

## **DPKO Under-Secretary General Policy Statement on Gender Mainstreaming**

### ***Mandate***

- 1) Security Council Resolution 1325 (October 2000)
- 2) Report of the Secretary General to the General Assembly on Gender Mainstreaming in Peacekeeping Activities (February 2003)
- 3) ECOSOC Resolution (July 2004) on mainstreaming a gender perspective in all policies and programmes in the United Nations
- 4) Report of the Secretary General to the Security Council on Women, Peace and Security (October 2004)

### **Introduction**

1. Gender mainstreaming in peacekeeping operations is not an option. It is a must, if our interventions are to be relevant, effective and responsive to the needs of people in the host countries we serve. As part of my personal commitment to ensure a transformation of the institutional culture and practices of peacekeeping, I am issuing this policy statement to guide implementation of gender mainstreaming objectives in the Department.
2. The issuance of this statement is a first step towards the elaboration of a comprehensive gender policy for DPKO. It provides an operational policy framework to implement the mandates issued to the Department by the Security Council, ECOSOC and the Secretary-General.

### **Strategic goal for gender mainstreaming in DPKO**

*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 situations<sup>1</sup>.*

3. DPKO's commitment to ensure that gender perspectives are integrated into all functional areas of peacekeeping, will underline 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;
  - Promoting gender justice through enforcing the rule of law;

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

- Ensuring protection of women against gender-based violence crimes;
- Facilitating women's access to national reconstruction and community rehabilitation programmes
- Providing targeted support for gender mainstreaming to governmental and non-governmental institutions in the immediate aftermath of war.
- 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 gender mainstreaming, under the coordination of the Department's Gender Advisor. 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. At the Senior Management level, each Director is required to outline at least one gender mainstreaming objective to inform the substantive work plan for his/her office in 2005-6. This will be as a first step towards development of a framework to track progress of individual managers in implementing Security Council Resolution 1325 within their respective work areas.
6. Linked to the Action Plan, all thematic and functional units will develop specific guidelines to facilitate gender mainstreaming in their respective operational activities. These guidelines should provide all staff with knowledge and skills for integrating gender perspectives in their daily work.
7. The Gender Advisor will lead a process of review and revision of the gender elements in existing training tools, in collaboration with training sections within the Department.

### **Improving gender balance and human resources**

8. 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. Among senior staff serving in peacekeeping, particularly SRSGs, D/SRSGs and DOAs, I intend to prioritize the appointment of women to all future openings and will maintain in my Office, a roster of qualified, regionally-representative female candidates, from which the selections will be made.
9. 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 will oversee the appointment, in 2005, of

Departmental focal points for women to promote gender balance in recruitment at Headquarters and within each mission respectively.

10. 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.

### **Monitoring and Reporting**

11. 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.
12. In coordinating and drafting country and thematic reports to the Security-Council, the Office of Operations will ensure that gender perspectives are routinely incorporated.
13. The Department will increase the collection of sex-disaggregated data to help quantify progress in gender-mainstreaming, and reflect this data in reporting to the Security Council. The Gender Advisors in DPKO and the field missions 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**

14. DPKO's Gender Advisor will work with key partners, including TCCs and donors, UN partners, and NGOs to develop frameworks for cooperation and support for gender mainstreaming in peacekeeping.
15. Ad hoc advisory and consultative groups will be established as needed, under the coordination of the Gender Advisor, to support policymaking, programming and advocacy for integrating gender perspectives in peacekeeping.

### **Institutional Support**

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

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