with being a man or a woman in a given society, culture or community. These attributes, roles, opportunities and relationships are socially constructed, and learned through socialization and conform to the value system of given societies. They are context/time-specific and changeable. Gender defines power relations in society and determines what is socially expected, allowed and valued in women, men, boys, girls and other identities.

Gender equality: Refers to the equal rights, responsibilities and opportunities of women and men. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a "women's issue", it concerns, and should fully engage, men and women.

Gender Integration (or mainstreaming): Refers to a process of assessing the gendered implications of any planned action, e.g., peacekeeping mandate implementation, and ensuring that gender perspectives are an integral dimension of analysis, planning, implementation and reporting and in decision-making processes, including in policies, programming and budgeting. Incorporating a gender lens into peacekeeping policies, strategies and activities, promotes gender equality, enhances the effectiveness of peacekeeping efforts and contributes to building more inclusive and sustainable peace processes.

Gender Responsive: Refers to an approach that factors the different gender roles, power dynamics, needs and interests of women, men, girls, boys and other gender identities in analysis, planning, implementation, reporting and budgeting with a long-term objective of advancing gender equality by transforming structures, systems and addressing barriers to gender equality. For example, advancing women's meaningful participation in peace and political processes and transitions, supporting gender legislation processes, achieving gender parity and eradicating gender-based discrimination.

Gender-responsive conflict analysis: Refers to a conflict analysis with a gender lens that looks at systems of power, institutions, stakeholders, root causes, triggers and drivers that fuel conflict and peace. The analysis recognizes that conflicts affect men, women,

boys, girls and other gender identities differently and that gender power relations and the enforcement of power dynamics over gender identities is political.

Conflict-Related Sexual Violence: Refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage and any other form of sexual violence of comparable gravity perpetrated against women, men, girls, boys or other gender identities that is directly or indirectly linked to a conflict. Also refer to United Nations Field Missions: Policy on Preventing and responding to Conflict-Related Sexual Violence (2019) for substantive definition.

Sexual Gender-Based Violence: Refers to any type of violence directed against individuals or groups on the basis of their sex or gender. The reference includes any act that inflicts physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty in the public or private sphere. Women, men, girls, boys and other gender identities can all be victims of gender-based violence. SGBV is pervasive, far reaching and not necessarily conflict related. It includes, for example, domestic violence and harmful practices such as female genital mutilation (FGM) and forced marriage.

Sexual Exploitation and Abuse: Sexual exploitation 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 abuse refers the actual or threatening physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Also refer to the Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13).

Sex-Disaggregated Data: Refer to information that is categorized and broken down by biological sex for accurate analysis, identification of patterns and needs, implementation of equitable measures and achievement of transformative outcomes. In peacekeeping this will apply to analysis, strategic planning and program development to ensure comprehensive understanding of the diverse experiences, roles and requirements of individuals, contributing to more effective and gender-responsive initiatives.

Sexual harassment: Refers to the manifestation of a culture of discrimination and privilege based on unequal gender relations and other power dynamics. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications. Sexual harassment may occur between persons of the same or different genders, and individuals of any gender can be either the targets or the perpetrators. Sexual harassment may occur outside the workplace and outside working hours, including during official travel or social functions related to work. Sexual harassment may be perpetrated by any colleague, including a supervisor, peer or a subordinate. A perpetrator's status as a supervisor or a senior official may be treated as an aggravating circumstance.

Peaceful Masculinities Approach: Refers to an approach that seeks to shift attitudes, behaviour and culture to ensure support for the implementation of the WPS agenda. It examines how masculinity and men's identity and behaviour are often connected to the use of violence to solve conflict and seeks to develop a more peaceful, nonviolent approach to solving conflict by empowering men to champion gender equality.

Women Peace and Security Agenda: Refers to a robust set of internationally agreed norms and standards that recognizes women as critical actors in all efforts to achieve sustainable international peace and security. The WPS agenda originated with UN Security Council resolution 1325 (2000), recognizing women's vital role in conflict prevention and resolution, as well as peace-building efforts. Ten UN Security Council resolutions form the foundation of the WPS agenda. WPS entails four pillars of participation, protection, prevention and relief and recovery, all mutually reinforcing. It promotes a gendered perspective and women's equal and meaningful participation in peace processes, peacebuilding and security and focuses on women because they are mostly adversely affected by existing gender inequalities.

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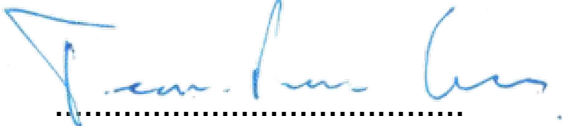- United Nations Gender Guidelines for Mine Action Programme (2019).

H. CONTACT

56. This policy was developed by the Gender Unit within the Office of the Under Secretary-General for Peace Operations (dpo-ousg-gu@un.org). It was developed through a consultative process within DPO and field missions.

I. HISTORY

57. This policy should be read in conjunction with other DPO policies, guidance notes and strategies and implementation at country level interpreted to suit the various mission settings. This present revision supersedes and replaces the DPO Policy on Gender Responsive United Nations Peacekeeping Operation 2018.01.

APPROVAL SIGNATURE :

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Annex 1: Functions of Components, Divisions, Sections and Units

The following functions are indicative are adaptable to specificities of context and mission mandate. Collaboration with gender experts is necessary for technical support, assistance and guidance as deemed relevant.

Best Practices and Guidance

- Disseminate, monitor and evaluate gender equality and WPS aspects of peacekeeping practice, including through such instruments as End of Assignment Reports, After Action Reviews, Audit and Inspection Reports, and Lessons Learned Reports.
- Ensure gender perspectives are reflected in the End of Assignment and Reports drafted by all senior personnel (civilian, military and police), heads of components at mission Headquarters and heads of field offices.
- Enhance information sharing mechanisms with United Nations system partners, at the country level, and across missions for update and progress on implementation of this policy.

Civil Affairs

- Prioritize gender, WPS perspectives and women's participation in conflict prevention and management and reconciliation efforts, such as community consultations, dialogues, and in early warning and protection initiatives for sustainable peace building and social cohesion.
- Engage with local women civil society organizations and women's networks in their diversity to build trust and understanding between the peacekeeping operation and the local community.
- Promote gender equality and women's participation in local governance and administration.
- Ensure gender considerations are factored in all project selection, implementation, monitoring and evaluation processes.
- Ensure quick impact projects is informed by gender-responsive conflict analysis.
- Allocate 15 percent funding for projects that are gender-responsive, where the principal objective is to advance gender equality and WPS.
- Ensure Youth, Peace and Security programs advance gender equality and WPS mandate deliverables with representation of young women, men and other others.
- Ensure gender analysis and perspectives are integrated into information gathering and reporting processes, including on situational awareness and early warning.
- Generate gender and WPS indicators to monitor and evaluate progress, gaps and impact.

Conduct and Discipline

- Sensitize and train all personnel through a gender-sensitive approach to increase their compliance with the highest standards of integrity and conduct.
- Conduct all relevant activities using a gender-sensitive and gender-responsive approach in line with Conduct and Discipline Teams' mandates to better discourage personnel from engaging in any form of misconduct, including SEA.
- Contribute to ensure that gender considerations are included in the support and assistance provided to victims by the host country's existing services.

Conflict-Related Sexual Violence

- Adhere to guiding principles including do no harm and the survivor-centred approach, confidentiality, informed consent, gender-sensitivity the best interests of the child.
- Integrate a gender analysis into monitoring, analysis and reporting on trends and patterns of conflict-related sexual violence, including by identifying links with other forms and trends of gender-based violence and discrimination; how they may have been exacerbated during the conflict; the distinct and gender-specific risks and effects of conflict-related sexual violence on survivors; etc.
- Integrate gender-responsive approaches in CRSV guidance, strategies, action plans and other activities to prevent and response to CRSV.
- Provide technical support on SGBV and women's participation, representation, and empowerment initiatives to promote a coherent and complementary implementation of the Women, Peace and Security Agenda and CRSV mandate of DPO.

Disarmament, Demobilization and Reintegration (DDR)

- Address the specific needs of women in accordance with Integrated DDR Standards, policies, guidelines and procedures.
- Promote women's participation in decision-making from the inception phase of negotiating DDR processes to the design and implementation.
- Ensure that DDR and Community Violence Reduction (CVR) processes are informed by gender analysis, sex and age disaggregated data for proper sequencing, prioritization of needs in host communities.
- Engage and support women ex-combatants (women associated with armed forces and groups supporters and dependents), for their meaningful engagement as stakeholders and beneficiaries.
- Promote a protective environment while ensuring women's participation in the DDR process, including women ex-combatants, as well as their meaningful participation in the assessment, design and implementation of DDR initiatives.
- Develop gender-specific interventions, aimed at supporting the sustainable reintegration of women and men ex-combatants and their defendants.
- Enable the participation of women in community-based projects, including in CVR projects, engage women's organizations to promote social cohesion, prevent recruitment and mitigate local violence.
- Generate gender and WPS indicators to monitor and evaluate progress, gaps and impact.

HIV/AIDS

- Ensure effective strategies that reflect gender equality and WPS mandates in the planning and implementation; awareness and peer education capacity building; voluntary counselling and testing; and monitoring and evaluation processes.
- Ensure the integration of gender equality and WPS principles with attention to women's participation in all outreach activities and the recognition of the specific gendered risks.

Human Rights

- Ensure a gender analysis and approach in all its work including risk assessments conducted in the framework of human rights due diligence and in consolidated protection functions and initiatives, including in planning, monitoring, investigating and reporting.

- Conduct advocacy, capacity-building and support peace processes and efforts to fight impunity (including protection of victims and witnesses) taking specific needs of women and all genders into account.
- Promote accountability for gender-based human rights violations targeting women, and girls ensuring that survivors of gender-based violations have access to multisectoral assistance including justice and reparations.
- Advance measures to protect women human rights defenders and the promotion of their rights both online and offline.
- Ensure gender and WPS priorities are integrated in all aspects of CRSV work with CRSV as specialize functions.

Information Technology

- Ensure the collection and processing of sex and age disaggregated data as part of the functional requirements.

Joint Mission Analysis Centres (JMAC) and Joint Operational Centres (JOC)

- Ensure gender and WPS aspects are factored in situational awareness, analysis and forecasting.
- Employ a gender lens for analysis to identify and inform gender specific operational needs and priorities.
- Collaborate with gender units on gender data, trends and analysis to enhance information sharing , intelligence gathering and option generation.

Justice and Corrections

- Promote the full, equal and meaningful participation of women in host countries 'formal and informal justice and corrections institutions and mechanisms, including the judiciary, prosecution, places of detention and prison services, at all levels and in roles traditionally reserved for men (i.e. operational prison security and rapid intervention).
- Advance and facilitate the enactment of gender responsive laws and policies.
- Prevent and protect survivors of sexual and gender-based violence, including through efforts to build national capacities to promote accountability for SGBV, including through enhancing access to justice for SGBV survivors, enabling the prosecution of alleged perpetrators and ensuring safe, secure, and humane detention of persons convicted of SGBV.
- Support host country correction authorities in creating gender-responsive correction systems in accordance with the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules) and the United Nations Standard Minimum Rules for the Treatment of Prisoners (the Nelson Mandela Rules), including through supporting efforts to prevent SGBV in prison and detention settings.
- Implement measures aimed at increasing the meaningful participation of women justice and corrections GPP in furtherance of the Uniformed Gender Parity Strategy.
- Support the work of other mission components and national counterparts and institutions to implement the WPS agenda, through review/amendment of discriminatory policies, laws and practices that prevent women, including girls from enjoying their full and equal rights.
- Generate gender and WPS indicators to monitor and evaluate progress, gaps and impact.

- Ensure that in force generation and recruitment, initiatives are promoted to recruit, retain and promote civilian and uniformed women in peacekeeping in all roles and at all levels.

Logistical Support

- Ensure that gender perspectives inform guidelines and recommendations that contribute to the well-being of women and men in all missions are available in camp layout; accommodation, sanitation, welfare and common facilities, medical facilities/services and gender-responsive equipment that meet the distinct needs of all personnel.

Mine Action (UNMAS)

- Undertake gender analysis to better understand mine / explosives remnant of war communities.
- Ensure the collection, analysis and utilization of sex and age disaggregated data and information to assess gendered roles, risks and threats,
- Prioritize and deliver risk education, clearance, survey and tasking, victim assistance, weapons and ammunition management, and advocacy efforts based on gender considerations.
- Ensure that women can participate in processes and trainings on mine awareness and sensitization.
- Generate gender/WPS indicators to monitor and evaluate implementation of UNMAS programs in accordance with UNMAS Guidelines.

Military

- Ensure gender and WPS perspectives are integrated in all aspects of military work, force generation service, military planning, operations service, assessment teams an in policies and doctrine.
- Ensure that the military functions and branches, military observers, and contingents integrate gender equality and WPS mandates in operational staff work and tactical activity.
- Examine and address barriers that keep women from pursuing military service and limit their deployment in peacekeeping including through incentivization.
- Ensure that in force generation and recruitment initiatives are promoted to recruit, retain and promote civilian and uniformed women in peacekeeping in all roles and at all levels.
- Collaborate with peacekeeping stakeholders to elevate the voice of women in peacekeeping and
- Undertake gender analysis for better situational awareness and to inform prevention and protection based on gender specific needs of the host communities.
- Engage with local women networks to build trust and confidence, collect information and intelligence, undertake analysis to inform planning processes, enhance safety and security and overall reporting.
- Implement measures aimed at increasing the meaningful participation of uniformed women in military deployments in furtherance of the Uniformed Gender Parity Strategy.
- Generate gender and WPS indicators to monitor and evaluate progress on gender equality

Policy and Planning

- Ensure gender equality and WPS perspectives and gendered language are integrated in policies, strategies, processes, guidelines and interventions.

- In field missions, ensure that gender-responsive conflict analysis informs mission planning processes at all stages, gender/WPS outcomes are considered, and apply gender-responsive budgeting.
- Include gender expertise from the onset of planning processes and provided to the Mission Planning Teams, and in DPO to Integrated Operational Teams (IOT) and Integrated Mission Task Forces (IMTF).

Political and Electoral Affairs[8]

- Support efforts aimed at expanding the space for women's civil society organizations, with national authorities and ensure women's access and meaningful participation in on-going peace and political processes.
- Engage women's civil society organizations and women's networks in regional and national dialogues on political, governance, security arrangements in formal and informal processes.
- Provide support to public administration institutions and draw attention to the specific priorities of WPS agenda and facilitate inclusion of women's rights in the reconstruction and reform of national and local governance structures as well as in transitions.
- Advocate for temporary special measures, including electoral quotas to increase women's representation in elected and appointed positions. ***Note****: such advocacy is most effective when tailored to the political and electoral system of the country concerned and should involve electoral experts.*
- Engage national authorities and promote the development and support of gender responsive laws and reforms that advance women's leadership, participation, and meaningful engagement in constitutional and electoral processes.
- Advocate for, and - as mandated or included in the parameters of electoral assistance set by the Focal Point - provide support to initiatives that promote women's participation and meaningful engagement in the electoral cycle (legislative reforms, electoral administration, women as candidates, voters, observers, engagement with political parties and judicial processes).
- Strengthen capacities for women in leadership and public awareness for those vying for political positions for enhanced empowerment in liaison with other actors (DPPA/EAD, UNDP, UN Women,). ***Note****: direct support to candidates should be provided only if expressly mandated/included in the parameters of electoral assistance set by the Focal Point.*[9]
- Ensure the active and equal participation of women and specific inclusion of gender equality and WPS principles in the process and delivery of peace negotiations.
- Generate gender and WPS indicators to monitor and evaluate progress, gaps and impact.

Protection of Civilians

- Integrate gender-responsive approaches in all POC guidance, strategies, actions plans and programmes, analysis, reporting, briefings, and outreach related to the implementation of the POC mandate.

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[8] "Before the UN provides any type of electoral assistance, two preconditions must be met: first, all UN electoral assistance must be based on a Security Council or General Assembly mandate, or an official request from a Member State or territory; and second, a needs assessment must be carried out by the Focal Point in consultation with relevant UN entities."

[9] ibid

- Utilize gender analysis, including gender-responsive conflict analysis, to inform all POC efforts across the three tiers of the POC concept.
- Gender analysis facilitates the identification of specific roles and capabilities (including women's and girls' varied roles in peace and conflict), risks and vulnerabilities of all community members as well as the appropriate POC intervention.
- Apply a gender lens on threat assessments, situational analysis and awareness and operational planning on POC.
- Support the uniformed components to address, integrate and account for the differentiated impacts of police and military operations on different groups of the population including women, men, boys and girls as parts of efforts to mitigate civilian harm.
- Encourage meaningful engagement of women and women's organizations, at all levels of conflict prevention, management and resolution efforts.
- Promote the collection, analysis and utilization of sex and age disaggregated data and information.

Security Sector Reform

- Facilitate inclusive political dialogue on long-term, sustainable and gender-responsive security sector governance arrangements and support the meaningful and equal participation of women in the planning and implementation of security sector reforms.
- Advance gender analysis and support the development of gender-responsive national security policies, strategies, and plans, national security sector reform.
- Support measures on women's full, equal and meaningful participation and equal opportunities within the security sector, including through the removal of legal, institutional and regulatory barriers to women's equal participation.
- Advance the prevention of and protection from sexual and gender-based violence (SGBV) and of other serious human rights violations, including through vetting mechanisms and the establishment of dedicated capacities within national security institutions to prevent and respond to violations.
- Strengthen accountability and oversight over security institutions, including through the legal framework and justice system as well as institutional accountability with respect to human rights compliance and gender responsiveness; and
- Generate gender and WPS indicators to monitor and evaluate progress in SSR initiatives as well as assess impact of UN initiatives.

**Sexual and Gender-Based Violence (SGBV) (*Cross-cutting function)*

- Promote internal coordination on the development of strategies and conduct of activities related to SGBV to maximize complementary of efforts by mission actors.
- Adhere to the highest standards of accountability based on the principles of prevention, mitigation, protection and response to all forms of SGBV, against all genders and in particular women and girls (*as cross-cutting function).*
- Ensure SGBV prevention and response is informed by joint gender and protection analysis and gendered conflict analysis to identify risks, vulnerabilities, and drivers of SGBV.
- Enhance awareness on SGBV through outreach, training and sensitization, with a particular focus on women and girls.
- Strengthen capacity for staff and other peacekeeping stakeholders for better response.
- Mobilize and allocate resources to enhance SGBV prevention and response, advocacy monitoring and evaluation.

Strategic Communication

- Implement a gender-responsive communication strategy, conducting campaigns, messaging and advocating on various platforms, through media relations and community outreach.
- Promote awareness of women's rights, gender equality, and the WPS agenda.
- Facilitate measures that expand the civic space and elevate women's voices and contributions to peace and security through specific initiatives.
- Adapt gendered approach to access communication and ensure strategic communications efforts reach everyone regardless of gender.
- Assess impact of strategic communications from a gender perspective.

Training and Capacity Development

- Conduct training and guidance on the implementation of gender equality and WPS mandates.
- Develop training packages, modules and resource materials on specific aspects of gender equality and WPS to enhance capacities for DPO and field mission personnel.
- Ensure gender and WPS is integrated in all aspects of curricula development, course delivery, participation dedicated as deemed appropriate.
- ITS and IMTC shall strive for gender parity in all training and that gender experts are brought in to deliver gender-related modules.

United Nations Police

- Incorporate gender considerations and WPS perspectives to policing strategies and operations.
- Support the development of gender related legislations, policies and procedures, guidelines and programs on policing.
- Undertake gender security analysis and /or assessments to address the gendered needs and vulnerabilities including creating conducive environment for women's civic participation in partnership with women's civil society organizations and networks.
- Ensure that gender equality and WPS responsive strategies are integrated in all phases of assessment, planning, implementation, monitoring and evaluation of UNPOL initiatives, including the prevention, detection and investigation of crime, protection of persons and property, and the maintenance of public order and safety.
- Promote women's equal and meaningful participation in the host state police.
- Implement measures aimed at increasing the meaningful participation of uniformed women in police deployments in furtherance of the Uniformed Gender Parity Strategy.
- Conduct gender related trainings, mentorships and education to enhance capacities of deployed personnel and in support of national police service.
- Develop gender and WPS indicators to monitor and evaluate progress, gaps and impact.
- Ensure that in force generation and recruitment, initiatives are promoted to recruit, retain and promote civilian and uniformed women in peacekeeping in all roles and at all levels.