

# IS THE GLASS HALF FULL OR HALF EMPTY?

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*Women and the United  
Nations Police Component*



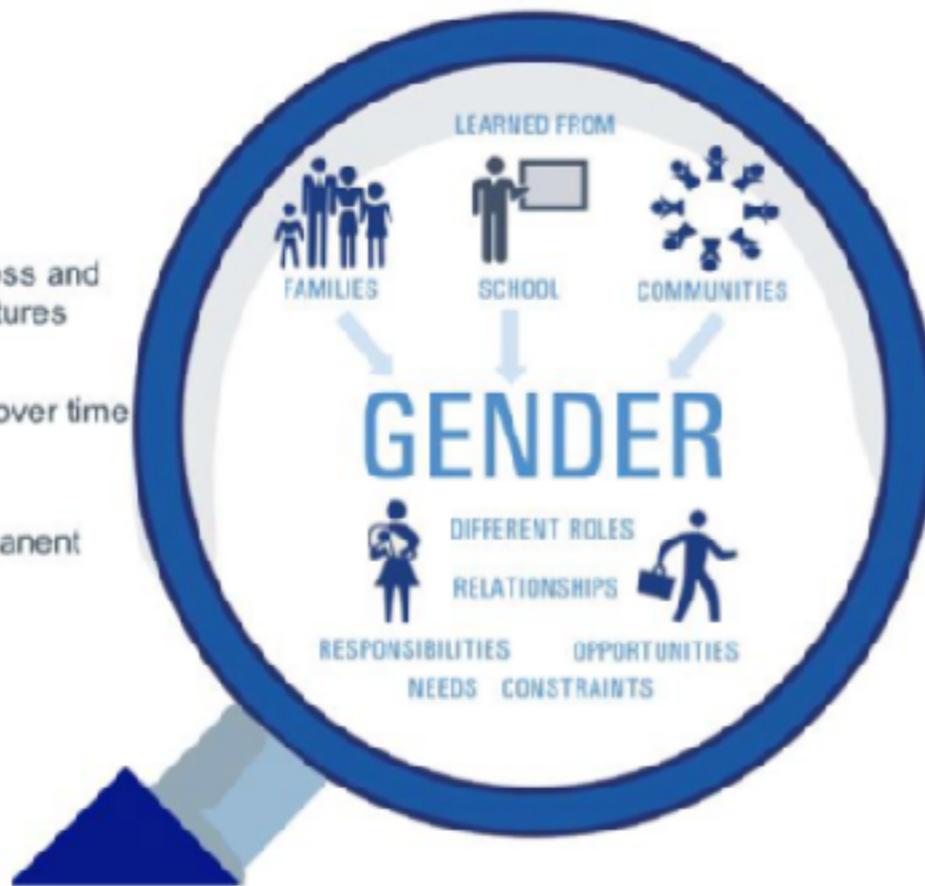
# THE TERM GENDER

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- Gender ‘refers to the social characteristics or attributes and opportunities associated with being male and female.’
- The term is not to be understood as a synonym for women; gender rather ‘shapes the experiences of males as well as females’

## DEFINITION

- ⚠ Vary across and within cultures
- ⚠ Change over time
- ⚠ Not permanent



## Stereotypes

Men are

Women are

Strong, arrogant, violent,  
domineering, decisive,  
non-communicative

Weak, modest, peaceful,  
submissive, indecisive,  
communicative

## Sample questions for a gender analysis

- ❓ What are the roles of women and men in the society?
- ❓ How did the conflict change these roles?
- ❓ What resources do women and men control and own?
- ❓ What types of discrimination do women and men face?

# THE TERM GENDER

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- **‘Gender mainstreaming’**: ‘Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality’
- **‘Gender equality’** refers to the ‘equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. [...]’

# HISTORY

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- 1946 UN Commission on the Status of Women (CSW)
- 1975 UN announced 'International Women's Year' followed by the 'International Decade for Women' from 1975 to 1985
- World Conference on Women took place in Mexico City in 1975, followed by the Conferences in Copenhagen in 1980, Nairobi in 1985 and Beijing in 1995
- Beijing as a significant turning point for the global agenda for gender equality: Beijing Declaration and the Beijing Platform for Action
- 2000, Windhoek Declaration and the Namibia Plan of Action
- SC Resolution 1325 (2000), and succeeding resolutions
- Global Effort, 2009
- Resolutions 2185 (2014) and Resolution 2382 (2017): promotion of gender equality as part of a comprehensive approach to conflict prevention and sustainable peace

# RESOLUTION 1325

Security Council Resolution 1325 (SCR1325)

**UNANIMOUSLY ADOPTED ON:**

**20 OCTOBER  
2000**

**KEY PROVISIONS:**

Increased participation and representation of women at all levels of decision-making

Attention to specific protection needs of women and girls in conflict

Gender perspective in post-conflict processes

Gender perspective in UN programming, reporting, and in SC missions

Gender perspective & training in UN peace support operations

Marks the first time the Security Council addressed the disproportionate and unique impact of armed conflict on women

**FOUR PILLARS:**  
Participation  
Prevention  
Protection &  
Relief and Recovery

**KEY ACTORS:**  
the Security Council;  
Member States; UN  
entities; the Secretary  
General; and parties to  
conflict.

## RESOLUTION 1325 (2000)

- First landmark resolution on „Women, Peace and Security“
- politically very important tool
- today included in a lot of binding resolutions, e.g. resolutions establishing a peace operation
- Implementation: no fixed template, however National Action Plans common
- UN Gender Policy, Gender Forward Looking Strategy , Gender Toolkit, etc.
- In Mission: Gender Units, Gender Advisors and Gender Focal Points

# SUBSEQUENT RESOLUTIONS ON WOMEN, PEACE AND SECURITY

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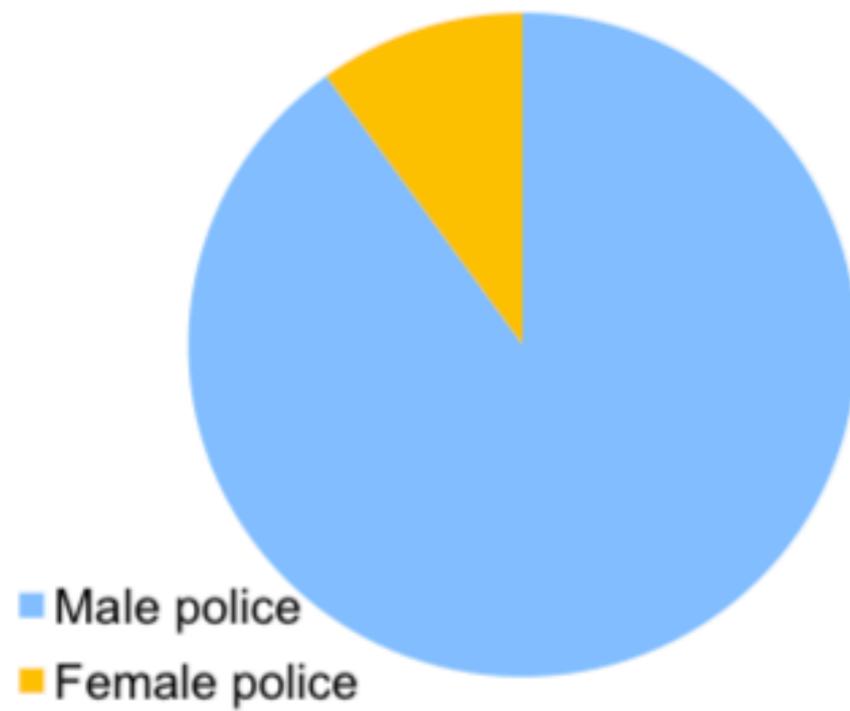
- 1820 (2008): addresses sexual violence in armed conflict (tactic of war)
- 1888 (2009): follow up resolution on 1820 (2008)
- 1889 (2009): measures on strengthen participation of women at all stages of the peace process, especially the post-conflict stage
- 1960 (2010): violence against women
- 2106 (2013): prevention, fighting impunity and prosecution; HIV link
- 2122 (2013): consistent implementation of 1325 (2000), information and analysis
- 2242 (2015): improve implementation of women, peace and security agenda by UN and MS, double number of police and military over next 5 years.

# SECURITY AND WOMEN

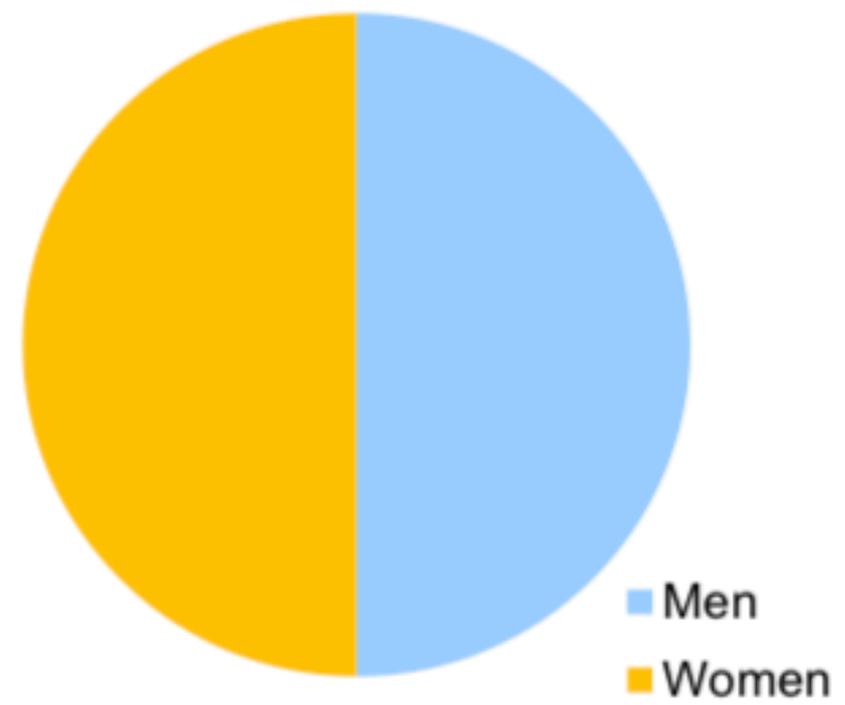
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- ‘Natural’ roles of the sexes, stereotypes; men and women as binary opposites; male dominated notions of security; men as protectors, and women as victims
- Not just black and white, e.g. also other victims of Sexual and Gender-based Violence known but very poor data available, or women as perpetrator
- Women should not only be seen as victims but furthermore also as protagonists in post-conflict environments
- Role of women in the police component of the United Nations and in peace processes
- Differentiated security needs of men and women
- Women as a key player in conflict and post-conflict environments

Proportion of women in police



Proportion of women in the population



*Source: Gender Toolkit, UN*

# WHAT DOES THE UN DO IN THE FIELD?

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- What does Police do in Peacekeeping in general?
- Women in the police component
- All-Women FPU's, but today different approach
- SPTs on sexual and gender based violence
- POC mandates, e.g. provide armed patrols to accompany women and girls along water supply routes and when collecting firewood, protect and secure IDP camps, etc.
- DDR projects, QIPs, etc.

# Police Women in Peace Operations

**1,187** police women from **70** countries  
are serving in **15** UN peace operations<sup>1</sup>

Police women act as role models for gender equality, inspiring women and girls to advocate for their own rights and pursue careers in law enforcement

## Police women in Leadership positions<sup>2</sup>

- UNAMID, Sudan (Zimbabwe)
- UNMISS, South Sudan (Fiji)
- Standing Police Capacity, Italy (Sweden)

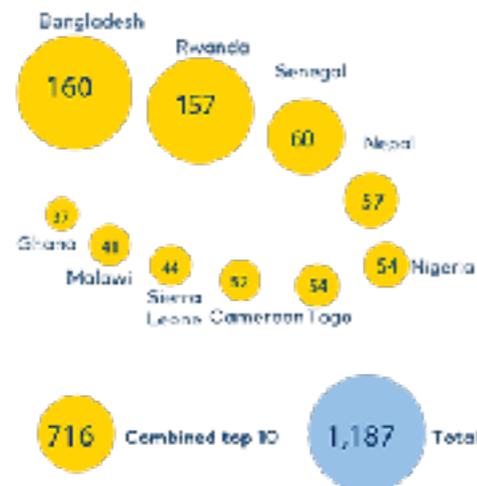
## All-female Formed Police Units were deployed in

- MONUSCO, DR Congo (Bangladesh)
- MINUSTAH, Haiti (Bangladesh)
- UNMIL, Liberia (India)

## Police women deployed around the world



## Top 10 Female Police Contributors<sup>3</sup>

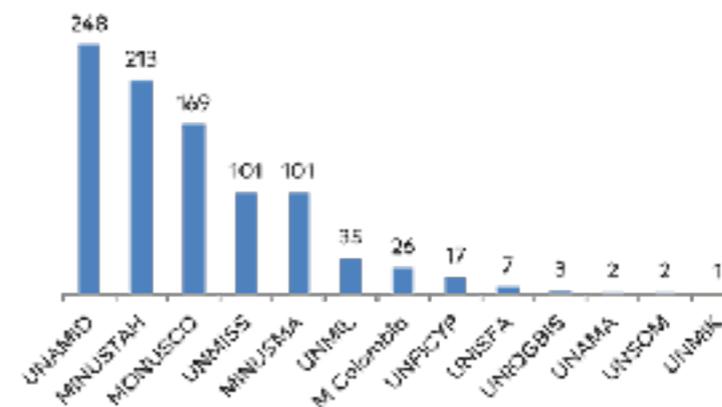


## Female police officers

- Provide a greater sense of security to women and children
- Improve access and support from law enforcement agencies to local women
- Help the UN address and respond to sexual exploitation and abuse

In addition to fulfilling the full spectrum of regular police activities

## Police women by mission<sup>3</sup>



<sup>1</sup> Figures are as of June 2017

<sup>2</sup> Ranks included: Police Commissioner, Deputy Commissioner or equivalent senior leadership position at Director level

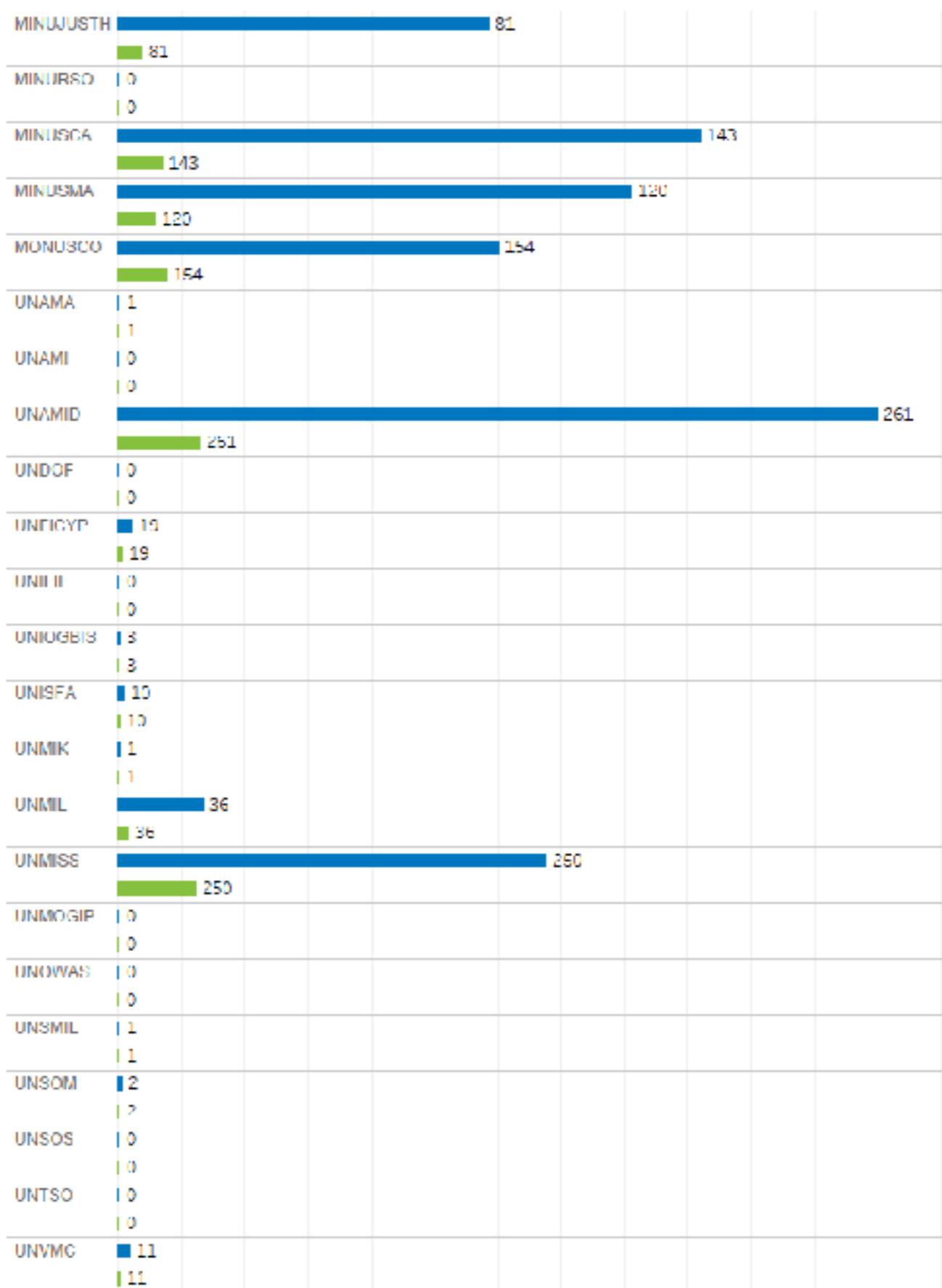
<sup>3</sup> Figures are as of June 2017

Find out more at: [www.un.org/police](http://www.un.org/police)

Personnel Type  
 Police Male  
 Police Female

Mission	Police Female	Police Male
MINUJUSTH	81	1.174
MINURSO	0	2
MINUSCA	143	1.845
MINUSMA	120	1.625
MONUSCO	154	1.207
UNAMA	1	3
UNAMI	0	0
UNAMID	261	2.401
UNDOF	0	0
UNFICYP	19	50
UNIFIL	0	0
UNIOGBIS	3	8
UNISFA	10	22
UNMIK	1	8
UNMIL	36	270
UNMISS	250	1.355
UNMOGIP	0	0
UNOWAS	0	0
UNSMIL	1	1
UNSOM	2	12
UNSOS	0	0
UNTSO	0	0
UNVMC	11	40

Police (October 2017)



Source: UN Police Homepage



Figure 15 The increase in number of male and female police officers from 2004 to 2010

Source: Gender Toolkit, UN

## Statistics on the German Police Authorities II<sup>296</sup>

<b>State/ Authority</b>	<b>Last Updated</b>	<b>Percentage of Female Personnel (approx.)</b>
Federal Police <sup>297</sup>	2015	14.83 % (law enforcement)
Federal Criminal Police Office (BKA)	27.08.2015	33.30 %
Baden-Württemberg	August 2015	20.90 %
Bavaria	01.08.2015	16.40 %
Berlin	31.12.2014	25.80 %
Brandenburg	01.10.2014	24.30 %
Bremen	2015	23.50 %
Hamburg	24.10.2015	27.40 %
Hesse	01.01.2015	22.90%
Lower Saxony	July 2015	25.50 %
Mecklenburg Western-Pomerania	17.03.2015	21.60 %
North Rhine-Westphalia	31.12.2014	22.10 %
Rhineland-Palatinate	01.01.2015	22.00 %
Saarland	April 2015	17.00 %
Saxony	01.01.2015	26.10 %
Saxony-Anhalt	01.07.2015	24.80 %
Schleswig-Holstein	01.01.2015	21.20 %
Thuringia	29.04.2015	23.70 %

*Source: Thorn, Is the Glass Half Full or Half Empty?, FvL Working Paper 2017/02, p. 55*

*Based on data provided by the Gewerkschaft der Polizei, GdP, last updated: 01 December 2015*

# LEGAL IMPLICATIONS

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- Three Layers: Law of the sending state, Law of the Host State and the UN
- Charter of the UN
- Human Rights Law: Universal Declaration of Human Rights, ICCPR, ICESCR, Convention on the Elimination of all Forms of Discrimination against Women
- Security Council Resolution on „Women, Peace and Security“
- Internal Measures of the UN: SGBV, Policies and Guidelines etc.

# PLANING PROCESS/PRACTICE

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*Source: Gender Toolkit, UN*

# EXAMPLES /CASE STUDIES

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President Ellen Johnson-Sirleaf (left) with members of the all-female Indian Formed Police Unit serving with the UN Mission in Liberia in February 2016. Photo: Emmanuel Tobey/UNMIL, UN News Center

## Gender reform in Liberia



Emerging from civil conflict in 2004, the Liberia National Police (LNP), with the support and assistance of the United Nations Mission in Liberia (UNMIL), began the process of internal reform and restructuring. Early on in this process, and by their own accord, the LNP leadership recognized the importance of female representation within their service. The LNP established a Gender Policy which was among the first 'new' policies developed, entering into effect in 2005. The policy ensures that women have equal opportunities in the recruitment, promotion and training in the LNP and includes a provision prohibiting sexual harassment. In March 2008, the LNP established a Gender Affairs Section under the Professional Standards Division.

# EXAMPLES /CASE STUDIES

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## National Consultation with Female Police Officers for Gender Mainstreaming in the Sierra Leone Police



A two-day national consultation workshop with over 300 female police officers was held in Sierra Leone in 2007 to develop a gender mainstreaming policy for the Sierra Leone Police (SLP). The main objective of the workshop was to discuss and collect the contributions of female police officers from throughout the country. The SLP, UNPOL and the UNDP organized the workshop jointly with the latter providing the funding. The outcome of the workshop formed the basis of the new SLP policies on Gender Equality and Gender Mainstreaming and Sexual Harassment, Exploitation and Abuse which were inaugurated in 2008. For further information, see Annex 1 on a National Workshop on Gender Mainstreaming in Sierra Leone Police.

# EXAMPLES /CASE STUDIES

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## The PIERS Model in Chad



In the Republic of Chad, a local specialised police unit called Detachement Integre de Securite (DIS) was set up to deal exclusively with IDP camps and their surrounding towns. The civil unrest increased reported crime rates against vulnerable communities such as women and children in particular on cases of SGBV (**Intelligence**).

The host State police received training and support through the United Nations mission in Chad (MINURCAT) learning how to investigate and treat victims of SGBV. Specialised police units in twelve posts in the IDP and refugee camps were set up to protect the rights of women and children, participate in foot patrols and receive victims of SGBV in a non-threatening environment and respectful of the survivors' confidentiality. The police officers refer survivors for medical, psychosocial, and legal assistance,

investigate cases and participate in sensitisation campaigns on SGBV. This in turn meant the best evidence could be obtained to prosecute offenders holding them to account (**Enforcement**) and sending a message to other potential offenders that there is accountability (**Prevention**).

This meets the safety needs of women and children within the community (**Reassurance**). Learning how to treat victims of SGBV is part of a process to ensure the victims are recognized within their own community, building on the need to belong to a community (**Support**).

# PROBLEMS AND CHALLENGES

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- UN is dependent upon the sending states
- National and UN obstacles need to be reduced
- Quantity is not quality
- No one size fits it all approach, but state specific solutions needed
- ...

# NEW DEVELOPMENTS

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- Guterres quickly appointing three women to important positions, including Amina Mohammed of Nigeria as his deputy.
- Further, he pledged to appoint equal numbers of women and men to senior positions and committed to achieving gender parity in senior appointments by 2021.
- Guterres also issued a global call for nominations for candidates to lead peace operations, strongly encouraging member states to put forward women.
- UN Peacekeeping has set a target of recruiting 15% women as military observers and staff officers by the year end and to reach a goal of 20% female police deployments by 2020.

”” Questions? Comments?