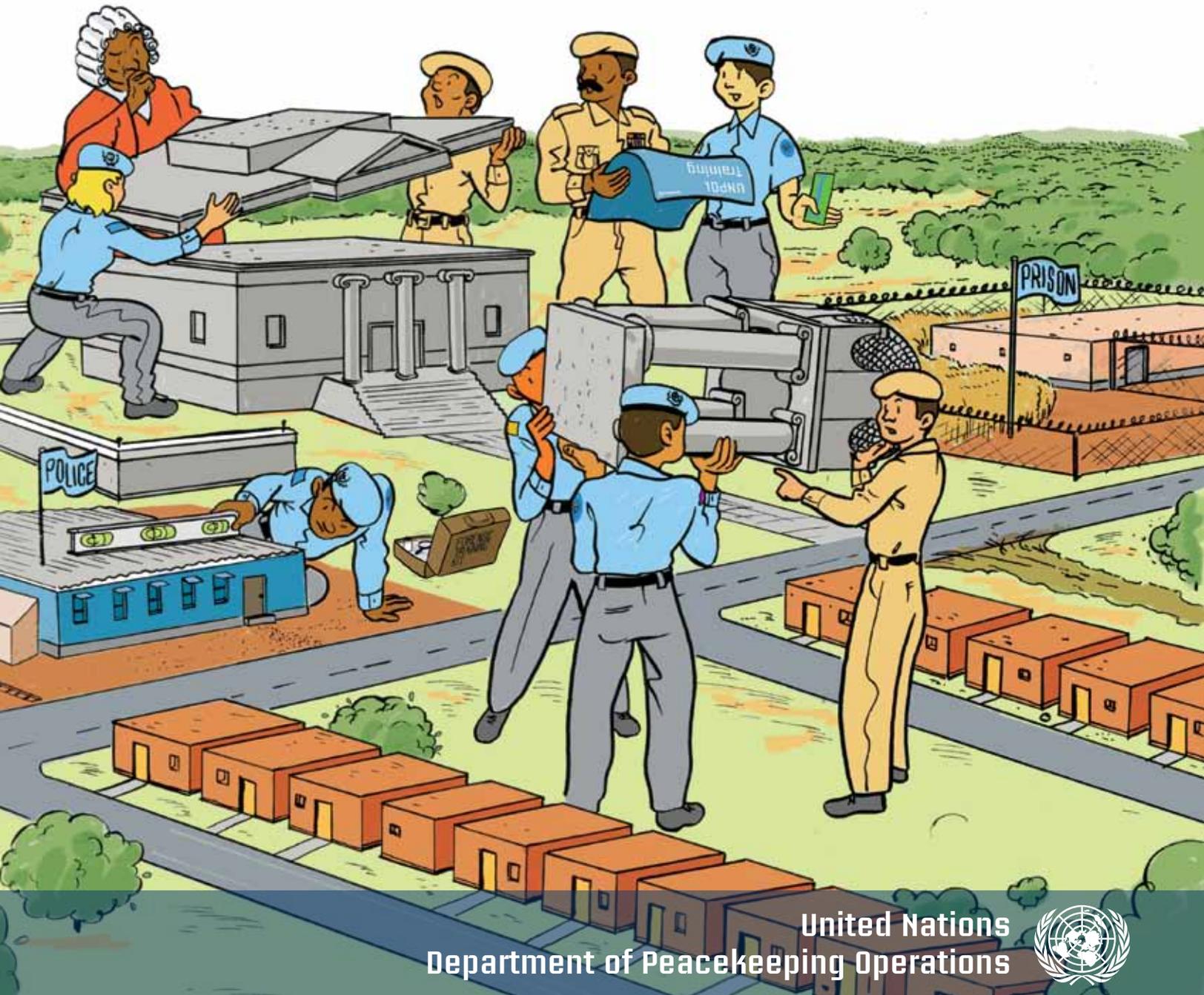


8th edition, January 2012

UN POLICE

MAGAZINE



United Nations
Department of Peacekeeping Operations



Sustainable Peace through Justice and Security



TABLE OF CONTENTS

January 2012
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[INTRODUCTION]

- 1] United Nations Police Play an Invaluable Role
Ban Ki-moon, United Nations Secretary-General
- 2] Helping to Build Accountable Police Services
Hervé Ladsous, Under-Secretary-General
Department of Peacekeeping Operations
- 3] Professionalism: UN Policing 2012
Ann-Marie Orlor, United Nations Police Adviser

[UNITED NATIONS GLOBAL EFFORT]

- 20] International Network of Female Police
Peacekeepers launched at IAWP
- 24] International Female Police Peacekeeper Award 2011
- 26] Sexual and Gender Based Violence Training

[POLICE DIVISION]

- 28] Consolidating Formed Police Units
- 29] UNPOL and Interpol: Global Partnership
- 31] All Points Bulletin
- 32] Policiers Francophones l'ONU a besoin de vous !
- 33] Organisation Internationale de la Francophonie
- 36] Harnessing Technology for Efficiency
- 37] Deputy Police Adviser Shoaib Dastgir

[BUILDING NATIONAL CAPACITY]

- 8] Peace: Keep it. Build it.
Dmitry Titov, Assistant Secretary-General Office of
Rule of Law and Security Institutions,
Department of Peacekeeping Operations
- 5] UN Policing
- 6] Côte D'Ivoire
- 7] Democratic Republic of the Congo
- 9] Haiti
- 12] Liberia
- 13] South Sudan
- 17] Special Political Missions

[FACTS & FIGURES]

- 19] Top Ten Contributors of UN Police
- 22] Actual/Authorized/Female Deployment
of UN Police in Peacekeeping Missions
- 27] Top Ten Contributors of Female UN
Police Officers
- 37] FPU Deployment
- 38] UN Police Contributing Countries (PCCs)
- 39] Police Division Staff

Photo caption: UN and PNTL officers conducting a foot patrol on market day in Atauro, Timor-Leste. (UN Photo/Martine Perret)

Cover illustration: Conor Hughes/United Nations



UNITED NATIONS POLICE PLAY AN INVALUABLE ROLE

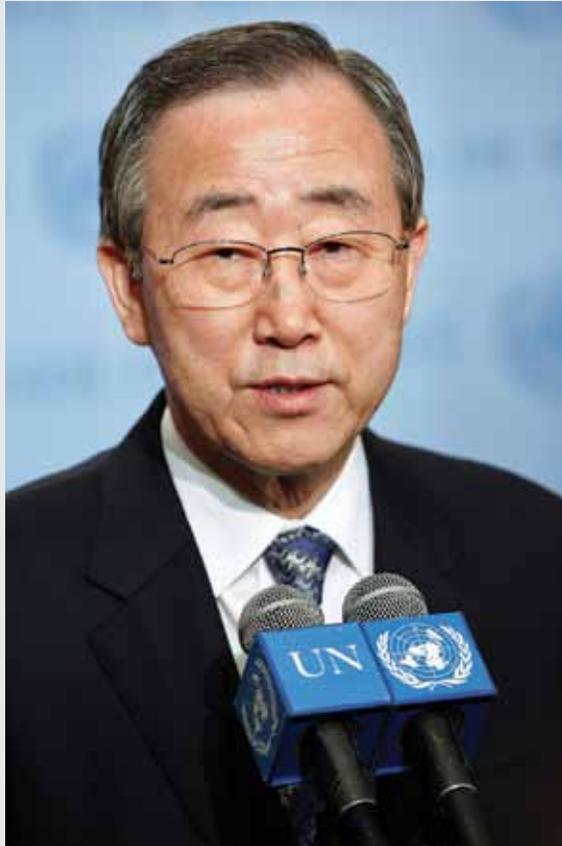
Since UN Police are typically deployed into situations where trust in host-state policing is low or non-existent, helping to restore confidence is the very first task. But increasingly, UN Police are being called upon to do much more.

The role of policing in peacekeeping operations has expanded significantly over the past decade. Where once it was considered innovative for UN Police to help Governments build or restructure national police services, such mandates have become more common. The more than 14,000 UN Police currently deployed are deeply engaged in facilitating recruitment, training, administrative arrangements and the renovation of infrastructure. They are helping Governments to set up transnational crime units and carry out reforms of security sectors. As these and other demands become more technical, so does our need for more specialized police officers.

Given the growth of UN policing efforts in both numbers and complexity, I welcomed the request from the General Assembly's Special Committee on Peacekeeping Operations to report on the functioning of the Police Division and the challenges UN Police components face in the field. My report*, the first on this issue, highlights the continuing need to professionalize our approach, something that Ms. Ann-Marie Orler has made a hallmark of her tenure as the UN's "top cop". The United Nations also needs to establish a strategic framework, provide better guidance and ensure that the specialized knowledge we acquire is retained and reapplied.

Our future effectiveness in this area also depends on our ongoing effort to ensure that at least 20 per cent of UN Police are female by the end of 2014. I am strongly committed to this initiative, and I am encouraged that we are half-way there. Achieving this goal will help us to engage more effectively with women in post-conflict settings. It is also essential for implementing Security Council resolutions 1325 and 1888, which called on the Secretariat to increase the number of women in field operations, mainstream a gender perspective and better address sexual and gender-based violence.

United Nations Police play an invaluable role in post-conflict peacekeeping and peacebuilding environments. This magazine describes and brings to life many of the important themes that were developed in my report. I commend it to a wide global audience.



Secretary-General Ban Ki-moon. (UN Photo/Mark Garten)

Ban Ki-moon
United Nations Secretary-General
November 2011

* United Nations Police, Report of the Secretary-General, United Nations A/66/615



HELPING TO BUILD ACCOUNTABLE POLICE SERVICES

Early in my tenure as Under-Secretary-General for Peacekeeping Operations, I am glad to have this opportunity to address the United Nations policing community. I am aware of the important role that United Nations Police are increasingly undertaking in our operations.

First and foremost, I want to thank the men and women who have served under the United Nations flag as police officers. You make important contributions to building lasting peace. Today we have more than 14,000 United Nations Police from 86 countries. We are grateful for the ongoing support of the United Nations Member States.

The role of UN Police continues to evolve, with an increasing demand for specialized capacities to fulfill mandates to protect civilians, as well as to create or strengthen national capacity to address challenges, particularly those related to community-oriented policing, transnational organized crime and border management. Support for national police development is often central to our ability to hand over security tasks to national authorities.

The first multidimensional United Nations peacekeeping operation that I visited since officially assuming my functions as Under-Secretary-General was UNMISS, the mission in South Sudan. There I witnessed first hand the important training work that United Nations Police carry out to develop and strengthen the policing capacity of this new country. Helping to build accountable and trusted police services is essential for security and rule of law, for the protection of civilians and for democratic governance. I look forward to consolidating and expanding this work in South Sudan and elsewhere in the years to come.

Together, we shall do the job!



Under-Secretary-General Hervé Ladsous speaking to journalists in Juba, Southern Sudan. (UN Photo/Isaac Billy)

Hervé Ladsous
Under-Secretary-General
Department of Peacekeeping Operations
November 2011



PROFESSIONALISM: UN POLICING 2012

The United Nations Police Division is coming into its stride. Following a decade of growth, with historical numbers of UN Police deployed in United Nations missions and an unprecedented number of professionals hired by the United Nations to lead, manage and develop the work of these UN Police officers, today we are beginning to see real change.

We are attracting and recruiting more specialized officers. We are shaping the lessons learned into comprehensive guidance for them to use when facing the tasks they are called upon to undertake. We are addressing problems that arose following such a rapid growth of the use of Formed Police Units and the strong emphasis of many Security Council mandates for the United Nations to shift from peacekeeping to early peacebuilding by helping to form or re-establish national police services in countries where we are mandated to assist.

At the same time we continue to expand our expertise to build national capacities that can challenge organized crime in post-conflict settings, we are working in a number of countries on reforming police services and we assist the Department of Political Affairs in six missions, including in Libya.

In the case of Timor-Leste, where UN Police had an executive mandate since 2005 we are on the cusp of relinquishing and fully handing-over these powers to the Timorese. As the elections approach we are consistently focusing on our mentoring role and preparing to scale down our numbers. In an innovative approach, which is being copied in other missions including Liberia, the United Nations is hiring 19 policing specialists who will stay for a longer period of time and continue to work with and fine tune the Timorese National Police and other UN partners as the United Nations peacekeeping operation begins to drawdown.



Police Adviser Ann-Marie Orlor in Kentucky, USA. (UN Photo)



In order to field such expertise, in such great numbers, is not an easy task. And we know it can be done better and that is what we are striving to do.

We also need to ensure that each United Nations Police officer upholds the highest moral and ethical standards. In October of last year the United Nations Secretary-General Ban Ki-moon hosted a screening of the film “The Whistleblower”, which depicts the shocking history of massive human rights abuses aided and abetted by some members of the United Nations Police working in the peacekeeping operation in Bosnia and Herzegovina at the turn of the millennium. I was glad that this film was shown to UN staff and our Member States, but I was sad and frustrated to see such grievous violations of humanity, morality and the law.

Over the last five years every officer has signed an “undertaking” upon his or her deployment to a mission area, stating that he or she has read and understood the code of conduct for UN personnel. This undertaking restates the “Zero Tolerance” policy in the first person, making each of these Police Officers personally accountable. This “undertaking” also states the consequences that these officers may face if they do not comply. I speak to UN Police leadership in operations regularly and I call on them to keep me informed about preventive measures they are taking. But I strongly believe that more needs to be done by Member States and by senior UN leadership in mission areas. We have to reach zero occurrences.

The United Nations Global Effort, to increase the number of UN Police serving in UN missions to at least 20% by 2014, is also an important initiative to both help deter human rights violations by UN Police and reach out to victims of gender-based violence in post-conflict environments. Police services must represent the societies they serve. We launched this effort in 2009 and since then we have raised the ratio from 7 per cent to 10 per cent. An important part of this challenge is to have Member States increase the number of female police in their services in order to make it possible for more to be seconded to the United Nations.

Female police officers play an important role as security providers, mediators, investigators and trainers in reconstructing police services around the world. They have a major impact as role models for the populations whom they serve.

With the strong support of Secretary-General Ban Ki-moon, who never misses an occasion to highlight the need for more highly qualified women in the United Nations, and the Deputy Secretary-General Asha Rose Migiro, who participated in the International Association of Women Police annual meeting this year, the United Nations can reach its goal by December 2014.

I welcome all Member States working to recruit female police officers into their national services and helping us find highly qualified female officers for our peace missions. The Police Division will continue to make an extra effort to help Member States and will organize targeted regional trainings for female police officers throughout 2012 to ensure that they have the skills needed to join UN peacekeeping.

Ann-Marie Orler
Police Adviser
December 2011



BUILDING NATIONAL CAPACITY

UN POLICING

In the 1990s some of the United Nations peacekeeping operations had a mandate to reform, restructure and rebuild national policing institutions and other law enforcement agencies, including those in Bosnia and Herzegovina, Haiti and Mozambique. Since 2003 every United Nations peacekeeping operation launched has included capacity-building as part of the policing mandate. Currently 15 out of the 18 missions where UN Police are deployed include this work in their mandates.

These mandates entail activities that are generally undertaken in two distinct phases. In the first phase assistance is provided to national authorities to help provide security and to assess policing institutions through specific functions such as mapping the criminal justice and security sectors, institutional assessments and through a census and identification of policing personnel.

In a second phase, specific capacity-building activities are undertaken such as support for vetting, training and certifying police and other law enforcement officials in accordance with national and international standards. Critically, support is often provided at multiple levels for institutional development, including by effecting changes to the policy and legal framework, administrative procedures, personnel management and the provision of the financial and material means to allow the concerned police and law enforcement agencies to fulfil their mandated functions.

This section of the UN Police Magazine gives a diverse sampling, from five of the 18 missions where UN Police are deployed, of the invaluable role that UN Police play in helping to build accountable police services. It describes the practical implementation of capacity-building and highlights some of the important partnerships that make this work possible.



Special Representative of the Secretary-General to Liberia Ellen Margrethe Løj, gives a video camera to the Liberian Police Commissioner Mark Amblard, part of the handover of media equipment to the newly established Liberia National Police Public Information team. Deputy UN Police Commissioner Jack Nielsen is standing in the back. (UN Photo/Staton Winter)



CÔTE D'IVOIRE

Rebuilding Infrastructure

In the second half of 2011, following the post-election crisis, UN Police working in the peacekeeping operation in Côte d'Ivoire, facilitated the donation of \$US 100,000 of equipment to the Ivorian Police Academy, the Directorate of Territorial Surveillance, the Adjamé Police District and the 1st District of Plateau Police Station.

Equipment was delivered through four separate Quick Impact Projects and included 41 computers, 41 UPS units, 16 printers, 12 photocopiers, 12 scanners, 20 boxes of paper, 40 registers and 60 ink packages. These projects were developed with the Government of Côte d'Ivoire to support essential security services. The material is used to increase the operational capacity of these security services.

Filling in the Gaps

UN Police in Côte d'Ivoire have organized many specialized trainings since the election crisis. An extensive training was organized for 141 Ivorian police officers working for the Directorate of Territorial Surveillance (DTS) to reinforce their general information capacity. The training included an interactive methodology to assist with information gathering.

UN Police also trained 70 Ivorian officers from the Technical and Scientific Police Unit in fingerprinting techniques, judicial photography (the descriptive images and the crime scene) and criminal investigations (methodology of the criminal investigation).



UNOCI police visiting 31 em commissariats for the inventory after the fighting at Maroily Zone 4. (UN Photo/Bastille Zoma)



UN Police training PNC in Kaplalata, eastern DRC. (UN Photo)

DEMOCRATIC REPUBLIC OF THE CONGO

In the Democratic Republic of the Congo the UN Police have supported the Police Nationale Congolaise (PNC), with a nationwide census of active duty officers. The goal of the project is to register, with digital photographs and biometrics, all active PNC officers. The registered officers are given PNC identification cards. This enables the Ministry of the Interior and Security to administer its work force and ensures that PNC officers are accountable to the public they serve.

Other core reform, restructuring and rebuilding tasks include: vetting potential police officers, assisting with the selection and recruitment process based on professional, academic, physical, medical and psychological standards reflecting the diversity of communities to be served.

UN Police assist with institutional development and training, they help to develop and implement policing policies and they address the legal framework modifying local police practices to conform to principles of democratic policing and international human rights norms and standards.

Pre-Election Training

Between August and November 2011 UN Police helped to train more than 800 PNC police officers in South Kivu to provide security for the elections on 28 November. These trainings targeted the Mobile Intervention Group of the PNC and included practical training in techniques for public order management as well as techniques for maintaining and restoring public order.



PEACE: KEEP IT. BUILD IT.

Strengthening the rule of law is critical to the maintenance of international peace and security. As recently stated by the Secretary-General, today's multi-dimensional peacekeeping operations include, among others, specific mandates on police, justice and corrections, as well as security sector reform, disarmament, demobilization and reintegration (DDR) and mine action. During my visit to Port-au-Prince in December, I witnessed that the rule of law remains a key challenge in Haiti, which is affected by economic and financial weaknesses and fragile security.

It is significant that preliminary findings of the application of our UN Rule of Law Indicators state that 64 per cent of the population believes that the Haitian National Police (HNP) are relatively effective at controlling crime. This first benchmark provides an important measure for future performance. Most importantly, UN Police supported HNP colleagues in the drafting of the 2012-2016 HNP Development Plan, which sets out national priorities to ensure "a broader based national programme with the ultimate goal of strengthening the rule of law in Haiti". Assisting with the earliest implementation of this plan presents an opportunity to strengthen national ownership and improve security in the country.

The innovative Community Violence Reduction (CVR) programme, which forms part of a wider DDR effort in Haiti, consist of a spectrum of community-based projects targeting urban neighbourhoods. Large-scale, labour-intensive projects employ youth at risk. Prison inmates are reintegrated into society. The programme also supports small enterprise start-ups and professional skills training for women, the provision of legal-aid and sexual and gender-based violence referral, as well as civil-military



From left UN Police Commissioner in Haiti, Marc Tardiff, Mr. Dmitry Titov and the Director General of Haitian National Police Mario Andrésol. (UN Photo)



cooperation, to contribute to community improvement. All of these activities are conducted in close partnership with other relevant stakeholders, including Haitian authorities, civil society organizations, the private sector and international partners. These important activities supplement the vital role played by MINUSTAH in assisting to develop the corrections and judicial sector and the wider area of rule of law.

I remain particularly heartened by the efforts of our peacekeepers, who are working together in very challenging situations to deliver as one and make a lasting impact, helping the people of Haiti.

Dmitry Titov
Assistant Secretary-General
Office of Rule of Law and Security Institutions
December 2011

HAITI

Building Trust

One of the most important qualities that any police service needs to successfully carry out its duties is the trust of the citizens it serves. In post-conflict situations this trust is often missing. In Haiti this has been one aspect of policing that the United Nations has addressed. To restore trust, UN Police have expanded Haitian National Police (HNP) training initiatives and have re-launched with Haitian police authorities the “HNP Vetting Process” to ensure that all police officers know international human rights standards.

Reinforcing Security

At the end of October more than 2,000 United Nations military, 600 UN Police peacekeepers and more than a hundred Haitian National Police carried out a four-day joint operation to target criminals operating in Port-au-Prince. “Operation Hope”, as the exercise was named, took place in the Bel Air and Martissant neighbourhoods. The aim was to disrupt criminal activities and find suspected criminal gang members, some of whom had escaped from the central prison following the 2010 earthquake. “Operation Hope” was requested and coordinated by the Government of Haiti to



A security sweep in Port-au-Prince conducted by UN Police, Haitian National Police and MINUSTAH military. A Nigerian UNPOL stands guard. (UN Photo/Victoria Hazou)



demonstrate that criminal activity will not be tolerated. Following the four-day exercise a number of criminals and suspected prison escapees were arrested. The operation was followed by the delivery of civilian and military assistance missions in the neighbourhoods targeted.

Basic Training

Each new potential candidate for the HNP is screened. Haitian authorities, with assistance from UN Police, undertake a series of background checks. Each candidate must pass a rigorous written, physical and medical exam. If successful, the new cadet becomes a part of a “Promotion”, which is a seven-month course designed to introduce them to policing standards and techniques and to sensitize them to community-oriented policing and rule of law standards.

UN Police have overseen 22 Promotions since 2004. The 22nd, which had more than 875 cadets was held at the Police Academy in Port-au-Prince and was completed in May 2011. The 23rd Promotion, which is in the process of being launched, addresses Sexual and Gender-Based Violence (SGBV), rape, forced under-age marriage and spousal abuse. Cadets, who successfully complete the seven-month training, undergo a further 12 months of field training, before they become non-commissioned police officers.

Specialized UN Police units that focus on gender-related issues are in place to mentor the cadets from the 23rd Promotion when they finish their basic training. Many of these officers will be tasked with preventing gender crimes.

Specialized Training

UN Police organize specialized training courses with the HNP. In April 2011 a First Aid Instructor Training programme was launched with support from the Canadian international non-governmental Agency St. John’s Ambulance. The course has a far-reaching impact due to its train-the-trainer methodology. Over 1,700 HNP officers have been trained and it is envisaged that another 7,000 will be certified in the coming years. This course is designed to give first aid training for first responders so that police officers have sufficient knowledge to administer basic life-saving techniques. All UN supported police training programmes are designed to build Haitian capacity.

Justice and Public Safety Capacity

The United Nations Development Programme (UNDP) funded a specialized investigations centre for the National Police of Haiti (HNP). The installation includes video and audio recording equipment to enhance the operational capabilities of the Central Directorate of Judicial Police working in the PNH. Between August and October the new centre was used to train 80 Judicial Police officers. Six UN Police and a UNDP instructor taught Haitian police about gathering information from suspects, investigating a crime scene, collecting and safeguarding evidence and conducting searches.

Re-launching the Vetting Process

In August 2011, the President of Haiti, Michael Martelly and the Director General of the Haitian National Police Mario Andrésol requested additional support from the UN Police in Haiti to re-launch the vetting and certification process for all active HNP officers. The 2010 earthquake destroyed the vetting database that had been built from 2006 to 2010 and only 10 per cent of the data was recovered. Of the more than 8,500 dossiers lost, almost 3,500 background checks have now been completed and entered into the new database since the Government of Haiti made this request.



First Aid training for HNP. (UN Photo)

The vetting and certification process assists the HNP in maintaining full records of its officers and reinforces the obligation for police to behave and serve as role models.

Crime Mapping and Environmental Assessment

Two years after the earthquake in Haiti more than a half a million people are still living in Internally Displaced Person (IDP) camps in different parts of the country. This is a third of the original number but remains a serious concern for the Government of Haiti and the United Nations.

Approximately 400 UN Police officers and hundreds of officers from the Haitian National Police (HNP) patrol the seven largest IDP camps and 70 smaller sites where displaced people continue to live. The UNPOL IDP Unit is led by Commander Jean Pierre Synnett, who has overseen the implementation of two crime fighting techniques to address and reduce criminality: “crime mapping” and “environmental assessment”.

The first approach was to respond with traditional policing. The UN and Haitian Police doubled the number of officers patrolling. “By increasing our presence in camps, we hope to deter any possible expansion of criminal activity, but more needed to be done,” explained Synnett.

UN and Haitian Police began to map criminal activity with the objective of creating a database to identify what actions can be taken to prevent crimes. Because perpetrators will maximize vulnerabilities, identifying what types of crimes are committed and where they occur provided the UN and Haitian Police with information for strategic solutions.



For example, many of the sex-related offences occurred around public washrooms and many offenders were gaining access to the camp through broken exterior gates. UNPOL criminal analyst, Fatima Yigit, explains: “Geographical and environmental assessments could provide insight into how better to prevent such crimes from happening by reducing the opportunity and target factors”.

One preventive measure, in cooperation with camp community leaders and help from humanitarian agencies, was to ensure that there was proper lighting around public washrooms and that the walls and fences around the camps were secure. Systematic approaches such as “crime mapping” and “environmental assessment” help reduce crime.

LIBERIA

Nuts and Bolts Capacity-Building

It all began with an idea and an empty water bottle in the basement of the Liberian National Police (LNP) headquarters. Two UN Police officers deployed to work in the Liberian National Police Forensic Section to transfer knowledge on firearms and ballistics, were discussing with Liberian colleagues about how they could equip the forensic lab with a bullet catcher, a tool that will stop a bullet without damaging it, in order to match bullets to the weapons from which they were fired.

A bullet catcher is a common tool in many police forensic labs, but in Liberia in 2009 there was neither a budget to buy one nor a substitute. The police officers Joaquin Machado from El Salvador and David Hukportie from Ghana and the Head of LNP Forensic Unit, Chief Superintendent Alphan B. Lumeh, began working together on theories to build one with material that was available in Monrovia.

After some experiments the team was ready to take their ideas to the United Nations engineering base, known as Starbase. In the UN workshop, under the supervision of Mrs. Jean Dziuba, the Chief of the UNMIL engineering section, they built an apparatus capable of stopping a bullet shot from an assault rifle (AK 47) without harming the projectile. Since that project was completed the Liberian National Police have been able to conduct ballistic print comparisons. This bullet catcher continues to be used today.

As any law enforcement agency can attest, having the ability to do forensic testing on bullets taken from a crime scene, greatly enhances the ability of police to determine what has taken place.



Building, testing and inspecting the ballistic evidence. (UN Photos)



SOUTH SUDAN

The United Nations Mission in the Republic of South Sudan (UNMISS) was launched on 9 July 2011. Police capacity-building is an integral part of its mandate. Security Council resolution 1996 instructed the mission to strengthen the capacity of the South Sudan Police Services “through advice on policy, planning, and legislative development, as well as training and mentoring in key areas”. In the broader context UNMISS was deployed to consolidate peace and support national peacebuilding priorities, core government functions, basic services, the establishment of the rule of law and the development of the security sector.

Many of the best practices and lessons learned by the Police Division have informed the capacity-building activities of this mission. Here is an overview of some activities.

UNMISS up and running

Since 10 July the Police Division has deployed 382 UN Police officers, from 31 different countries, to South Sudan. The UN officers are deployed to the 10 States of South Sudan where 22 County Support Bases have been set up. Of the 382 police, 64 or 18 per cent are female officers. The UNMISS Police mandate underlines strengthening the capacity of the South Sudan Police Service (SSPS) through advice on policy, planning and legislative change, as well as training and mentoring in key areas.

In total, 900 UN Police officers were mandated by the Security Council. Keeping in view the absorption capacity of the mission, deployment of the officers will be done over three phases from 2011 to 2013. In the first phase, ending in July 2012, UNMISS will deploy 550 officers in the mission area.

UNMISS Police are focusing on projects necessary for the transformation of the South Sudan Police Service (SSPS). Protection of civilians is another area of concentration and UN Police provide advice



Preparation for Independence Day celebrations. (UN Photo/Paul Banks)



International Day of Peace celebration in Juba. The South Sudan Police Service prepares for the parade. (UN Photo/Isaac Billy)

and assistance to the SSPS at the national and county level to help ensure that this part of its mandate is fulfilled.

Building Capacity one Training at a Time

Since July 2011 UN Police in South Sudan have organized 65 training courses. More than 2,300 South Sudanese Police officers have benefited from these trainings including 156 female officers. The trainings have covered all aspects of policing from forensic investigation, criminal investigations, community policing, child protection, interviewing techniques, human rights and rule of law courses, customs administration, gender awareness, highway motorcycle patrol training, traffic accident investigation, traffic management, data bank entry and others.

The Transitional Constitution of South Sudan has declared English as the official language. In order to improve English proficiency in the police, courses in English Language, Radio Communication and Listening/Interviewing Skills are also organized. A special English proficiency course was developed for female officers in the Special Protection Unit in the Western Division in Juba.

Basic police training was given to 550 SSPS Officers in Rumbek and more than 700 officers in Bor.

All trainings are organized with the South Sudanese Police Authorities and support for these training was provided by UNMISS, the United Nations Development Programme, the United Nations Office for Drugs and Crime and the Governments of Germany, Japan, Norway, South Africa, the United Kingdom and the United States.

Crime Scene Investigation Training

UN Police, the United Nations Development Programme and the United Nations Office for Drugs and Crime delivered a joint training on Crime Scene Investigation and Awareness in Juba. The training was held for 10 days between 26 September and 7 October 2011. Forty South Sudan police, representing



the 10 states of South Sudan, participated. The aim of the course was to deliver investigation kits, which were provided by the Government of Japan, and ensure that police officers from around the country are given the expertise needed to undertake this type of investigation. Simulation exercises were used during the training.

Highway Patrol Training

UN Police concluded a three-month, motorcycle highway patrol training in September 2011. The course, which was launched immediately after South Sudan became a new country, was aimed to equip the South Sudan police to oversee the safety and security of the 180 kilometre Juba Nimule Highway. The high rate of road traffic fatalities on this highway is of great concern. With the support of the United States Government, which provided funding for the training and the motorcycles, UN Police quickly developed and implemented this training course. The trained highway patrolmen, which include two women, will be based at three strategic locations along the highway.

Police and the Community

A new bi-weekly radio programme called “Police and the Community” was launched by UN Police, the South Sudan Police Service and the UNMISS/Fondation Hironnelle radio station, Radio Miraya, in September 2011. The programme encourages listeners to call the guest speakers, ask questions and share information. Each programme delves into a specific policing topic, such as crime prevention, road safety, community-oriented policing, police obligations and responsibilities, some programmes describe the legal framework of South Sudan, human rights and citizens rights. The goal of the series, beyond informing the citizens of South Sudan about legal issues and ways to protect themselves, is to build confidence between the SSPS and the communities they serve. As a best practice, UN Police have used UN supported radio since the 1990s.



Highway Patrol Training. (UN Photo/Gideon)



UN Chief in South Sudan speaks at Police Academy

Speaking to members of the South Sudan Police Services at the end of November 2011, Special Representative of the Secretary-General (SRSG) Hilde F. Johnson stressed that UNMISS was a new mission with a new approach. The role of UNMISS was to support South Sudan in its first years as an independent country in meeting political, protection and rule of law challenges, the head of the mission said today in Juba. She said it would assist in consolidating peace and security to strengthen the state's capacity and establish conditions for development as well as rule of law, "and in this way lay the foundation for long-term development."

Among UNMISS mandated tasks was to strengthen the capacity of the South Sudan Police Service, Ms. Johnson said. "We have been asked to develop a justice system and help you in doing that." The mission is also assisting with peacebuilding, which will include security sector reform, police development, rule of law, human rights and early recovery.

"We are providing expertise and advice and that is why we have many UN Police here. UNMISS has been asked to exercise good offices and facilitate conflict mitigation and resolution both at national, state and county levels." UNMISS had been asked to establish a mission-wide early warning capacity, so it would know in advance of any possible conflicts, Ms. Johnson said.

While the mission was also tasked with deterring violence and protecting civilians, the primary responsibility for the protection of civilians lies with the Government, the SPLA (Sudan People's Liberation Army), and the police. "But we are also mandated to take action," she added.

The mission had a strong human rights mandate and was set to monitor, investigate, verify and report on human rights. "This means that we will have human rights offices in your states and in several counties and they will have to monitor the situation on the ground. If something happens, they are obliged to report on it."



Speaking to members of the South Sudan Police Service at the end of November, Special Representative of the Secretary-General Hilde F. Johnson. (UN Photo)



UN Police concluded a three-month, motorcycle highway patrol training in September 2011. (UN Photo/Gideon)

Also critical was support UNMISS would give to the integration of rebel militia groups, Ms. Johnson explained. “We have done that with several of the militia groups like David Yauyau, the late Galwak Gai and we are also now hoping to assist more of the Peter Gadet situation.” In addition, the mission had been asked to assist with the national DDR (Disarmament, Demobilization and Reintegration) programme as well as de-mining.

SPECIAL POLITICAL MISSIONS

UN Police are working in eight special political missions in Afghanistan, Burundi, Central African Republic, Sierra Leone, Guinea-Bissau, Iraq, Libya and Somalia, which are, with the exception of UNAMA in Afghanistan, administered by the Department of Political Affairs. Most of these are assistance or integrated peacebuilding missions and a small contingent of UN Police act as advisers to UN leadership on policing matters, including on reform, capacity-building and training. One recent example that demonstrates what this work entails is described in the report of the Secretary-General.

Deploying to Libya and Iraq

The Police Division worked closely with the Department of Political Affairs in planning the United Nations mission to Libya (UNSMIL) from the earliest stages, with a special focus on mentoring and advising on the development of the Libyan police. Two UN Police officers were deployed immediately after the Security Council authorized the formation of the mission, and today there are three UNPOL in Libya.

Five UN Police officers are deployed in Iraq, three are collocated with Iraqi police in different regions and two are in Baghdad.



A Training Adviser from the UN Standing Police Capacity speaks to officers at the Sulaimanyah Governorate Police Directorate. (UN Photo/Bikem Ekerzade)

Guinea-Bissau: First “Model” Police Station Opens for Business

The Prime Minister of Guinea-Bissau Carlos Gomes Junior and the Special Representative of the Secretary-General for Guinea-Bissau, Joseph Mutaboba, in September 2011 inaugurated the country’s first “model” police station, located in the Bairro Militar area of the capital, Bissau. Fifteen UN Police officers work in the United Nations Integrated Peace-building Office in Guinea-Bissau (UNIOGBIS) and help to oversee this work.



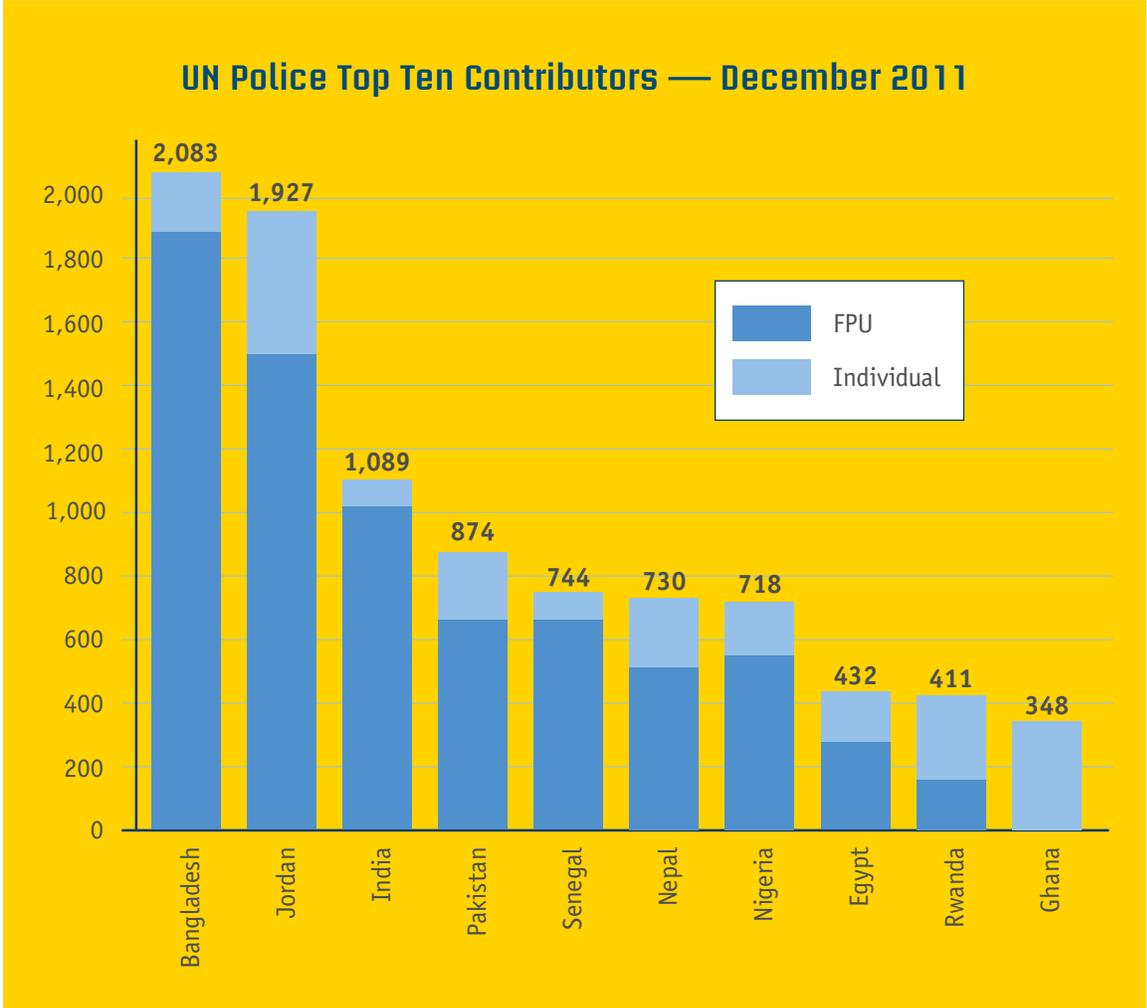
The group photo from the inauguration of the country’s first “model” police station, located in the Bairro Militar. (UN Photo/Vladimir Monteiro)



In his statement, the Prime Minister said that this model police station, constructed with funds from the UNIOGBIS helped the country to meet international human rights standards and reinforced its effort to develop community policing. He stressed that an important aspect of this new model police station was its staffing and specialized officers who would focus on gender-related policing and the protection of citizens. The station will be staffed with male and female officers, recently trained in policing practices, including techniques aimed at forging improved relationships with the communities that they will serve.

The Bairro Militar police station is the first of twelve stations that will be built around the country. This project is being undertaken in the context of a security and justice sector reform project that UNIOGBIS, the Peacebuilding Commission and the Government are implementing.

The Special Representative added that the Peacebuilding Commission would disburse \$US 16.8 million to support the construction of police stations, court buildings, a legal training centre, projects to address drug trafficking and transnational crime and projects to assist women and young people to find jobs.





UNITED NATIONS GLOBAL EFFORT

POWER TO EMPOWER

As the Secretary-General stated in his introduction to this magazine, the effectiveness of the UN Police Division to implement its mandates “depends on our ongoing effort to ensure that at least 20 per cent of UN Police are female by the end of 2014.” The UN is strongly committed to this goal. Here are some of the activities that have been undertaken to promote this effort since June 2011.



UN Police officer from New Zealand and a National Timor-Leste officer working together. (UN Photo)

INTERNATIONAL NETWORK OF FEMALE POLICE PEACEKEEPERS LAUNCHED AT IAWP

“For a victim in need of protection and aid, there can be no more comforting sight than strong police-women...” United Nations Deputy Secretary-General Asha-Rose Migiro explained at the launch of the International Network of Female Police Peacekeepers on 21 August 2011 during annual conference of the International Association of Women Police (IAWP) in Lexington, Kentucky, USA.

The United Nations International Network of Female Police Peacekeepers was launched this year to promote, strengthen and advance the profile of female police in international peacekeeping operations. The network also promotes the United Nations Global Effort to increase the number of female police officers in national and international police services. The network is open to all current and former female police peacekeepers, female civilian staff and female police officers who want to join a United Nations peacekeeping operation.



“In 2000, the Security Council adopted a landmark resolution on women, peace and security, for the first time recognizing that we will never have lasting stability unless women are the negotiators, peacemakers and leaders in rebuilding war-torn societies and the UN International Network of Female Police Peacekeepers is an essential tool to advance the goals of this Resolution,” Deputy Secretary-General Migiro highlighted.

United Nations Police Adviser Ann-Marie Orlor stressed that female police peacekeepers bring diverse skills to peacekeeping and act as role models demonstrating that women need not only be victims but have a role to play in the security of their communities.

Since its inception in 1915 the IAWP has worked to ensure that women’s lives are free from discrimination and that their contributions are recognized and they are treated with respect and dignity. Given that the mission of the IAWP is to strengthen, unite and raise the profile of women in criminal justice internationally; working in partnership with the United Nations toward this end makes perfect sense.

With a delegation of more than 50 female police officers from United Nations peace operations, host-state police services and female police officers from Police Contributing Countries, United Nations Police Division participated for the third time at the IAWP Annual Training Conference. The conference is attended by over 600 female police officers from almost 60 countries.

During the launch Deputy Secretary-General Migiro and Commissioner Orlor participated at the Opening ceremony of the Conference where they presented the International Female Police Peacekeeper Award, which will be given annually to an outstanding female police peacekeeper serving in a United Nations peacekeeping mission. (See International Female Police Peacekeeper Award).

For more information about the IAWP: www.iawp.org

UN International Network of Female Police Peacekeepers visit the UN Police Website: www.un.org/en/peacekeeping/sites/police/femalepolicenetwork



The United Nations Deputy Secretary-General Asha-Rose Migiro launches the International Network of Female Police Peacekeepers in Kentucky, USA. (UN Photo)

Standard Assessment Part of Global Effort

A United Nations Police Division Selection Assistance Team undertook testing on the sidelines of the IAWP Conference. Two UN Police officers from New York, assisted by the Lexington Police Department, organized and oversaw language, driving and shooting assessments for 24 potential candidates. “It was a great opportunity,” explained UNPOL Eva Drugge who assisted with the assessments, “not only could we evaluate potential candidates, but by doing this more female officers became interested in serving in a peacekeeping operation.”

ACTUAL / AUTHORIZED / FEMALE DEPLOYMENT OF UN POLICE IN PEACEKEEPING MISSIONS (DECEMBER 2011)

(FPU) — includes Formed Police Units



* UNAMA is a political mission administered by the Department of Peacekeeping Operations (DPKO).

Note: More than 30 UN Police are in UNPOS (Somalia) and the integrated UN missions BNUB (Burundi), BINUCA (Central African Republic), UNIOGBIS (Guinea-Bissau), UNAMI (Iraq) and UNIPSIL (Sierra Leone). These six missions are administered by the United Nations Department of Political Affairs (DPA).





INTERNATIONAL FEMALE POLICE PEACEKEEPER AWARD 2011

UN Police officer Shahzadi Gulfam from Pakistan was the recipient of the first International Female Police Peacekeeper Award in 2011. At a special ceremony at the opening of the International Association of Women Police annual conference, the Deputy Secretary-General of the United Nations Ms. Asha-Rose Migiro delivered the award to Ms. Gulfam. The award, which was established by the International Association of Women Police to recognise the contribution of female police officers in peace operations, was developed in 2010. Ms. Gulfam was recognized for her overall career as a pioneer in her national service, where she began working in 1985, and for her work as a female police officer in three United Nations missions, which includes two tours in Timor-Leste.

In 1997 Ms. Gulfam was the first Pakistani female police officer deployed to the UN mission in Bosnia and Herzegovina where she worked for one year. In 1999 she joined the UN mission in Kosovo for two years, in 2007-2008 she went to Timor-Leste as an UNPOL for one year and in January 2010 she accepted a second assignment with the United Nations peacekeeping operation in Timor-Leste, where she was deployed as a UN Police Team Leader.

On her most recent assignment, Ms. Gulfam was co-located in the capital district of Dili in the Vulnerable Persons Unit (VPU) of the National Police of Timor-Leste (PNTL). In this position she has played an exceptional role ensuring that suspected criminals are brought before courts of law in a timely fashion. "Shahzadi Gulfam has shown enthusiasm, diligence and zeal in her work with the VPU, Dili District, in a complex context. Timor-Leste is a post-conflict country where domestic violence is the most common crime and where victims are often challenged in presenting complaints and following the legal process. Despite these difficulties UNPOL Gulfam has played an exceptional role in supporting and protecting vulnerable persons," explained Luis Carriilho, the UN Police Commissioner in Timor-Leste.

"My motivation to undertake a peacekeeping mission stems from the desire to bring about change in the lives of others, and to put a smile on the faces of people who have gone through so much pain," said Gulfam.



Group shot of UN Police from around the world with the Deputy Secretary-General, UN Police Adviser and the recipient of the International Female Police Peacekeeper award. (UN Photo)



“I was born in a remote village of Pakistan in a predominantly traditional, patriarchal society,” she said. “Against all the heavy odds I decided to work as a police officer. It was not an easy task in itself.”

First, Ms. Gulfam joined the Punjab Police, where she worked for the investigation unit. Then she became a member of the Punjab Highway Patrol, where she was instrumental in improving the province’s traffic system.

“In Bosnia and Kosovo I believe that I became a role model for local women and my example encouraged them to join their police. The newly elected President of Kosovo, Atifete Jahjaga, is a former police officer. Her example shows that it is possible to crack and break the glass ceiling.”

Ms. Gulfam also spent time as the Pakistani police contingent commander in Timor-Leste, where she was in charge of 27 Pakistani officers.

As UNPOL Team Leader with the VPU in Dili she has made headway with a case load of 411 pending investigation. Within a year she had helped to solve more than 70 of these cases.

As a UN Police officer she is responsible for receiving and acting on complaints submitted by vulnerable people, especially women, children and those with disabilities. Beyond “traditional” police work, Ms. Gulfam has taken on VPU duties such as seeking medical assistance for victims of child abuse and domestic violence and addressing issues related to human trafficking.

She was instrumental in involving a number of non-governmental organizations in assisting victims of sexual assault and abuse. She has also enhanced the VPU with a child-friendly investigation room and adjacent garden and playground.

“Timor-Leste is a typical post-conflict society, where domestic violence is rampant,” explained Ms. Gulfam, who said her job is especially difficult when victims do not report to the police.

Many victims decline to provide testimony because they are afraid or unaware of their rights. In response, Ms. Gulfam has assisted with public awareness programmes about the Timorese law adopted in 2010 which declared domestic violence a public crime.



UN Police officer Shahzadi Gulfam from Pakistan working in Timor-Leste. (UN Photo/Martine Perret)



Each UN peacekeeping mission nominated two officers for the award. Ms. Gulfam was surprised to be chosen, and passed the credit to her commanding officers and PNTL colleagues.

“My wish is that I do something good for the Timorese. I was away from the mission at the time when the news broke. I jumped when I received the news,” she said. “To be honest it was my dream. My friend told me about the IAWP. I looked it up and saw all the women from Europe and Canada and the United States; I thought that I could never get this award.”

SEXUAL AND GENDER-BASED VIOLENCE TRAINING

The Police Division developed a series of regional United Nations trainings on Preventing and Investigating Sexual and Gender-based Violence in post-conflict societies based on the standardized UN Police training curriculum.

The training was designed for post-conflict environments and prepares police officers with a broad knowledge and skills base to assist their host-state counterparts in preventing and investigating crimes of sexual and gender-based violence.

The training is based on the UN Police Gender Toolkit developed by the Police Division in 2010. Modules cover a broad range and include understanding the dynamics of sexual and gender-based violence, problem solving, mentoring and core skills such as crime scene investigation, interviewing victims and take into account preventive measures to protect vulnerable communities such as women and children who are often targets in post conflict environments. The training explains accepted United Nations standards.

The first training was held in June 2011 in the Philippines. Over a two week period 19 participants from 13 countries were trained to be able to return to their countries to present this new curriculum to police officers before they are deployed to a UN field mission.



Training in the Philippines in June 2011. (UN Photo)



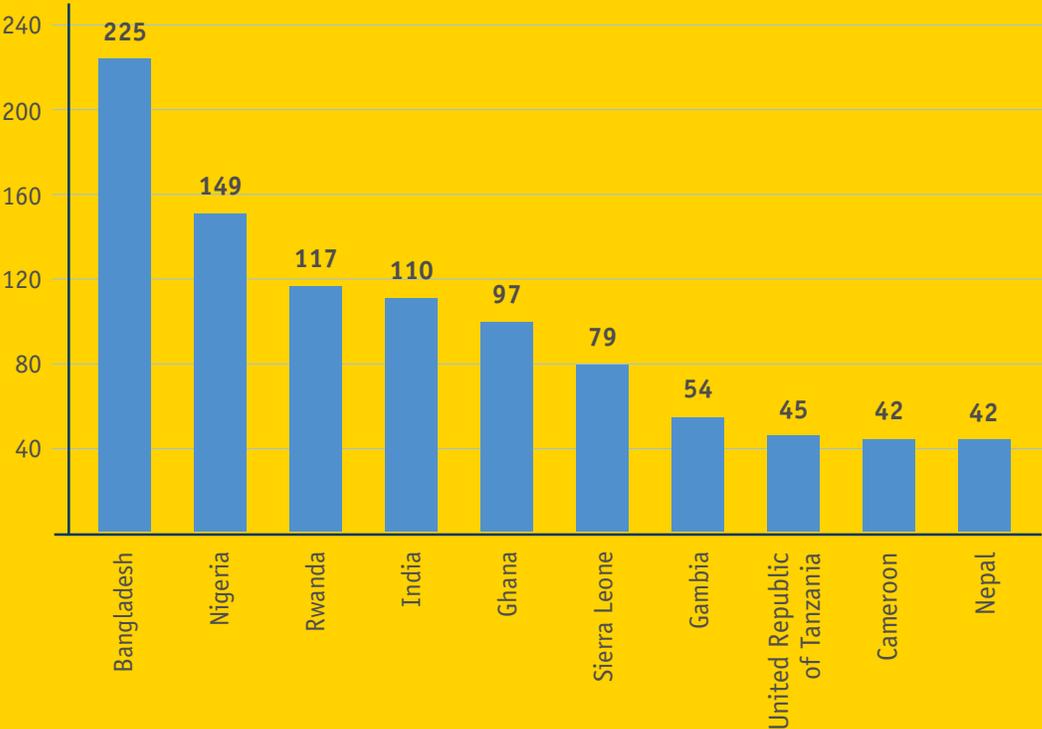
Best Practices Toolkit

The UN Police Division designed and began the dissemination of a United Nations Police Standardized Best Practices Toolkit on Gender and International Police Peacekeeping. It is a collection of proven good practices, checklists and standard operating procedures that can be readily used by UN Police officers in UN missions. The UN Police Gender Toolkit is aimed for the use of UN officers at the strategic, operational and tactical level. In 2012 the Police Division plans to roll-out an electronic training version of the Toolkit. Part of the modules of this Toolkit are to be used by the police contributing countries and the UN International Network of Female Police Peacekeepers to promote the Global Effort launched by the United Nations in 2009.

Other training-of-trainers courses were delivered in Rwanda in July and August, in Germany in November and in Uruguay in December.

In 2011 more than one hundred police training experts from more than 50 countries participated in these courses. The Police Division is planning four in-mission training courses for UN Police officers and host-state police and five regional training courses for police contributing countries in 2012 and 2013.

Top Ten Contributors of female UN Police Officers — December 2011





POLICE DIVISION

CONSOLIDATING FORMED POLICE UNITS

Following a review of Formed Police Units (FPUs) and increased demand to have them in missions, the Police Division has addressed the recruitment and training procedures for these units. Currently there are 60 FPUs deployed in six UN peace operations. One of the main areas of concern has been the readiness of FPUs to undertake a wider spectrum of tasks which includes public order management, protection of United Nations personnel and facilities and support to police operations that require a formed response and may involve high risk.

Training-of-Trainers

The first of a series of trainings for FPU trainers was held in November-December 2011 in Kadarpur, India. The six-week, specialized training was attended by 54 police officials from 23 countries. The training covered essential police tactics and techniques, public order management and crowd control, shooting skills and self-defence.

FPUs are an effective and efficient tool in support of national police and other law enforcement agencies. In recent evaluations, however, many units have been found to be under-equipped, under-trained



FPU training-of-trainers in India. (UN Photo)



and lacking in effective command and control arrangements. In addition, some of their basic equipment is missing or non-operable, such as armoured personnel carriers and expendable items, such as ammunition, are not replenished in time. These deficiencies seriously hamper the operational capacities of these units.

This new training is the longest and most demanding. Participants undergo periodic testing and only those who successfully complete the entire course will be certified as UN FPU Trainers. The Police Division, in co-operation with the Integrated Training Service, is working to develop a global cadre of certified UN FPU Trainers who will be able to prepare FPUs not only in their own country but will also be able to train in regional training centres and as part of multi-national Mobile Assistance Teams working in third countries.

Two other FPU training-of-trainers will be undertaken in 2012.

Fine-Tuning the Special Police Assessment Team (FPU)

Proper pre-deployment assessments can increase the overall efficiency and operational effectiveness of FPUs deployed to field missions. The Police Division is revising the guidelines on how Special Police Assessment Teams (SPAT) evaluate FPU personnel. The SPAT assessment, which is a compulsory step prior deployment, comprises language, firearms, crowd control and others special police function assessments. It also focuses on the verification of the professional background of FPU personnel and specific pre-deployment preparations, including training, received by the unit. SPAT teams provide advice to authorities of the police contributing country on actions that can be taken to finalize the deployment and strengthen pre-deployment preparation.

Current SPAT procedures were developed in 2006. Due to the new challenges and the revised FPU Policy dated 1 March 2010, the guidelines now need to be modified.

The Police Division conducted a SPAT review workshop at the end of November in Jordan to solicit input from Member States, specifically those States that are providing FPUs to the UN. Thirty-three participants from Member States and six FPU experts from field missions were consulted on the new guidelines. The discussions focussed on a review of the selection criteria, assessment procedures, certification processes and human resource management systems.

The outcome of the workshop will be incorporated in the new SPAT guidelines, which will be presented to UN Member States.

UNPOL AND INTERPOL: GLOBAL PARTNERSHIP

The Police Adviser Ann-Marie Orlor participated in the 80th Interpol General Assembly in Vietnam at the end of October 2011. The General Assembly was dedicated to the theme “Connecting Police for a Safer World – Strong partnerships, innovation and capacity-building”. The Department of Peacekeeping Operations was part of a panel dedicated to preventing crime through partnership.

Law enforcement officials, security experts and Government representatives discussed a range of issues including the use of new technologies in the prevention and investigation of crimes, the need for global legislation to assist in combating online child sexual exploitation and proactive approaches to policing challenges which include maritime piracy.



80th Interpol General Assembly in Vietnam. (Interpol Photo)

Here are excerpts from Commissioner Orler's remarks:

The challenge of policing in foreign lands

Transnational trafficking has risen to a level that revenues for criminals can exceed the entire national income of some developing states. Post-conflict countries are especially vulnerable to being looted of their natural resources or used as transit zones for all manner of contraband. Preventing these flows, which often originate in the poorest countries and conclude in the richest, is an international responsibility and one that can only be tackled collaboratively.

There are several ways of going about this. Alongside Interpol, UN Police have been involved in the West African Coast Initiative. This initiative has supported the creation of specialized Transnational Organized Crime investigative units within the national police of several of the countries of the region. In addition to investigating the crime locally, these units are starting to talk to one another. Fostered by an international agency, these domestic police investigators seem to have taken on board the spirit of international cooperation.

This kind of collaboration is especially important in a region like West Africa, where criminals can cross borders easily but where police remain constrained within their national jurisdictions. It is also important because the stakes are high. The region has been plagued by instability, and many of the countries are both small and poor. Without international partnership, powerful criminals can enjoy virtual impunity, despite the best efforts of the national law enforcement agencies.



International cooperation at the highest level

I think we are only beginning to realize the potential of international police collaboration. Too often, borders that are invisible to criminals are impenetrable barriers to us. We have made great progress – international arrest warrants, 24/7 information sharing, the Commission against Impunity in Guatemala – much of this would have been unthinkable in the recent past. But we have a long way to go before we have the ability to outmanoeuvre offenders wherever they may hide.

In a very real sense, all police are peacekeepers. The police have a unique ability to address the causes of conflicts before they erupt into violence. By dealing with community issues in a civil context, we can reduce tensions. By promoting police reform, we can help repair relations between the public and the state. By helping incapacitate those who promote the use of violence, we can help promote stability. By ensuring public security, we can help thwart armed conflict.

As the other international agency employing police from all over the globe, Interpol would be an ideal partner in this and other police assistance work in countries where instability threatens but where war has not yet occurred. We could work together on articulating police universals, including standards, good practice, and codes of conduct. This is uncharted territory, and the potential is limitless.

But in the end, international police cooperation breaks down to relationships between people. As both Interpol and UNPOL work to create a global community of police, we can pool our collective resources and transcend the borders that inhibit effective cooperation. This is the only rational response to crime in a globalized world.

ALL POINTS BULLETIN

UN Police Division Seeks Highly Qualified Officers

The Police Division continues to seek highly qualified police officers to work in UN missions. The current UN Selection Assistance Team focuses on language and driving competencies, as well as shooting skills (for armed police components). The Police Division is expanding the scope of the Selection Assistance Teams so that they can capture more of the key skills required. There is a particular shortage of experts in specific areas: criminal investigation procedures, crime prevention, organized and transnational crime, forensic analysis, human trafficking specialists and experienced officers who have enforce land, air and sea border security.

With the expansion of UN Police mandates in the area of reform, restructuring and rebuilding, well-qualified staff with expertise in change management, organizational development, finance, administration, personnel and career management, training and human resource development are needed.

For longer term recruitment and to guarantee the highest quality officers, the Police Division is establishing posts within the UN for some of these positions. The availability of civilian posts will widen the pool of potential candidates to include police officers in active service, retired police officers, as well as civilians. The UN Security Council has recognized this approach in Timor-Leste, where there are 19 professionally recruited officers who may stay beyond the peacekeeping mandate, and in Liberia where up to 10 officers are being recruited.



POLICIERS FRANCOPHONES L'ONU A BESOIN DE VOUS !

Le Département des Opérations de Maintien de la Paix et le Département des Affaires Politiques comptent cinq Missions francophones :

- Opération des Nations Unies en Côte d'Ivoire (ONUCI),
- Mission de l'Organisation des Nations Unies pour la stabilisation en République démocratique du Congo (MONUSCO),
- Mission des Nations Unies pour la stabilisation en Haïti (MINUSTAH),
- Bureau Intégré de l'Organisation des Nations Unies en Centrafrique. (BINUCA),
- Bureau des Nations Unies au Burundi (BNUB).

Dans les années 60, le mandat des composantes police dans les opérations de maintien de la paix consistait à surveiller, à observer et à rendre compte. Mais, au début des années 90, les mandats sont devenus beaucoup plus complexes, intégrant des activités de réformes, de reconstruction et de développement des capacités locales mais aussi parfois un soutien opérationnel plus important (mandat exécutif).

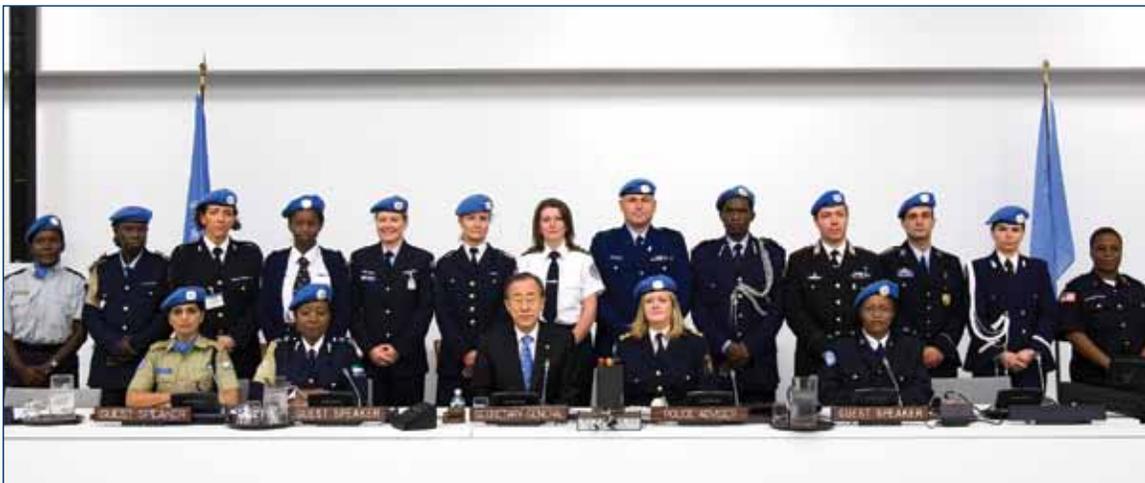
Le nombre de policiers autorisés à être déployés par les Nations Unies dans le cadre des opérations de maintien de la paix et des missions politiques spéciales des Nations Unies est passé de 5,840 en 1995 à plus de 17,600 aujourd'hui dont 7,185 dans des Missions francophones.

Besoin de policiers francophones...

Les Nations Unies ont un besoin accru de policiers hautement qualifiés capables d'interagir avec leurs homologues locaux et les populations locales. Dans ce cadre afin d'optimiser au maximum le résultat de la présence de policiers des Nations Unies dans les opérations de maintien de la paix, il est particulièrement important que ces policiers parlent, autant que faire se peut, la langue du pays hôte. Il s'agit là d'un élément crucial dans la réussite de nos missions.

...mais aussi besoin de policières francophones

Il s'agit d'une des premières priorités de la Police des Nations Unies. En effet, il est absolument nécessaire d'accroître le nombre de policières dans les opérations de maintien de la paix et d'encourager



Le Secrétaire général Ban Ki-moon participe avec la police de l'ONU et Conseiller de la police lors d'une réunion avec les États membres. (UN Photo/Mark Garten)



les autorités des pays qui accueillent des opérations de maintien de la paix et des missions politiques spéciales des Nations Unies à recruter davantage de femmes dans les services de police nationaux. Le déploiement de femmes policières est primordial pour rétablir la confiance entre les policiers et les populations locales. Leur rôle auprès des victimes est également essentiel. En outre, elles servent aussi de référence et de modèle pour les autres femmes et jeunes filles.

« La police internationale au service du maintien de la paix a pris une ampleur considérable en termes d'effectifs et d'activités. Les composantes de police des opérations de maintien de la paix des Nations Unies sont de plus en plus importantes et leurs tâches sont de plus en plus diverses. Pour faire face à cette évolution, la Division de la Police des Nations Unies continue de rechercher des policiers hautement qualifiés auprès des États Membres, avec un besoin particulier pour plus de femmes et plus de policiers francophones. »

La Conseillère des Nations Unies pour les questions de police,
Ann-Marie Orler

La Division de la Police a, au cours de ces dernières années, développé des partenariats externes aux Nations Unies, que ce soit avec des Organisations Régionales (cf. Union Européenne...) des Organisations Intergouvernementales (cf. INTERPOL...) ou des organisations Non gouvernementales (cf. Association Internationales des Femmes Policières...).

Dans ce cadre, sous l'impulsion de la Conseillère de la Police des Nations Unies, la Division de la Police a accrue sa coopération avec l'Organisation Internationale de la Francophonie (OIF). Afin d'assurer un partenariat plus efficace, elle a désigné un de ses collaborateurs pour assurer la liaison directe entre ses services et l'OIF et des projets de coopération sont à d'ores et déjà à l'étude. C'est ainsi, qu'après avoir constaté que les curriculums vitae (P11 et PHP) des policiers francophones étaient souvent mal renseignés, que l'OIF et la Division de la Police des Nations Unies envisagent par exemple d'organiser un séminaire régional visant à présenter à des pays francophones ciblés les modalités de recrutement des policiers au sein des Nations Unies en soulignant l'importance de bien remplir son cv. Le cv est en effet un outil essentiel en ce qu'il constitue la première « image » qu'un candidat donne aux recruteurs. En utilisant notamment le réseau de l'OIF, la Division de la Police espère convaincre les pays francophones à accroître leurs contributions et/ou à rejoindre la liste des pays contributeurs pour ceux qui ne le sont pas encore.

ORGANISATION INTERNATIONALE DE LA FRANCOPHONIE

Entretien avec Roland Adjo-Lessing Représentant Permanent aux Organisation Internationale de la Francophonie, Représentation Permanente de New York

Quel rôle l'OIF peut-il jouer dans les Opérations de Maintien de la Paix des Nations Unies?

Plusieurs OMP se déroulant dans l'espace francophone et tirant les leçons de la faible participation des contingents francophones aux OMP des Nations Unies, l'OIF a entrepris de sensibiliser ses Etats, discuter avec le DOMP et les Nations Unies au plus haut niveau des mesures à prendre afin de permettre le recrutement de contingents et de policiers francophones. Ces mesures concernent notamment le re-



Roland Adjo-Lessing et Ann-Marie Orlor. (UN Photo/Alexandre Rinaudo)

spect du régime linguistique des Nations Unies qui reconnaît au Français le statut de langue de travail du Secrétariat en plus de celui de langue officielle. L'OIF, dans ce cadre, insiste auprès du DOMP sur le respect du droit des candidats francophones à être interviewé en français et à soumettre les formulaires de recrutement en français avec la même fluidité de traitement que ceux soumis dans l'autre langue de travail du Secrétariat.

L'OIF a également aidé à la formation des contingents francophones aux standards onusiens dans des écoles de formation établies dans son espace, au Mali et au Cameroun par exemple, aidé au renforcement des capacités francophones dans tous les "métiers des OMP" à travers des séminaires de formations et des échanges suivis avec plusieurs partenaires. Afin de préparer les contingents du sud sur le plan logistique (équipements, transport, communication...), l'OIF encourage et avec succès, la mise en place de partenariats Nord-Sud en francophonie...

Comment la Division de la Police peut-elle assister votre organisation à nous aider à attirer un plus grand nombre de candidats policiers pour servir au sein des OMP et plus particulièrement des femmes policières ?

La Division Police doit poursuivre son ouverture sur le monde francophone en privilégiant le travail de proximité avec les Etats membres de l'OIF; séminaires, diffusion et d'explication aux Etats des modalités de recrutement, traduction en français des outils de formation en vue d'un alignement des policiers francophones aux standards des Nations Unies y compris sur la question du Genre... sur ces points l'OIF est prête à l'appuyer auprès de ses Etats membres et à apporter son expertise. Plus que tout, la Division de la Police tout comme le DOMP dans son ensemble, doivent absolument respecter le régime



linguistique des Nations Unies dès le stade initiale. S'ils sèchent sur ce point central, tout le reste ne sera que du saupoudrage.

Quelles seraient vos propositions pour accroître notre coopération en utilisant davantage notre point focal pour les questions liées à la francophonie ?

Nous devons multiplier les rencontres y compris avec nos directions au siège de l'OIF, renforcer les relations avec les attachés de police et de défense et autres experts des Missions Permanentes des Etats membres de l'OIF et actionner dès que cela est nécessaire le Groupe de travail DOMP/OIF afin de discuter des attentes de la Division de la Police et celles de l'OIF.

Organisation Internationale de la Francophonie

Forte d'une population de plus de 890 millions d'habitants et de 220 millions de locuteurs de français de par le monde, l'Organisation internationale de la Francophonie (OIF) a pour mission de donner corps à une solidarité active entre les 75 États et gouvernements qui la composent (56 membres et 19 observateurs) - soit plus du tiers des États membres des Nations unies.

Objectifs

Les objectifs de la Francophonie sont consignés dans sa Charte adoptée en 1997 au Sommet des chefs d'Etat et de gouvernement à Hanoï (Vietnam) et révisée par la Conférence ministérielle en 2005 à Antananarivo (Madagascar) :

- l'instauration et le développement de la démocratie ;
- la prévention, la gestion et le règlement des conflits, et le soutien à l'État de droit et aux droits de l'Homme ;
- l'intensification du dialogue des cultures et des civilisations ;
- le rapprochement des peuples par leur connaissance mutuelle ;
- le renforcement de leur solidarité par des actions de coopération multilatérale en vue de favoriser l'essor de leurs économies ;
- la promotion de l'éducation et de la formation.

Missions

Les missions de la Francophonie sont définies dans un Cadre stratégique de dix ans adopté par le Sommet des chefs d'Etat et de gouvernement en 2004 à Ouagadougou (Burkina Faso) pour la période 2005 – 2014 :

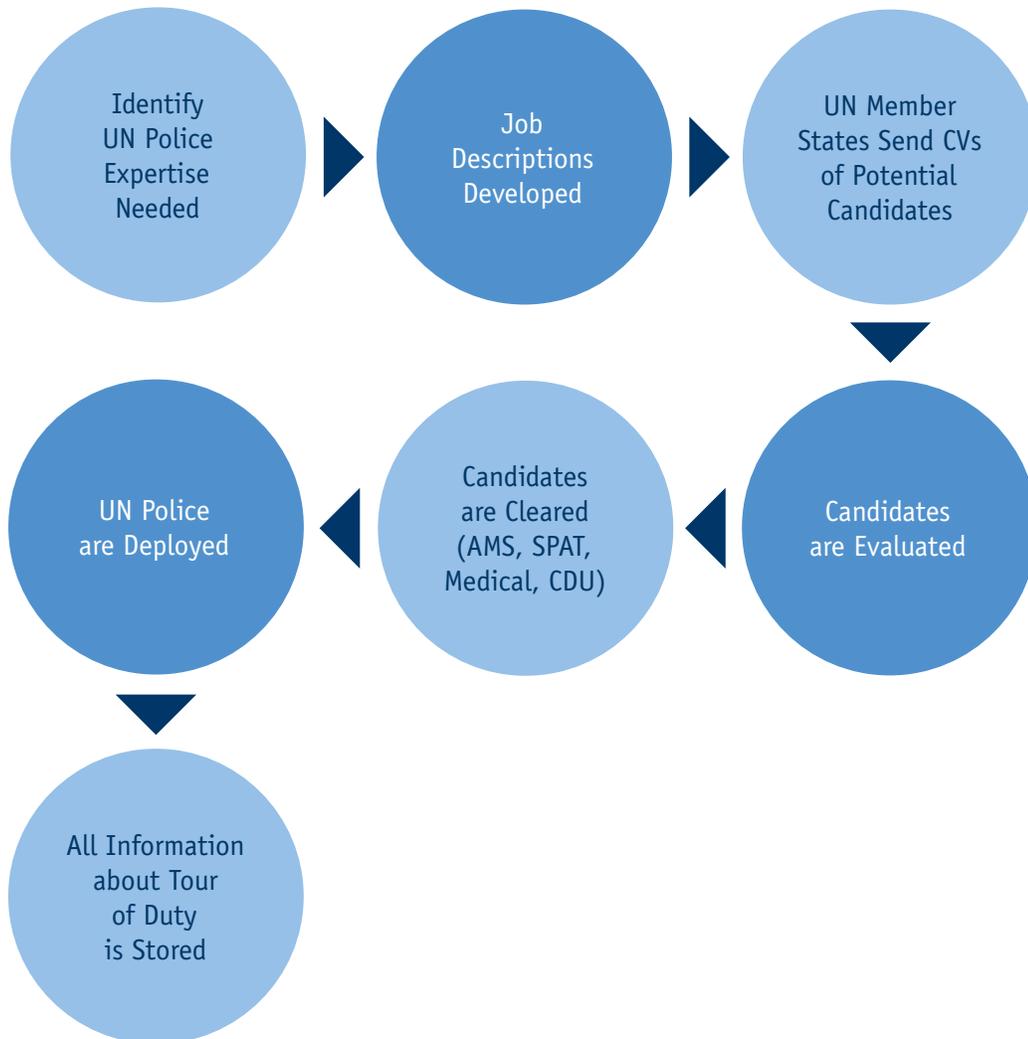
- Promouvoir la langue française et la diversité culturelle et linguistique ; Promouvoir la paix, la démocratie et les droits de l'Homme ;
- Appuyer l'éducation, la formation, l'enseignement supérieur et la recherche ;
- Développer la coopération au service du développement durable.
- Une attention particulière est accordée aux jeunes et aux femmes, ainsi qu'à l'accès aux technologies de l'information et de la communication.

Vous trouverez sur notre site : www.francophonie.org (également en anglais) des repères qui pourront vous être utiles.



HARNESSING TECHNOLOGY FOR EFFICIENCY

The Police Division is working on a new human-resource-management computer system that will facilitate the recruitment of highly qualified and specialized officers. The new system will make the police recruitment process more efficient and easier for DPKO and UN Member States that provide police to the United Nations. The new system will give the Police Division a complete picture of the recruitment process, including creating and sharing the job description with Member States; collecting candidate application forms (either in paper or electronic format); selecting appropriate candidates based on upcoming functional needs in UN Missions; tracking the candidate's application through the critical clearance process; coordinating the deployment and travel of successful candidates to UN Missions and logging the activities, arrival/departure, extension, and performance appraisals of UN Police officers during their tours of duty. This diagram demonstrates the "business process" of the new system.





DEPUTY POLICE ADVISER SHOAB DASTGIR

In August 2011 the UN Deputy Police Adviser, Mr. Shoaib Dastgir, from Pakistan, took up his post at UNHQ. Commissioner Dastgir worked as a UN Police officer in Bosnia and Herzegovina (2001 – 2002) and Mozambique (1994 – 1995).

In Pakistan, Commissioner Dastgir worked for more than 16 years in various positions. He was the Chief or Deputy Chief of the Police in three metropolitan cities with populations ranging from three to six million people. He managed police services ranging from 1,800 to 8,000 police personnel. He oversaw crime management, human resource management, maintenance of law and order and preparation of security plans. He has directed strategic planning, negotiated budgets with regional Government offices and helped in project development in the departments where he worked.



Deputy Police Adviser Shoaib Dastgir: (UN Photo/Annika Hansen)

An experienced police officer and manager Commissioner Dastgir was an international fellow at the University of Minnesota, he did his masters in human resource management at the University of Manchester and has a BS from King Edwards College in Lahore, Pakistan.

| FPU Deployment | | | |
|----------------|--------------|--------------|-----------------|
| | FPU OFFICERS | AUTHORIZED | FEMALE OFFICERS |
| MONUSCO | 1,029 | 1,050 | 89 |
| UNMIL | 844 | 845 | 128 |
| MINUSTAH | 2,337 | 2,360 | 180 |
| UNAMID | 2,229 | 2,660 | 87 |
| ONUCI | 995 | 1,000 | 4 |
| UNMIT | 488 | 490 | 2 |
| Total: | 7,922 | 8,045 | 490 |



UN Police Contributing Countries — December 2011

| Country | Male | Female | Country | Male | Female | Country | Male | Female |
|--------------------------|------|--------|--------------------|------|--------|------------------------|------|--------|
| Argentina | 27 | 1 | Ireland | 14 | 4 | Spain | 29 | 7 |
| Australia | 65 | 10 | Italy | 5 | 0 | Sri Lanka | 83 | 5 |
| Bangladesh | 1858 | 225 | Jamaica | 14 | 8 | Sweden | 20 | 11 |
| Belgium | 1 | 0 | Jordan | 1924 | 2 | Switzerland | 3 | 1 |
| Benin | 106 | 8 | Kenya | 14 | 5 | Tajikistan | 9 | 2 |
| Bosnia and Herzegovina | 22 | 4 | Kyrgyzstan | 10 | 1 | Thailand | 11 | 9 |
| Brazil | 18 | 2 | Lithuania | 2 | 0 | Togo | 147 | 1 |
| Burkina Faso | 215 | 21 | Madagascar | 55 | 6 | Turkey | 134 | 6 |
| Burundi | 111 | 15 | Malawi | 26 | 6 | Uganda | 25 | 5 |
| Cameroon | 63 | 42 | Malaysia | 257 | 18 | Ukraine | 64 | 7 |
| Canada | 138 | 18 | Mali | 79 | 5 | Unit. Rep. of Tanzania | 86 | 45 |
| Central African Republic | 31 | 10 | Montenegro | 4 | 0 | USA | 92 | 14 |
| Chad | 58 | 12 | Namibia | 18 | 40 | Uruguay | 10 | 2 |
| Chile | 12 | 2 | Nepal | 688 | 42 | Yemen | 233 | 0 |
| China | 72 | 0 | Netherlands | 1 | 0 | Zambia | 233 | 22 |
| Colombia | 15 | 1 | New Zealand | 4 | 1 | Zimbabwe | 55 | 25 |
| Côte d'Ivoire | 139 | 24 | Niger | 151 | 21 | | | |
| Croatia | 13 | 1 | Nigeria | 567 | 149 | | | |
| Czech Republic | 2 | 1 | Norway | 14 | 10 | | | |
| Dem. Rep. of the Congo | 27 | 3 | Pakistan | 867 | 7 | | | |
| Djibouti | 34 | 2 | Philippines | 210 | 40 | | | |
| Egypt | 432 | 0 | Poland | 3 | 0 | | | |
| El Salvador | 26 | 5 | Portugal | 181 | 3 | | | |
| Ethiopia | 9 | 0 | Republic of Korea | 3 | 1 | | | |
| Fiji | 44 | 5 | Romania | 29 | 4 | | | |
| France | 56 | 2 | Russian Federation | 14 | 3 | | | |
| Gambia | 157 | 54 | Rwanda | 294 | 117 | | | |
| Germany | 16 | 0 | Samoa | 3 | 2 | | | |
| Ghana | 250 | 97 | Senegal | 736 | 7 | | | |
| Grenada | 3 | 0 | Serbia | 10 | 2 | | | |
| Guinea | 48 | 4 | Sierra Leone | 180 | 79 | | | |
| India | 979 | 110 | Singapore | 7 | 3 | | | |
| Indonesia | 151 | 4 | South Africa | 46 | 12 | | | |



POLICE DIVISION STAFF

Office of the Police Adviser

| Name | Nationality | Title in National Service/ previous assignment | Position at Police Division |
|------------------------|-------------|---|---|
| Ms. Ann-Marie Orler | Sweden | Deputy Police Adviser DPKO, County Commissioner for Västmanland, Swedish National Police | Police Adviser |
| Mr. Shoaib Dastgir | Pakistan | Deputy Inspector General of Police, Punjab | Deputy Police Adviser |
| Mr. Alexandre Rinaudo | France | Police Special Adviser in the French Embassy in Washington | Special Assistant to the Police Adviser |
| Ms. Annika Hansen | Norway | Senior Analyst, Norwegian Defence Research Establishment | Policy Officer |
| Ms. Amalia Dutescu | Romania | Public Relations Specialist Epic Group Worldwide | Personal Assistant to Police Adviser |
| Mr. Benoit Le Chartier | Mauritius | Legal Officer for UN Police in Democratic Republic of Congo | Legal Officer |
| Mr. Keith Murray | Ireland | Superintendent of Irish Police (An Garda Síochána) in charge of Professional Standards | Audit Officer |
| Mr. Lee Woodyear | USA | Public Information Officer UN Mission in Côte d'Ivoire | Police/OROLSI Public Information Officer |

Standing Police Capacity

| Name | Nationality | Title in national service/ previous assignment | Position at Police Division |
|------------------------|-------------|---|--|
| Generaal Mariz Du Toit | Namibia | UNMISS Police Commissioner | Chief of the Standing Police Capacity |
| Ahmed Abdelrahim | Egypt | (Former) Lt. Col in the Police Academy in Cairo | Public Order Officer |
| Alice Holmes | USA | US Police Instructor Program in Beirut, Lebanon | Policy & Planning Of- ficer |
| Amod Gurung | Nepal | Senior Police Adviser in United Nations Political Office for Soma- lia from 2005 December to July 2007 | Training Adviser |



| | | | |
|--------------------|--------------|--|-----------------------------|
| Catherine Rompato | Belgium | Political Affairs Officer in UNMIBH, MINURSO, UNOCI, UNOB, Masters in International Relations and Msc in Global Human Resources Management | Special Assistant |
| Dag Dahlen | Norway | Police Training Adviser/Coordinator, The National Police University College | Training Adviser |
| Eugenijus Usinskas | Lithuania | Head of the Lithuanian Criminal Police Board | Transnational Crime Adviser |
| Francis Tsidi | Ghana | Ghana Police Service Director/Research & Planning | Policy & Planning Officer |
| George-Paul Albu | Romania | Chief of Training Department of the General Inspectorate of Romanian Police | Police Reform Officer |
| George Tweneboah | Ghana | Ghana Police Service Director/Police Peacekeeping & International Relations | Police Reform Adviser |
| Gerrit Schut | Netherlands | 15 years experience in ICT in various capacities ranging from developer, administrator, designer, analyst to project manager | IT Officer |
| Jeffrey Buenger | USA | Director of Government Relations, International Commission on Missing Persons, OHCHR Human Rights Officer | Legal Adviser |
| Mahmoud Abu-Salman | Jordan | Head of CID Unit for the Jordanian North Region Police | Investigation Officer |
| Mr. Georg Fliege | Germany | Deputy Section Head, Federal Criminal Police Office | Police Reform Adviser |
| Margherita Zuin | Italy | Amnesty International Ecuador, UNIFEM Jordan, UNAMID | Legal Officer |
| Marylinda Gonzalez | Guatemala | Travel Assistant in MINUSTAH | Team Assistant |
| Melanie Blais | Canada | Research Specialist and Criminal-Intelligence Analyst for the Surete du Quebec, Masters in Criminology | Police Analyst |
| Odile Kantyono | Burkina Faso | Research specialist at the Ministry of Interior, Burkina Faso | Gender Officer |
| Peter Benicsak | Hungary | Senior Project Manager, International Project Management Office (Budapest) | Logistics Planning Officer |
| Rowel Julian | Philippines | Electronics and Communications Engineer, deployed terrestrial trunked radio system for AMISOM in Mogadishu | IT Officer |



| | | | |
|--------------------|-------------|---|--------------------------|
| Shamsunnahar | Bangladesh | Additional Superintendent of Police HQ, Dhaka | Human Resources Officer |
| Sibgat Ullah | Bangladesh | Assistant Inspector General of Police, Dhaka | Logistics Adviser |
| Stefania Putignano | Italy | Assistant in the Reference Verification Unit - HR | Team Assistant |
| Taimoor Ali Khan | Pakistan | Assistant Inspector general of Police, Islamabad | Community Police Adviser |
| Victoria Turner | UK | Program Officer in UNIDO - Vienna | Team Assistant |
| Wilfredo Franco | Philippines | City Police Director of Baguio City | Team Leader |

Mission Management and Support Section

| Name | Nationality | Title in National Service/ previous assignment | Position at Police Division |
|------------------------|--------------|---|---|
| Mr. Ajay Kashyap | India | Inspector-General of Police / Joint Commissioner (Southern Range), Delhi Police | Chief of Mission Management and Support Section |
| Mr. Sorinel Preda | Romania | Comisar-sef (Colonel) / Illegal Migration Specialist | Mission Manager |
| Mr. Sarbendra Khanal | Nepal | Superintendant of Police / District Chief of Dhanusha District | Mission Manager |
| Mr. Denis Tikhomirov | Russia | Lt.-Colonel (retired) / Director of Police Peacekeeping Training Centre | Mission Manager |
| Mr. Ghislain Hantz | France | Auditor in General Inspection of National Police | Mission Manager |
| Mr. Soulemanou Ngamsou | Cameroon | Senior Superintendent of Police / Chief of Operations, MONUSCO UNPOL | Mission Manager |
| Mr. Oliver BM Somasa | Sierra-Leone | Deputy Inspector-General, Sierra Leone Police | Mission Manager |
| Mr. Glen DeSoto | USA | Special Adviser, Office of Military Affairs, DPKO | Mission Manager |
| Mr. David Vinluan | Philippines | Deputy Chief of UN Peacekeeping Operations Centre, Philippine National Police | Mission Manager |
| Mr. Enzo Bartolo | Italy | Lt.-Colonel / Deputy Chief of Anticrime Division | Mission Manager |



Strategic Policy and Development Section

| Name | Nationality | Title in National Service/ previous assignment | Position at Police Division |
|-------------------------|-------------------|---|--|
| Andrew Carpenter | UK | Executive Officer, Strategic Police Matters Unit, Office of the Secretary General, Organization for Security and Co-operation in Europe (OSCE), Vienna, Austria | Chief - Strategic Policy and Development Section |
| Mamadou Barro | Côte d'Ivoire | Superintendent, Criminal Investigation Department, Cote d'Ivoire National Police | Police Planning Officer |
| Manuel Carrilho | Portugal | Superintendent, Portuguese National Police | Police Planning Officer |
| Herbert Karugaba | Uganda | Senior Assistant Commissioner, Uganda Police Force | Police Planning Officer |
| Krishna Murti Soerjanto | Indonesia | Senior Superintendent, Indonesian National Police | Police Planning Officer |
| Jaswant Lal | Fiji Islands | Superintendent, Fiji Police Force | Police Planning Officer |
| Daniel Ngeno | Namibia | Deputy Commissioner, Namibian Police Force | Police Planning Officer |
| Dongkyun Shin | Republic of Korea | Senior Inspector, Korean National Police Agency | Police Planning Officer |
| Odia Godfrey Aropet | Uganda | Assistant Commissioner, Uganda Police Force | Police Policy Officer |
| Gwen Boniface | Canada | Police Commissioner of the Ontario Provincial Police / Deputy Chief Inspector, Garda Síochána Inspectorate, Ireland | Transnational Organized Crime Expert |
| Lea Angela Biason | Switzerland | Human Rights Officer, International Secretariat Amnesty International, London, UK | Associate Police Gender Expert |
| Sasa Lucic | Canada | Financial Officer and Investment Adviser with TD Canada Trust, Toronto, Canada | Staff Assistant |
| Karina Mayuga | Philippines | Merchandising Officer, Rustan Commercial Corporation, Manila, Philippines | Staff Assistant |



Selection and Recruitment Section

| Name | Nationality | Title in National Service/ previous assignment | Position at Police Division |
|----------------------------|--------------|---|--|
| Mr. Ata Yenigun | Turkey | Chief Superintendent, Personnel Department, Turkish Police | Chief of the Selection and Recruitment Section |
| Mr. Carlos Peralta | Argentina | Special Assistant to the Head of the Metropolitan branch, Argentine Federal Police HQ | Team leader Information management |
| Ms. Eva Drugge | Sweden | Chief of County Intervention Team, Swedish Police | Recruitment Officer |
| Mr. Wei Huang | China | Assistant Commissioner, Chief of Modern Education Center, Hunan Police Academy, China | Recruitment Officer |
| Mr. Dmytro Oschepkov | Ukraine | Chief of the Division, International Relations Department, Ukraine Police, Ukraine Ministry of Interior | Team Leader Africa I |
| Mr. Joseph P.Chris Charley | Sierra Leone | Assistant Inspector-General of Police (AIG) | Audit Officer |
| Mr. Giorgio Giaimo | Italy | Carabinieri Lieutenant Colonel, Head of Peace Support Operations Chair at the Center of Excellence for Stability Police Units | Team Leader FPU Coordinators |
| Mr. Qader Alhabahbeh | Jordan | Deputy Chief of Strategic and Security Studies Center, Public Security Directorate, Jordanian Police | FPU Coordinator |
| Mr. Victor L. Hernandez | Uruguay | Chief Development Training and New Policies, Chief of Staff Office, Montevideo Police Headquarters, | FPU Coordinator |
| Mr. Eyas Mahadeen | Jordan | Head of International Cooperation Section, Arab & International Police Dept. (Interpol Bureau), Public Security Directorate, Jordanian Police | Team leader Recruitment Professional Posts and SAT coordinator |
| Ms. Regina Tengey | Ghana | Administrative Manager Peace-keeping Center, Ghana Police | Recruitment Officer |
| Mr. Faisal Shahkar | Pakistan | Deputy Inspector General (DIG) of Police. Special Branch, Police Service of Pakistan | Team Leader Americas and Middle East |



| | | | |
|--------------------------|-------------|---|-----------------------------|
| Mr. Alok Tandon | USA | Chief Technology Officer, Useful Capital LCC, | Information systems Officer |
| Ms. Johanna Stronquist | Sweden | National Expert, Council Secretariat of the European Union | Policies and Guidelines |
| Ms. Anna Leppakoski | Finland | Human Resources Officer, Statistical Office, Finland | Research and projects |
| Mr. Kalu Odege | USA | Administrative Assistant in the Department of Economic and Social Affairs (UNDESA) | Administrative Assistant |
| Mr. Paul Garcia | Philippines | Administrative Assistant in the Department of General Assembly and Conference Management (UNDAGCM). | Administrative Assistant |
| Ms. Halima Ibentounmerte | Morocco | Administrative Assistant at the Permanent Mission of the Kingdom of Morocco to the UN | Administrative Assistant |



Joyce Kapampa Kasosa worked for the Mission Management and Support Section of the United Nations Police Division from 2009 - 2011. On her return to Zambia she was appointed the Commissioner of Police of the Luapula Province. She is seen here taking the Oath of Office before the President of Zambia Michael Sata at the State House on 25 October 2011.

Police officers interested in helping the United Nations to restore security, build policing capacity and strengthen rule of law in countries emerging from conflict should inquire through their National Services. Highly qualified police, francophone police and female police officers are strongly encouraged to inquire.

More information about the United Nations Police and the Department of Peacekeeping Operations can be found through the following sites:

Police Division:

www.un.org/en/peacekeeping/sites/police

UN Global Effort:

www.facebook.com/United-Nations-Police-Division-Female-Global-Effort

Department of Peacekeeping Operations:

www.un.org/en/peacekeeping

Facebook:

www.facebook.com/unpeacekeeping

Twitter:

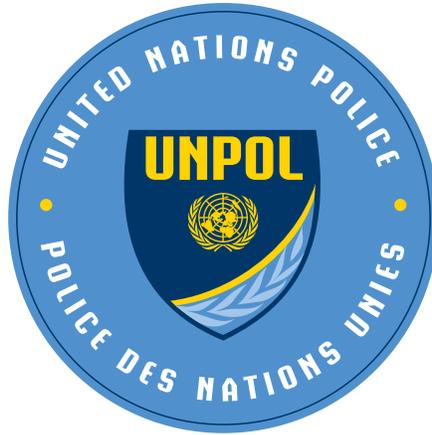
www.twitter.com/unpeacekeeping

Flickr:

www.flickr.com/unpeacekeeping

You Tube:

www.youtube.com/unitednations



We are here to make history by launching our new International Network of Female Police Peacekeepers. This is further proof of a truth we know well, and that is slowly dawning on our world: that women can and do make a major contribution to global peace and security.

The equal rights of women and men are enshrined in the opening words of the United Nations Charter – but for too long, women were viewed primarily as victims of conflicts, not as drivers of progress.

That very wrong perception has changed thanks to hard work by leaders of grassroots groups, representatives of Member States and concerned officials inside and outside of the United Nations.

In 2000, the Security Council adopted a landmark resolution on women, peace and security, for the first time recognizing that we will never have lasting stability unless women are the negotiators, the peacemakers and the leaders in rebuilding war-torn societies.

All of you in this room understand the power of women in helping to calm tensions, generate greater understanding and foster reconciliation. You know the importance of mutual support, mentoring, training and advocacy.

You can inspire others to join this wonderful Network through your enthusiasm and through your example.

Deputy Secretary-General Asha-Rose Migiro
Launching the International Network
of Female Police Peacekeepers
Louisville, Kentucky August 2011