ACTIVITY REPORT

Film Launch on the Role and Impact of Female Police Officers in Peace Operations and Panel Discussion on Advancing the Global Effort to 20% by 2014 - sharing best practices in the recruitment of female police officers for international peacekeeping

New York, USA
October 22, 2010
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**How to Read this Report**

The main purpose of this report is to provide a record for attendees, as well as other individuals, groups, and organisations working toward similar goals. This report also provides a consolidated account of the main points elaborated on during the presentations and questions raised. The report is divided into four parts: introduction (part I); overview of the panel discussion and of the topics discussed (part II); key observations following the discussion and the Open Debate at the Security Council on UN SCR 1325 and gives a brief conclusion (part III); and annexes (part IV).
Part I: Introduction

On October 22nd, the Pearson Peacekeeping Centre (PPC), in collaboration with the Permanent Mission of Canada to the United Nations and the United Nations Department of Peacekeeping Operations (UN DPKO) organized a panel discussion on Advancing the Global Effort: 20% by 2014 - sharing best practices in the recruitment of female police officers for international peacekeeping featuring some of the leading female police-contributing countries. At the same time the PPC launched the film entitled The Needed Ones on the role and impact of female police officers in peace operations. The event represented a unique opportunity for the PPC to showcase and add to the body of work undertaken to date on the role and impact of female police officers in peace operations.

Background

Recent years have seen rapid developments in international law to address women, peace and security issues. Following the adoption of the landmark UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security in October 2000, UNSCRs 1820 (2008), 1888 (2009) and 1889 (2009) were adopted. These resolutions are key in recognizing the critical need to strengthen the body of international law that seeks to protect the rights of women and girls during and after conflicts. These resolutions are equally important in terms of recognizing women’s equal participation and full involvement at all levels of peace processes.

UNSCR 1325 is the first comprehensive document to come out of the Security Council, which recognizes that women bear the brunt of armed conflicts, and thus should have a commensurate role in their prevention and resolution. It demonstrates a commitment by the UN and member states to incorporate gender perspectives into peace operations activities, to increase the number of women in peace operations, including police, military and civilian, and to include gender-sensitive and sexual and gender-based violence training in missions.

From October 19 to 29, 2010, special activities surrounding the 10th anniversary of UNSCR 1325 on women, peace and security were organised in New York by the UN (including the Security Council), NGOs and permanent missions to the UN. The panel discussion and film launch were conducted as part of these celebrations and in view of the October 26 Security Council Open Debate on UNSCR 1325.

Objectives

The panel discussion and film launch sought to contribute to the 10th anniversary of UNSCR 1325 celebrations by providing a forum for the UN Police Division and representatives from permanent missions to the UN to share experiences and best practices in advancing the UN DPKO Global Effort to increase the number of female police officers to 20% by 2014. It also sought to increase the awareness of the role and impact of female UNPOL officers in peace operations by bringing two former female UNPOL officers to share their perspectives, and to partake, as observers, in the Security Council Open Debate on UNSCR 1325.
More specifically, the objectives of this initiative were as follows:

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<td>• Allow former female UNPOL officers’ voices to be heard by permanent missions to the United Nations;</td>
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<td>• Increase awareness of member states, civil society and other actors on the challenges, realizations and opportunities arising from having more female police officers in peace operations;</td>
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<td>• Increase awareness of the role of UNPOL officers as part of a broader UN response to complex peace operations;</td>
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<td>• Share best practices in the recruitment of female police officers for international peace operations featuring some of the leading female police-contributing countries;</td>
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<td>• Increase support and commitment for the UN DPKO international campaign to increase the number of female police officers to 20% by 2014; and</td>
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<td>• Foster dialogue and cooperation with civil society groups, Member States and other relevant actors involved in peace operations.</td>
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Methodology

The event brought together more than 60 representatives from different member states through their permanent missions to the United Nations, as well as representatives from the UN Police Division, OROLSI, UN DPKO, civil society and the PPC, as well as two former UNPOL officers from Uganda.

The event began with the screening of the film *The Needed Ones*. The film was followed by a series of short presentations by two former UNPOL officers, the UN Police Advisor, and four representatives from permanent missions to the UN.
Part II: Panel Discussion and Film Screening Overview

The panel discussion began with introductory remarks by Ms. Chantale Walker, First Secretary (Political Affairs) of the Permanent Mission of Canada to the United Nations, who highlighted the crucial role of female police officers in peace operations. The film *The Needed Ones* was introduced by Ms. Sophie Toupin of the Pearson Peacekeeping Centre and screened. The film showcases stories of women police officers and portrays them in action conducting a variety of policing tasks such as driving, mentoring, counselling, patrolling, and traffic control.

Following the screening, presentations were given by two former female UNPOL officers on the empowerment of female police officers to access senior positions, and the impact of female UNPOL officers in peace operations. Commissioner Ann-Marie Orler, UN Police Advisor then presented on the UN Global Effort to increase the percentage of UN female police officers in peace operations to 20% by 2014. Her presentation was followed by a series of interventions by the UN permanent missions from the U.S., Namibia, Uganda (currently chair of the Security Council) and Bangladesh on best practices in the recruitment of female police officers for international peace operations. The presentations are summarized below.

**Presentation 1: Anne Tusiime, Uganda, former Gender, Child and Vulnerable Persons Protection Officer, UNMIS (Sudan)**

Mrs. Anne Tusiime presented on the impact of UN female police officers in UNMIS with regards to the prevention and protection provisions of UNSCR 1325. She spoke about the rampant sexual and gender-based violence (SGBV) crimes that were committed during Sudan’s 20-year civil war, where the entire population, especially women and children, suffered immensely, and highlighted the inspiring and fundamental roles played by the few female UNPOL officers that were present in UNMIS during her assignment in mission from 2008 to 2010.

Mrs. Tusiime discussed the essential role of women, not only in peace operations, but also in peacemaking and peacebuilding. “Women have an undeniable role to play in creating sustainable peace and security,” she told the audience. She also mentioned key reasons for increasing the number of female police officers, especially within the context of UNMIS, including the fact that women feel more comfortable dealing with female police officers, and that women bring specific skills and strengths to police work, such as the ability to defuse potentially violent situations.

Additionally, Mrs. Tusiime mentioned that the women’s network composed of both UNMIS and national police officers has fostered improved interactions between the two. “In the context of Sudan, such measures were very useful to build positive relations and trust with the host state,” said Mrs. Tusiime.

According to Mrs. Tusiime, the following achievements were made by female UNPOL officers working in UNMIS:

- Capacity building of police women and men in the host country in terms of literacy, computer skills, handling cases of SGBV, and community policing;
• Increased confidence of the Sudanese population, and in particular of internally displaced persons (IDPs), in the local police;
• Increased access to justice by women, with female UNPOLs following up on cases or advising the local police on the correct procedures;
• Training of over 300 Government of Sudan (GoS) female police officers in gender and child protection;
• Establishment of seven Gender desks in Southern Sudan;
• Establishment of community aid posts in the IDP camps where female UNPOL are co-located with GoS police women.

Mrs. Tusiime concluded by asserting that female UNPOL officers have a role to play in creating sustainable peace and security. In her opinion, the skills and contributions of women are imperative to achieving a sense of security among vulnerable persons in post-conflict areas.

Presentation 2: Elizabeth Muwanga, Uganda, former Deputy Police Commissioner, UNAMID (Darfur, Sudan)

Mrs. Elizabeth Muwanga spoke on the topic of empowering female police officers to access senior positions within UNAMID. She began her presentation by saying that there are special leadership courses in UNAMID that enable women to access senior positions, as well as specific policies designed to appoint women to leadership positions through affirmative action programs. She went on to discuss the activities undertaken by female UNPOLs in UNAMID that specifically target vulnerable groups, including confidence building activities in IDP camps, training programs for the National Police and IDPs, training for women, men, and children on the dangers of SGBV and domestic violence, training on investigation techniques for the National Police, and firewood patrols.

She also talked about some of the challenges she faced as an UNPOL. She underlined the difficulty of leaving her family behind, the loneliness she experienced in remote areas of Darfur, the feeling of being trapped because of restriction of movement and curfew, and the limited number of women in the mission.

Finally, she mentioned the importance of developing measures to empower women, especially in terms of enhancing their skills and providing special leadership programs both prior and during deployment to peace operations. She concluded by saying that “it is important to recognize the potential of UN-led peace operations for the establishment of peace and security and the crucial need for more female officers in peace operations.”

Presentation 3: Commissioner Anne-Marie Orler, Police Adviser with the UN Police Division, OROLSI, DPKO

Commissioner Orler spoke about the campaign dedicated to advancing the global effort to 20% by 2014. She emphasized that earlier this year UN Secretary-General Ban Ki-moon called for an increase in the participation of women in peace operations to reach the 20 per cent goal by 2014. This is in support of the ‘Global Effort’ launched by the UN Police Division in 2009. “Though remarkable progress has been made” Commissioner Orler said, “more needs to be done.”
To make this target a reality, Commissioner Orler said that “we need to get beyond the excuse of saying ‘there are no female police officers’ or that ‘there are too few of them,’ but rather say ‘let us find the female police officers and get them on the list for international police peacekeeping.’” She mentioned that stories about the positive role and impact of female police officers need to be shared and awareness needs to be built. She also stressed the need to avoid having "female police officers segregated into administrative positions or restricted to specialized police units based on their gender.”

To reach the global 20% goal, Commissioner Orler described two key initiatives being undertaken by the Police Division: 1) the design of a United Nations Police Standardized Best Practices Toolkit on Gender and International Police Peacekeeping, which will be ready in 2011, and 2) the creation of a network of female police peacekeepers.

**Presentation 4: Mrs. Hae Jung Moon, Foreign Affairs Officer, Office of Civilian Police and Rule of Law, U.S. Department of State**

Mrs. Moon started her presentation by saying that the U.S. has set a goal to increase the number of female police officers within the domestic context and internationally. At the domestic level, Mrs. Moon said that the U.S. does not have many female police officers in peace operations, but that it is trying to reach out to more women in order to increase their numbers in mission. One of the challenges is the fact that the U.S. does not have a national police service.

Mrs. Moon mentioned that this year, the U.S. partnered with the UN DPKO to support the participation of close to 60 female police officers from around the world (current and former UNPOL) to the International Association of Women Police (IAWP) Conference. Bringing these women to the conference was a way to inform and entice other female police officers, mostly from the U.S., to apply to peace operations.

At the international level, Mrs. Moon said that the U.S. is also supporting the creation of an international female police peacekeepers network. Mrs. Moon went on to say that “this will be a great forum to exchange stories and ideas and a good way to showcase and entice female officers to join peacekeeping missions.”

The U.S. has targeted local law enforcement, national police services and other police associations to market the crucial need for female police officers in peace operations. Moreover, a gender adviser has been appointed to look at the reasons why women seldom apply to peace operations and respond to these challenges creatively. Mrs. Moon concluded that these strategies would help support the UN DPKO’s 20% goal.

**Presentation 5: Col. Solomon Shilongo, Military Adviser, Permanent Mission of Namibia to the United Nations**

Colonel Shilongo spoke about the best practices in the recruitment of female police officers for international peace operations. He began by saying that the Namibian Police Service (NPS) is composed of 68% male and 32% female. “The government continues to encourage women to join
the NPS notably by regularly visiting schools, colleges and universities to encourage the youth to join the police,” he explained.

Namibia started to deploy both male and female UNPOL officers in 2000. Currently, Namibia is among the top ten contributors of female police officers to UN peace operations worldwide. Colonel Shilongo said that as a best practice the NPS established a Gender Directorate headed by a female police Commissioner, who has received peacekeeping training. Her deputy is also a female officer with a rank of Deputy Commissioner. The Gender Directorate aims at streamlining gender throughout the Namibian Police.

In the Colonel’s opinion, the main challenge preventing the participation of more female officers in peace operations is the lack of driving licenses—a prerequisite for all peace operations. To address the challenge, Namibia set up a driving course at the Police College to ensure officers acquire a driving license. Female police officers have particularly been encouraged to participate to this course. As a result of this initiative, an increasing number of female police officers are acquiring driving licences.

As a good practice, the Colonel said that the office of the Inspector General visits UN peace operations where Namibians are deployed in order to boost officers’ morale, letting them know that their country is behind them and supports them.

Colonel Shilongo mentioned that a new policy on peace support operations was recently developed with the assistance of officers from the Pearson Peacekeeping Centre. Even though Namibia has reached and surpassed the 20% goal, Colonel Shilongo provided examples of what could improve Namibia’s contribution to peace operations even more. These include:

- Capacity building programs, especially training programs such as train-the-trainers (ToT);
- Peace operations training specific to female police officers;
- Female leadership training;
- Training programs to educate senior leadership of the Namibian Police on peace operations.

Presentation 6: Brigadier General Fred Tolit, Military Adviser, Permanent Mission of Uganda to the United Nations

Brigadier General Fred Tolit started by saying that concrete national strategies were needed to achieve the targeted number of female UNPOL officers in peace operations. Uganda’s commitment to the empowerment of women is strong at the national, regional and international level. The Ugandan constitution and its National Action Place (NAP) to implement the women, peace and security agenda have recognized the importance of equality between women and men. In the police sector, the Uganda Police Force (UPF) has so far promoted 2 female officers to the rank of assistant IGP. This is a great example showing that women can reach senior positions. The UPF aims to have 30% of women in its police force.

Brigadier General Tolit explained that most of the people affected by Uganda’s 20-year conflict were women and children. As a result, Ugandan female police officers are well suited for peace operations. As of today, 172 males are deployed to UN-led peace operations and 22 females, representing roughly 13% of the deployed police personnel. The UPF aims to be part of the top five female police contributing countries in the coming years. Brigadier General Tolit mentioned
that the UPF has specific mobilisation programs for women. For example, there are different deployment criteria for women and men. The UPF allows women to go back to peace operations 3 years after deployment whereas for men it is 4 years.

Nevertheless, the Brigadier General recognized that female police officers have a hard time meeting the UN requirements to qualify for peace operations, i.e. driving, shooting, and computer and language skills. Brigadier General Tolit said that many women fail the driving test because of lack of access to vehicles and driving lessons, and suggested that some of these requirements be relaxed to increase the number of female police officers in peace operations.

Presentation 7: Brigadier General Ibrahim Jamal, Military Adviser, Permanent Mission of the People’s Republic of Bangladesh to the United Nations

Brigadier General Ibrahim Jamal started by saying that Bangladesh pioneered the UNSCR 1325 in 2000 when it was a member of the Security Council and continues to show its support for the resolution.

The Brigadier General said that in developing countries especially, women and girls are too often subjected to discrimination and the realisation of their full potential is thus limited. The Brigadier General mentioned that Bangladesh is committed to empowering women and mainstreaming gender in all aspects of decision making within the police and military. He highlighted that Bangladesh has a sizeable contribution of women in peacekeeping operations. In fact, Bangladesh “has the highest number of female blue helmets deployed, and currently has an all-female formed police unit (FPU) in MINUSTAH, Haiti.”

Brigadier General Ibrahim Jamal said that achieving the 20% goal was ambitious, but not impossible. “In our country we have a woman as prime minister and two critical ministries are headed by women, i.e. the Foreign Affair Ministry and the Home Ministry” he explained. He concluded by saying that despite the increased enrolment of women in the Bangladeshi public service, including police, in rural areas, attitudes towards women are still conservative and thus the use of media to give a positive representation of women is crucial.
Part III: Key Observations and Conclusion

Key Observations

The panel discussion and film launch proved successful in highlighting the value-added of female police officers in peace operations and the need for police contributing countries to increase the number of female police officers deployed to peace operations. It also underlined the global effort launched by the UN DPKO to raise the number of female police officers working in peace operations to 20% by 2014.

More specifically, the event provided a space for former female UNPOL officers to share their experience with the international community and to discuss, from their perspectives, the role and impact of female UNPOL officers in peace operations, particularly with regards to gender mainstreaming, SGBV, the protection of vulnerable groups. This process was invaluable in further understanding and demystifying the work of UNPOL officers and the challenges they must overcome on a daily basis.

Moreover, the panel discussion also stressed the importance of UNSCR 1325 and the ways in which it can best be implemented within a UN police framework by providing a space for top police contributing countries to share best practices. In particular, the film was seen by UN permanent mission representatives and civil society alike as a valuable tool to recruit more female police officers to peace operations.

Finally, the discussion also demonstrated the necessity of the PPC’s efforts to increase the number of women in peace operations. For example, both Namibia and Uganda underlined the ways in which the PPC is assisting them in reaching the 20% goal.

Conclusion

The panel discussion and film launch provided a great opportunity for the international community to hear about the role and impact of female police officers in peace operations. The testimonials of former female UNPOL officers were invaluable on the eve of the Security Council Open Debate on UNSCR 1325.

In conclusion, the panel discussion and film launch achieved their aim of discussing the critical importance of female participation in peace operations. Undeniably, the panel discussion and film raised the level of understanding among international stakeholders with regards to best practices of top police contributing countries, meanwhile stressing the importance of sending more female police officers to peace operations.
Part IV: Annexes

Annex 1: Program

Screening of *The Needed Ones*,
a film on the role and impact of female police officers in peace operations

followed by a panel discussion on

*Advancing the Global Effort 20% by 2014- sharing best practices in the recruitment of female police officers for international peacekeeping featuring some of the leading female police-contributing countries*

22 October 2010
1:00pm to 3:00pm

A light lunch will be served with refreshments
Millennium UN Plaza Hotel, Diplomat Ballroom
(One United Nations Plaza, 44th Street between First and Second)

The United Nations Department of Peacekeeping Operations (UN DPKO) and Pearson Peacekeeping Centre (PPC) are organizing a panel discussion on advancing the Global Effort 20% by 2014 - sharing best practices in the recruitment of female police officers for international peacekeeping featuring some of the leading female police-contributing countries. This forum aims to inform the up-coming Security Council Open Debate next week. On this occasion a film entitled *The Needed Ones* on the role and impact of female police officers in peace operations will be launched. This event is organised as part of the celebration of the 10th anniversary of UNSCR 1325 on women, peace and security.

Programme:
Welcome remarks by Chantale Walker, First Secretary (Political Affairs), Permanent Mission of Canada to the United Nations

Launch of the film *The Needed Ones* on the role and impact of female police officers in peace operations

Mrs. Anne Tusiime (Uganda), former UNPOL Gender Adviser, UNMIS on the impact of the work of female police peacekeepers in Sudan

Mr. Julius Odwe, Deputy Inspector-General, Uganda Police Force (film interview) on the impact of female police officers within Uganda and in peacekeeping missions

Mrs. Elizabeth Muwanga (Uganda), former Deputy-Police Commissioner, UNAMID on the impact of female police officers in senior positions and empowerment

Commissioner Ann-Marie Orler, United Nations Police Adviser, Police Division, OROLSI, DPKO on advancing the Global Effort 20% by 2014 - mapping joint concrete actions for the future
Mrs. Hae Jung Moon, Foreign Affairs Officer, Office of Civilian Police and Rule of Law, US Department of State on supporting the creation of a female police peacekeepers network

Col. Solomon Shilongo, Military Adviser, Permanent Mission of Namibia to the United Nations on best practices in the recruitment of female police officers for international peacekeeping

Brigadier General Fred Tolit, Military Adviser, Permanent Mission of Uganda to the United Nations on best practices in the recruitment of female police officers for international peacekeeping


Closing remarks by Chantale Walker, First Secretary (Political Affairs), Permanent Mission of Canada to the United Nations

This event is being organized by the Police Division of the UN DPKO and the Pearson Peacekeeping Center, and co-sponsored by the Permanent Mission of Canada to the United Nations.
Annex 2: *The Needed Ones – Overview and Link to the Film*

The film explores the role and impact of female police officers in peace operations by following four women police officers from different nationalities working in MINUSTAH (Haiti) and UNMIS (Sudan), and showcasing their stories. The film features some of the work that UN female police officers conduct in missions, including mentoring, counselling, patrolling, and traffic control, as well as the challenges they face.

The film seeks to raise awareness on the necessity of having more female officers in peace operations. It is hoped that the film will entice more women to join other female police officers and become agents of change.

The film can be viewed in English and French at the following internet addresses:

**The Needed Ones (EN)** – [http://www.youtube.com/watch?v=fUcnwRPrT7U](http://www.youtube.com/watch?v=fUcnwRPrT7U)


*The Pearson Peacekeeping Centre wishes to thank the German Foreign Office for generously supporting the production of the film. The PPC would also like to thank the UN DPKO Police Division for their collaboration and support.*