

DPKO Under-Secretary General Policy Statement on Gender Mainstreaming

Mainstreaming gender in peacekeeping activities is the full incorporation of gender perspectives into all peacekeeping activities, from the initial stages of ceasefire negotiations and the establishment of mandates for peacekeeping operations, to post-conflict situations¹.

Mandate

- 1) The Windhoek Declaration and Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (May 2000)
- 2) Security Council Resolution 1325 (October 2000)
- 3) Report of the Secretary General to the General Assembly on Gender Mainstreaming in Peacekeeping Activities (February 2003)
- 4) ECOSOC Resolution on mainstreaming a gender perspective in all policies and programmes in the United Nations (July 2004)
- 5) Report of the Secretary General to the Security Council on Women, Peace and Security (October 2004)

Introduction

1. The issuance of this policy statement is a first step towards the elaboration of a comprehensive gender policy for DPKO. It provides an operational framework for implementing the mandates issued to the Department by the Security Council, ECOSOC and the Secretary-General.
2. As part of my personal commitment to ensure a transformation of the institutional culture and practices of DPKO, I am issuing this policy statement to guide implementation of key gender mainstreaming objectives.

Strategic goal for gender mainstreaming in DPKO

3. Gender mainstreaming in peacekeeping operations is necessary, if our interventions are to be relevant, effective and responsive to women, men, girls and boys in the host countries we serve. DPKO's commitment to ensure that gender perspectives are integrated into all functional areas of peacekeeping, will emphasise a number of strategic goals and priorities, namely:
 - Facilitating women's participation in peace negotiations and post-conflict decision-making mechanisms, including constitutional and electoral processes;
 - Addressing gender disparities in access to DDR programmes, and addressing specific concerns of women in all aspects of security sector reform;
 - Incorporating gender perspectives in mine action initiatives and operations;
 - Promoting gender justice through enforcing the rule of law;

¹ Report of the Secretary General on Gender Mainstreaming in Peacekeeping activities, Feb 2003 (A/57/731)

- Ensuring protection of women against gender-based violence and HIV/AIDS;
- Addressing gender disparities in national reconstruction and community rehabilitation programmes;
- Addressing particular vulnerabilities of men and boys, as exist in peacekeeping activities;
- Providing targeted support for gender mainstreaming to governmental and non-governmental institutions in the immediate aftermath of war; and
- Developing guidance and capacity-building tools to ensure that all DPKO staff successfully incorporate gender perspectives in policy design, planning, implementation, reporting and evaluation of peacekeeping missions.

Substantive Framework

4. In line with recommendations of the Security Council and the Special Committee on Peacekeeping Operations, all offices will contribute to the development of a Department-wide Action Plan for implementation of Security Council Resolution 1325, under the coordination of the Department's Gender Advisor, by December 2005. As part of this effort, a training programme will be initiated for staff in all offices as a basis for defining objectives, actions, targets and indicators.
5. Based on the Action Plan, all thematic and functional units in will develop specific guidelines for gender mainstreaming in their respective operational activities, in coordination with the Gender Advisor. These guidelines should provide staff with skills for integrating gender perspectives in their daily work.
6. To ensure availability of effective training tools for staff capacity-building, the Gender Advisor will lead a process of review and revision of the gender elements in existing training tools, in collaboration with training sections.

Monitoring and Reporting

7. An annual progress report on gender and peacekeeping will be produced under the coordination of the Department's Gender Advisor, with substantive inputs from all offices at Headquarters and field missions. Gender Advisors in field missions will provide quarterly progress reports to inform this process.
8. In coordinating and drafting country and thematic reports to the Security-Council, the Office of Operations will ensure that gender perspectives are routinely incorporated.
9. The Department will systematically collect sex-disaggregated data as relevant, to help quantify progress in meeting mandated peacekeeping goals, and reflect this in reporting to the Security Council. Gender Advisors will work with relevant units to determine data sets to be collected, and the Office of Operations will endeavour to incorporate this data into reporting.

Systematizing and Elaborating Strategic Partnerships

10. DPKO's Gender Advisor will work with key partners, including troop contributing countries (TCCs) and donors, UN partners, and NGOs to develop

- cooperation frameworks to facilitate information-sharing, policy discussions and sharing of best practices on gender mainstreaming in peacekeeping.
11. Ad hoc advisory and consultative groups will be established as needed, under the coordination of the Gender Advisor, to support policymaking, programming and advocacy on gender mainstreaming in peacekeeping.

Institutional Support

A. Improving gender balance and human resources

12. A gender balanced staffing structure which upholds the standards of efficiency, competence, integrity and regional diversity is an important complement to ensure successful implementation of the Department's gender mainstreaming objectives. For senior management appointments in peacekeeping missions, I will maintain in my Office, a roster of qualified, regionally-representative female candidates, which will be used to assist in the selection of SRSGs, D/SRSGs and DOAs in future.
13. The Office of Mission Support (OMS) will lead a process to develop policy options for addressing those barriers that impede career advancement, retention and recruitment of civilian, female personnel in peacekeeping operations, in line with established UN goals and targets. As part of this effort, the Executive Office and OMS in coordination with the Gender Advisor, will develop terms of reference and oversee the appointment, in 2005, of Departmental focal points for women to promote gender balance in recruitment at Headquarters and within each mission respectively.
14. The Military and Civilian Police Divisions will review, in 2005, procedures and strategies for improving the numbers of uniformed female personnel serving on peacekeeping missions, in collaboration with Member States.

B. Enhancing the Role and Capacities of Gender Advisors

15. Gender advisors will act as catalysts to facilitate implementation of this policy statement. To further strengthen their role in this regard, standard guidance on the functions of gender advisors in peacekeeping missions, with clear and standardized reporting lines for gender advisors, will be developed under the coordination of the Department's Gender Advisor.
16. Initially, implementation of the outlined gender mainstreaming programme in DPKO will be supplemented by extra-budgetary resources. OMS will ensure that future budget requests for peacekeeping missions include provision for adequate staffing and financial resources for gender units.
17. I, together with my senior managers, remain ultimately accountable for implementation of this policy statement.

Jean Marie Guéhenno

Under-Secretary General