

4th edition, January 2010

# UN POLICE MAGAZINE



United Nations  
Department of Peacekeeping Operations



*Sustainable Peace through Justice and Security*



Rebecca Nyamah, a UNAMID police officer from Ghana during a patrol in the Abu Shokk IDP camp, Northern Darfur, April 2009 (UNAMID Photo by Olivier Chassot)

## TABLE OF CONTENTS

January 2010  
4th Edition

### [ INTRODUCTION ]

- 1 ] “Quality through Equality”, Special Representative of the Secretary-General Ellen Margrethe Løj
- 2 ] Strengthening National Capacity, Special Representative of the Secretary-General Atul Khare
- 3 ] Police Division’s New Horizon, UN Deputy Police Adviser, Ann-Marie Orlor

### [ UN POLICING IN ACTION ]

- 9 ] Taking on Gangs: Police Commissioner Haiti
- 13 ] Assisting the Internally Displaced: Police Commissioner Darfur
- 16 ] Role of National Security Service in Chad Continues to Expand

### [ FACTS & FIGURES ]

- 6 ] Top 10 Contributors of Female UN Police Officers
- 10 ] Actual/Authorized Deployment of UN Police in Peacekeeping Missions
- 20 ] UN Police Contributing Countries (PCCs)
- 20 ] Top 10 Contributors of UN Police Officers

*Cover photo: Canadian UN police officer supports Haitian National Police officers at a checkpoint in Port au Prince, Haiti, April 2009 (MINUSTAH Photo by Marco Dormino)*

### [ DEVELOPMENTS IN UN POLICING ]

- 4 ] The UN and INTERPOL Strengthen Cooperation
- 5 ] Broad Member State Endorsement and Strong Support for UN Policing
- 5 ] Echoes of the UN-INTERPOL Ministerial Conference
- 17 ] UN Reform in Progress
  - Pre-Deployment Training
  - Election Guidelines for UN Police
  - Framework for Police Peacekeeping
  - Standing Police Capacity
- 19 ] Police Division Receives Award

#### Erratum:

Clerical errors in the nomenclature used to refer to some United Nations Member States in pages 24 - 27 of the 3rd Edition of the UN Police Magazine dated July 2009 occurred. These errors will be corrected in subsequent publications. The Police Division apologizes for these errors and any inconvenience they caused.



## “Quality through Equality”

*Message from **Ellen Margrethe Løj** Special Representative of the Secretary-General to the United Nations Mission in Liberia (UNMIL) on the important role that female police play in restoring security to Liberians. There are 1,324 UN police in Liberia, of which 181 are female.*

A police service should mirror the society it serves. Ensuring that both women and men make up a police service increases the chances that it will succeed in its mission to serve and protect. Women are not a minority anywhere in the world, yet they are typically more vulnerable within society and a larger proportion of women and girls become victims of violent crime than men.

Most police organizations around the world are male-dominated workplaces. Yet it has been proven over and over again that both men and women benefit greatly from a more gender-balanced police service. So what will it take for decision-makers worldwide to recognize that women have a major role to play in peacekeeping, both abroad and at home? It takes determination, courage, informed decision-makers and women!

Female police officers represent 12 per cent of the total UN police officers strength in the United Nations Mission in Liberia (UNMIL). Women from 18 countries have joined forces with male colleagues to help develop a Liberian National Police (LNP) that respects democratic values and human rights. However, 12 per cent is far from satisfactory, and I urge every Police Contributing Country to strengthen efforts to increase female representation in UNMIL and other peacekeeping missions.

In a country with Africa’s first elected female President at the helm, gender is also a strong thread running through the work of the national police. The LNP’s newly developed Strategic Plan aims to achieve at least 20 per cent female representation. Currently, the figure stands at nearly 15 per cent, and the LNP, with UN police support, is striving to encourage women to join its ranks. But for true gender balance, females must be represented at all levels and in all specialist functions. Promotion and selection processes must be fair, and should not discriminate against women. There should be no “glass ceiling”, and talented women should be given the training and support they need to realize their full potential.

War-affected populations in many conflict and post conflict societies rely on the UN to protect them. To achieve this, we must work with national institutions, and involve more women who can serve as role models for the women and girls in the societies we serve. We must take the lead in providing “Quality through Equality”. ■



UN Photo



## Strengthening and Developing a National Police Capacity in Timor-Leste

*Message from **Atul Khare**, the Special Representative of the Secretary-General for Timor-Leste from July 2006 – December 2009. There are 1,552 UN police officers working in the UN integrated Mission in Timor-Leste.*

UN Photo



In 2006 the Government of Timor-Leste requested the UN to resume executive authority over the national police. The subsequent arrival of UN police helped re-establish peace in the country. In every year since, security has improved and for the past year, the country has been quite peaceful with “normal” life having become again in fact the norm in everyday life. The deployment of United Nations police officers is central to the mandate of UNMIT.

A unique characteristic of the current arrangement is that UNMIT police are, along with the National Police of Timor-Leste (PNTL), the police of Timor-Leste. The UN Police Commissioner is entrusted with overall command and control with respect to the conduct of police operations. In practice and in full respect of the sovereignty of Timor-Leste, the Police Commissioner works in close coordination and consultation with the PNTL General Commander. But we have now entered a phase in which we are returning this responsibility to the Timorese in a gradual phased manner through a process jointly owned by the Timorese authorities and UNMIT.

The ultimate success and sustainability of the police reform, restructuring, rebuilding and reconstitution of the Timorese police and its development will depend on the long-term will and commitment of the PNTL and the Government, which includes availability of a sound budget and coherent and realistic long-term planning, as well as United Nations efforts and continued bilateral and multilateral assistance.

A successful process of resumption will end a unique and historic contribution of the UN peacekeeping to Timor-Leste. All Member States that have contributed police to this effort can be proud of their men and women who have worn the Blue Beret. They have represented the United Nations and their countries with honor and distinction. I appreciate their dedication and commitment and praise their professionalism under difficult and challenging circumstances. On this occasion, my thoughts also go out to their families and friends, who daily bear the pain of separation, to enable the UNMIT police to perform their tasks in this far away land. I sincerely thank all the UN police officers and all those who make their deployment a reality. ■



## The Police Division's New Horizon

*Ann-Marie Orlor, Deputy Police Adviser, Department of Peacekeeping Operations*

In my almost two years as the UN Deputy Police Adviser, I have witnessed the implementation of important reforms in the way that the Department of Peacekeeping Operations (DPKO) works to develop sustainable peace in post-conflict societies. The work of the UN Police Division has been part of the cutting-edge of this transition.

At the end of 2009 the United Nations Police Division had 12,645 police-women and men deployed in 13 peacekeeping operations and four political missions around the globe. The police are mandated to work on security and rule of law issues and work closely with other rule of law actors, judicial and corrections officers, as well as with security services. Re-establishing national ownership and accountability of professional police services is essential to sustainable peace. Many UN Member States and institutions consider this to be fundamental in building long-term peace in post-conflict countries.

Since the publication of the last Police Magazine in July 2009 the Police Division has advanced a number of projects and programmes. We have been in Singapore together with our International Criminal Police Organization (INTERPOL) partners where we addressed their 78th General Assembly. Prior to this Assembly, the UN and INTERPOL held a one-day Ministerial Meeting dedicated to police peacekeeping. At this Meeting 153 countries were represented by senior police officials including 64 Ministers. Alain Le Roy, the United Nations Under-Secretary-General for Peacekeeping Operations co-chaired this meeting, and the UN Secretary-General Ban Ki-moon, addressed the delegates through a video message.

The United Nations and INTERPOL have recognized that there is often a clear link between implementing UN Security Council mandates and addressing organized crime. No one can fight this alone. The UN continues to create and strengthen partnerships. Through a common effort stability and trust can be re-established in societies torn apart by conflicts. The political platform was strengthened in Singapore and now INTERPOL and the UN will develop an action plan to build on this platform.

The Police Division is also working on building the capacity to confront the mounting challenges DPKO faces. The review process of Formed Police Units (FPU) has advanced and a new policy setting out the role of this peacekeeping tool will be adopted and distributed in early 2010. In mid-2009 DPKO launched a global effort aimed at encouraging Member States to contribute more qualified police, especially female officers, to peacekeeping operations. The Division has set as a target increasing the contribution of female officers to 20 per cent by 2014. The long-term goal, as it is for the UN as a whole, is parity. We encourage Member States to set the same target for their national services and are committed to working with them to identify and overcome obstacles that encumber women's entry, promotion and retention in their national police services.

On behalf of DPKO and the Police Division, I want to thank Member States and other partners, for their on-going support throughout this process. In 2010 the Division will consolidate these changes, implement policies and procedures, expand and professionalise the services working in all operations and missions and keep you informed through regular meetings, reports and in the pages of this magazine. ■



Photo of Ann-Marie Orlor was taken by Krister Atle



Under-Secretary-General for Peacekeeping Operations Alain Le Roy addressing the one-day Ministerial Meeting dedicated to policing in peacekeeping as part of the INTERPOL 78th General Assembly. (Photo: INTERPOL)



## The UN and INTERPOL Strengthen Cooperation

The UN Under-Secretary-General for Peacekeeping Operations, Alain Le Roy, on the eve of the Ministerial Meeting of the 78th INTERPOL General Assembly, formally signed a supplementary cooperation agreement with the Secretary General of INTERPOL Ronald K. Noble. The supplemental agreement strengthens practical cooperation between INTERPOL and UN missions. It builds on the first agreement which was concluded in 1997 and on a Memorandum of Understanding that was concluded in 2002. Both INTERPOL and the UN continue to see the practical value of increased cooperation in information sharing, increasing the capacity of national police services and taking on transnational criminal organizations. The UN has learned from practical experience that weakened states often attract organized crime and organized crime undermines the establishment of security and justice. "Criminal elements are increasingly fuelling

wars by providing belligerents with the resources to finance their expensive military activities. They undermine the rule of law and threaten human security. Past conflicts have clearly shown that conflicts that are not fed by criminal profits tend to end sooner," said Le Roy, just before signing the agreement.

Noble described what types of assistance INTERPOL could be able to offer UN policing. "INTERPOL can provide deployed UN police peacekeepers with access to the world's only secure global police communications system; global databases including names of criminals, fingerprints, DNA profiles, stolen passports, and stolen vehicles; and specialized investigative support in key crime areas, including fugitives, drugs, terrorism, trafficking in human beings and corruption. These make INTERPOL an essential partner for police peacekeepers." ■



## Broad Member State Endorsement and Strong Support for UN Policing

Foreign, Justice and Home Affairs Ministers joined senior police officials from more than 150 countries on the eve of the INTERPOL 78th General Assembly and endorsed a declaration that strongly supports UN police peacekeeping. The 800-word final declaration of the Meeting that was co-chaired by the UN and INTERPOL, recognized the crucial role that UN police play in building sustainable peace through creating justice and security capacity in post-conflict environments. The Ministers recognized the crucial function of UN police and agreed to support training and deployment of qualified male and female officers. The escalating demand for police within UN peacekeeping operations was recognized and welcomed. The Meeting committed Ministers to developing with the UN and INTERPOL an "Action Plan on International Police Peacekeeping" within the next 12 months.

The Declaration went on to stress the importance of specialized capacities for police peacekeeping and for national police services. It strongly supported the creation of a global policing doctrine in post-conflict environments which effectively prioritizes needs, as well as harmonizes and standardizes, inter alia, the knowledge and best practice built up by the United Nations and INTERPOL over the years. And the Declaration endorsed the strengthened cooperation agreement that was concluded between the UN and INTERPOL, which was formally signed on the eve of the meeting. ■

### Echoes of the UN-INTERPOL Ministerial Conference:

*"The United Nations is only as strong and effective as the will of its Member States and its level of cooperation with partners. Our efforts to become more effective and professional through the development of a strategic doctrinal framework for international police peacekeeping depends on your commitment to provide well-qualified men and women who can contribute to fulfilling our core police functions and to train them in accordance with United Nations standards and values. We have a real chance of making real improvements and I am counting on all of you to support us in these efforts."*

Alain Le Roy, United Nations Under-Secretary-General for Peacekeeping Operations

### Sweden on Cutting Edge of Gender Equality with 40 per cent of its Police Service Female

*"Female police officers play an important role in reducing crime and increasing public security. We recognize and are proud of their contributions in international policing with United Nations peacekeeping operations. We will continue to send qualified female police officers to United Nations peacekeeping operations."*

Beatrice Ask, Minister of Justice, Sweden



Ministers from more than 60 countries with the Secretary General of INTERPOL and the UN Under-Secretary-General for Peacekeeping Operations (right-centre front row) during the joint UN - INTERPOL Ministerial Meeting held in Singapore in October 2009. (Photo: INTERPOL)



## Echoes of the UN-INTERPOL Ministerial Conference (continued):

### Bangladesh the Second Largest Police Contributing Country to UN Operations

*“Police women are very dynamic and since our democratic government is in power, we have started to recruit women in every department including the police and army. We are encouraging more women to join the police, especially in high level positions.”*

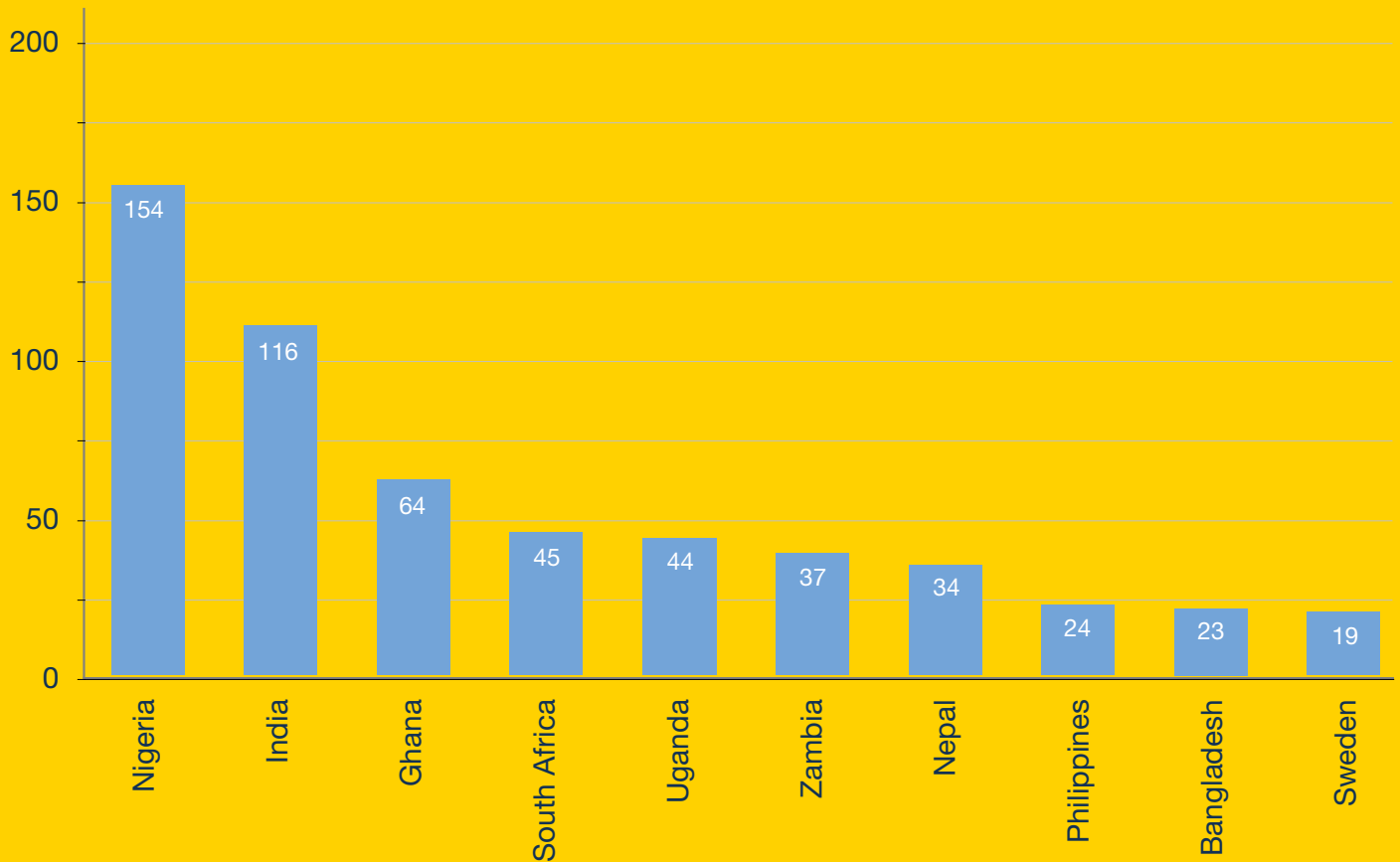
Sahara Khatoon, Minister of Home Affairs, Bangladesh

### Uganda with 40 Female Police Officers Serving in UN Operations Sees the Logic of Expansion

*“If it is specifically requested, the Ugandan government can pay attention to facilitate UN with the deployment of women police officers. Uganda is one of the current representatives of Africa in the UN Security Council. This would go a long way to make a good advocacy for global security”*

Julius Odwe, Deputy Inspector-General, Uganda

## Top 10 Contributors of Female UN Police Officers - December 2009







## UNITED NATIONS POLICING

The Secretary General of INTERPOL, Ron Noble, poses with (from left to right) UN police officers Agnes Baluka (Uganda), Lena Melander (Sweden), and May Yen Sng (Singapore). Lea Angela Biason (on the far right) is the professional officer who created and managed the UN Police Division information booth at the UN- INTERPOL Ministerial Meeting in Singapore. (INTERPOL Photo)

# UN Launches Global Effort to Recruit more Women into Police Services

At a press conference at UN headquarters on 7 August, the UN Police Adviser and Deputy Police Adviser, launched a worldwide drive to recruit more female police officers into police services. The dual-track effort set its sights on both expanding the number of female UN police officers serving around the world to 20 per cent by 2014, and called on UN Member States to also increase the percentage of female officers in their national services. The Police Division, working closely with the UN Department of Public Information, the DPKO Gender Advisory Team and Member States, undertook a number of activities since early August. The Police Division set up an information booth during the opening of the 2009 UN General Assembly and at the UN-INTERPOL Ministerial Meeting in Singapore; participated in a roundtable discussion on gender-based violence at United Nations headquarters; brought, with the assistance of Member States, a delegation of UN police to the International Association of Women Police's (IAWP) annual conference, and created a slide exhibit, a photo exhibit and a poster. The UN Secretary-General Ban Ki-moon, the Under-

Secretary-General for Peacekeeping Operations, Alain Le Roy, the Assistant Secretary-General for Rule of Law and Security Institutions Dmitry Titov and the Police Adviser and Deputy Police Adviser highlighted the need for more women in their public talks and in meetings with Member States. In early September 2009 the Government of Liberia announced at a Partners Forum held at United Nations headquarters that it had also set a goal that the Liberian National Police (LNP) would be 20 per cent female by 2014. ■

Ann Tusiime, a Ugandan police officer serving in the United Nations Mission in Sudan (UNMIS), expressed satisfaction:

*"I am happy to be part of the achievements of the UN and to be one of the female police peacekeepers. It will go a long way in helping to recruit women to the UN as we have reached out to many women, and they too will speak about what the UN is doing."*



# UN Police Officers Stand Out at the International Association of Women Police Conference

A group of UN police officers who participated in the International Association of Women Police annual conference in Seattle, USA, September 2009. (IAWP Photo)

Dozens of female UN police officers, some former female officers from 19 UN police contributing countries and female police officers from national services where there are peacekeeping operations, took part in the 47th International Association of Women Police (IAWP) Training Conference in Seattle, Washington, USA in September 2009.

The 625 policewomen present at the conference warmly welcomed their peacekeeping sister officers and expressed a keen interest in UN policing, its noble mission around the world, and were very interested in finding out more about how they can become a part of UN peacekeeping, in order to serve and protect some of the world's most vulnerable people.

On the opening day, the UN contingent of policewomen marched - with colleagues from police services from around the world - through the streets of Seattle. Given its unique composition and distinctive appearance, the United Nations police contingent attracted media interest and questions from the public. During the opening speeches and keynote address, the role of the UN police to promote peace was highlighted and applauded. The UN police peacekeepers showed how they are making a difference in securing peace not only in their own communities and in their own countries but also through their peacekeeping work.

The United Nations police held several panel sessions showcasing the stories of female UN police officers who are breaking barriers in mediating the reform of police

services, preserving security in refugee camps and rebuilding law and order while inspiring trust as they reach out to women and men in communities in Burundi, Chad, Cyprus, Liberia, Sudan, Timor-Leste and many other places. As well as informing and inspiring the hundreds of participants about UN policing, the UN delegation explored ways to form an International Association of Female Police Peacekeepers aimed at building networks to share expertise, provide support and encourage other police officers to serve in United Nations missions.

## IAWP Awards

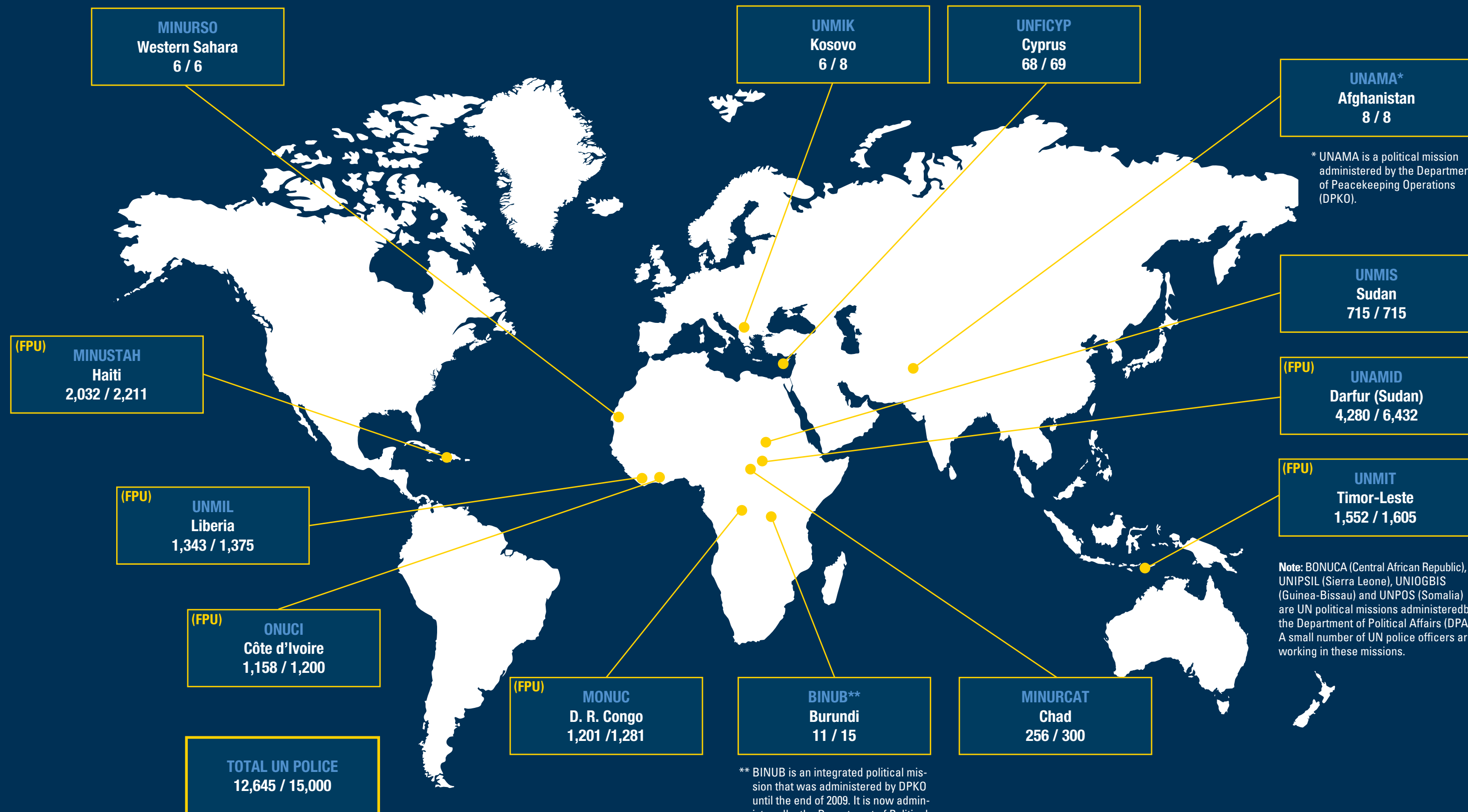
Every year the IAWP awards the outstanding performance of female police officers. Categories include the IAWP Officer of the Year Award, Community Service Award, Mentoring Award, Excellence in Performance Award, Medal of Valor Award, Civilian Achievement Award and International Recognition and Scholarship Award. All UN police services are encouraged to apply on behalf of their officers. Details about applications and the criteria for these awards can be found at: <http://www.iawp.org/awards.htm> ■

**Elizabeth Muwanga**, Deputy Police Commissioner in the African Union/United Nations Hybrid Mission in Darfur (UNAMID):

*"It is overwhelming to see policewomen from all over the world. You have a sense of belonging - as women in policing. When I meet these colleagues, I feel proud as a police officer and as a peacekeeper."*

# Actual / Authorized Deployment of UN Police in Peacekeeping Missions (December 2009)

(FPU) — includes Formed Police Units





## UN Policing in Action

### Taking on Gangs – Helping to Build a Respected National Police Service

The United Nations Stabilization Mission in Haiti (MINUSTAH) was established on 1 June 2004 by Security Council Resolution 1542. MINUSTAH's mandate is to restore a secure and stable environment, to promote the political process, to strengthen Haiti's Government institutions and rule of law structures, as well as to promote and to protect human rights. The Mission is mandated to have 2,211 UN police and today there are 2,032 of which 87 are women. Police Commissioner Mamadou Mountaga Diallo, from Guinea, joined MINUSTAH in January 2007. In December 2009 Diallo was re-deployed to the UN Mission in Chad (MINURCAT), where he took up the post of Commissioner. This interview of Commissioner Diallo was conducted by the Communication and Public Information Office of MINUSTAH.

**Q. What steps have been taken by UN police to support the Haitian National Police (HNP) in its efforts to reduce violence and crime in Haiti?**

**A. Commissioner Mamadou Mountaga Diallo (CMMD):** Violence and criminality, illicit trafficking of all types, demonstrations, and natural disasters are the main security challenges continually confronting MINUSTAH and the Haitian National Police.

From 2004 until today, the socio-security situation in the country has changed from one of criminal uprising, with armed groups and gangs controlling important urban areas (such as Cité Soleil, Bel Air and Martissant in the Capital area and in Raboteau in Gonaives), to the re-establishment of State authority over the entire country. This is thanks to numerous joint robust police operations, notably over the period of December 2006 to December 2007, during which the gangs were dismantled, gang leaders were arrested or fled; more than 700 gang members or leaders were arrested. Criminal activity was brought under control to an acceptable level. In this regard, a study of the evolution of kidnapping speaks for itself. From more than 500 per year in 2005 and 2006, the number of kidnapping cases was halved in 2007 and only reached an average of six per month in 2009!

*(continues on page 12)*



Police Commissioner Mamadou Mountaga Diallo (in centre) in Cité Soleil, Haiti. (MINUSTAH Photo by Marco Dormino)



Police Commissioner Diallo at a destroyed HNP police station in Cité Soleil, Haiti. (MINUSTAH Photo by Marco Dormino)



***Q. How would you rate the performance of the Haitian National Police at this time?***

**A. CMMD:** The Haitian National Police (HNP) has made a great deal of progress. This progress can be seen on the streets where they are present everywhere, day and night, on foot or in motor patrols. They direct the traffic, operate fixed or mobile control points, even catch people red-handed!

Above all, the HNP has changed its behavior towards the local population, so much so that an independent opinion poll conducted in June 2009 revealed a level of satisfaction among the population greatly above the average.

For example, in response to the question "Do you think the Haitian National Police has changed positively, negatively, or not at all?", the response was 58 per cent of those questioned replied that there had been a positive change. Even in the rest of the country, where there is still a critical shortage of police officers, 48 per cent of people questioned think there has been an improvement. These improvements will become more obvious once the goals of the Police Reform Plan have been reached.

In addition to the initial training provided by UN police at the police academy, each week our police officers deliver specialized training (maintaining law and order, judicial police, border police, etc.) as well as refresher courses (investigation, human rights, shooting, etc.). This is part of continued training programmes aimed at strengthening the capabilities of Haitian police.

***Q. At the police station and substation level, how is the cooperation and relationship between the HNP and the UN police? How are the UN police contributions to policing in Haiti being received by HNP officers?***

**A. CMMD:** One needs to make a distinction between two phases: the first, which lasted from 2004 to 2006, more particularly during the Transitional Government, was characterized by suspicion on the part of Haitians and their skepticism as to the potential success of this mission of the United Nations in the country. The second, lasting from May 2006 until today, has seen the installation of elected authorities (President, Government, Parliament, Mayor). This Government has become increasingly engaged in a show of force against armed criminal groups in which UN police and UN military, side by side with their Haitian colleagues, have shared the risks and shared the joy and success which



have opened the way to a harmony characterized by effective and permanent co-location wherever it has been possible.

The perfect collaboration and exceptional quality of relations, both personal and in the workplace, between the hierarchy of UN police and HNP, are exemplary.

**Q. By 2011, what do you foresee for the Haitian National Police?**

**A. CMMD:** If the State of Haiti and the donors continue their efforts at the present pace, the HNP will consist of 14,000 certified members, trained and equipped, by 2011. Most of the present infrastructure will have been renewed and equipped. The building which is to house the Inspection Générale, in process of construction, will be finished and equipped. A Police headquarters will have been established. Two new maritime bases (at Les Cayes and Port de Paix) will have been constructed.

**Q. What are the biggest challenges/difficulties that the UN police encounter in executing their mandate?**

**A. CMMD:** Three big difficulties hinder the work of the UN police: the dilapidated state of the vehicles which are subjected to harsh road conditions; the short length of mission of some UN police (8 – 9 months); and the scarcity of expertise, notably in the field of programme and project management.

**Q. To this date, what has been the UN police's biggest**

**success or accomplishment in Haiti?**

**A. CMMD:** Without doubt, the greatest success of UN police, and of the Mission as a whole, has been the eradication of the gangs' reign of terror and violence and the consequent reduction in insecurity that restored peace in the most overpopulated areas. Today, Haiti has one of the lowest criminal rates in the region. Even lower than in some countries which receive a lot of tourists. The next challenge for Haiti is development, to sustain all our achievements in security and stability. ■

## Assisting the Internally Displaced in Darfur (Sudan)

The African Union/United Nations Hybrid Mission in Darfur (UNAMID) was authorized in July 2007 pursuant to Security Council Resolution 1769. UNAMID formally began operations in December 2007. It is the first joint AU-UN mission, and it is mandated to have 6,432 UN police. By the end of 2009 there were 4,280 police deployed of which 341 are female officers. Micheal Fryer, from South Africa, took up his duties as Commissioner in December 2007. He was interviewed for the UN Police Magazine by the UNAMID Police Public Information Unit.

**Q. What has this job been like for you since you arrived in 2007 until now?**

**A. Commissioner Micheal Fryer (CMF):** It has not always been smooth. But through our efforts with our external partners and the UNAMID family, we have made some progress. UNAMID has fought confrontations and has

*Police Commissioner Micheal Fryer salutes as he meets elders in the ZamZam internally displaced persons (IDP) camp outside El Fasher, Darfur. (Photo: Albany Associates / Stuart Price)*





*Police Commissioner Fryer assisting in the set up of a temporary camp for the police to use in Darfur. (UNAMID photo)*

lost lives – may God rest their souls – as we struggled to fulfill our mandate to restore peace and rule of law for the people of Darfur. The situation today has greatly improved compared to how it was at the beginning. This improvement has been due to the constructive working relationship with the Government of Sudan and the senior management of the Government's Police Service. UNAMID police continue building confidence through long-range patrols (patrols that take two to five days and visit far-reaching areas of the territory) and in some areas some internally displaced people (IDPs) are slowly returning to their villages. UNAMID has facilitated the construction of Community Policing Centres (CPCs) in various parts of the territory.

**Q. How are the Community Policing Centres or CPCs set up? Who works in them?**

**A. CMF:** All relevant UNAMID components are present in these centres, including Police Gender Officers. UN

female police advisers visit IDPs regularly. The CPCs ensure patrols are conducted on a 24/7 basis in areas without Governmental restrictions, but in areas with restrictions, patrols are only done during the day.

**Q. How has this been possible?**

**A. CMF:** Partnership. For all of our initiatives we had to force and create a good working relation with the Government of Sudan and the local authorities including local Sheiks, Humudas and Walis. This was very important and once discussions were conducted and agreement was reached by those administrators at the top, reaching the IDP camps became easier.

**Q. Will the people of Darfur enjoy lasting peace?**

**A. CMF:** Yes – they will but this may take some time. To achieve this we have a large role to play. All partners in this peace process have to fully link up for the suc-



cess of our mission to restore peace. If I may quote one Darfurián's writing it stated: "We want peace: If it is flying in the air, I am prepared to fly to catch it. If it is buried underground, I am prepared to dig and get it. If it's available in the market, I will find the money and buy it." If you analyse these words, there's need for a quick and swift restoration of peace in Darfur and Sudan at large.

***Q. What are some of the positive developments?***

**A. CMF:** Police Gender Officers are fully doing their job in IDP camps as mandated. Today many women can report crimes of sexual violence against them without fear. They have started forming groups to have a stronger voice to bring attention to their problems, bringing their husbands on-board. The Government of Sudan's police are becoming more aware of the rights of women and arrests are made of those who abuse these rights. Though at times investigations are slow, we are going in the right direction. In addition, UNAMID Gender Police Officers are being co-located with Government of Sudan Police Gender Officers and Gender Desks are being created at different police stations. This creates the need for a strong judicial system to judge and pass sentences on crimes against women

as a measure of deterring others from committing similar crimes. The UN Community Policing Unit has also moved in the right direction. Through interactions with IDPs and knowing the importance of personal security, IDPs have created Community Security Volunteer (CSV) groups which are trained by UNAMID police. I would like to take this opportunity to thank the United Nations Development Programme (UNDP) for providing us with reflector-jackets that are used by these CSVs for easy recognition. Long-range, confidence building patrols, firewood escorts and farming escorts have also provided some security and built confidence for IDPs and other civilians where the UN is present.

***Q. What are you doing to prepare for the 2010 Elections?***

**A. CMF:** For the April 2010 elections, the primary task for UN police is to train trainers for both Government of Sudan and the rebel Movement's police. For the Government of Sudan police the programme is targeted to cover 7,350 officers throughout the whole of Sudan. These trainers will train others. Funds for the programme have been provided by UNDP and all is going well. I have to thank both police services for availing themselves for the training. All that is being done today is to ensure a smooth and fair 2010 election process. ■

*UNAMID police officers assist with the construction of a Community Policing Centre (CPC) near El Fashir, Darfur. (UNAMID Photo)*







*UN police and DIS officers interview Sudanese refugees in the Farchana refugee camp. (UN Photo by Olivia Grey Pritchard)*



## Role of National Security Service in Chad Continues to Expand

The Détachement intégré de Sécurité (DIS) is a police service composed of selected members of the Chadian Police and Gendarmerie that is responsible for maintaining law and order in refugee camps and other sites with concentrations of internally displaced persons (IDPs). This service, which was envisaged by a UN report, was authorised by Security Council Resolution 1778. It was established with UN assistance in 2008, and today has become a formidable police service in eastern Chad.

Within the framework of its mandate to protect refugees and IDPs in eastern Chad, the DIS decided to increase the number of women in its ranks in order to become a modern, credible, and most of all, efficient service on the ground. The US Ambassador in Chad said about the DIS: "The Government of the United States hopes that the experience of the DIS vis-à-vis the struggle against sexual and gender-based violence will be appreciated by the other elements of the Chadian security forces and the police as a measure of performance and professionalism to be emulated."

When the United Nations Mission in the Central African Republic and Chad (MINURCAT) selected a group

of National Police and Gendarmerie officers to begin this service in January 2008 there was only one woman. A year later, in January 2009, the number of women reached 78 out of 745 officers. By September 2009, this number climbed to 87 women out of 803 officers. Chadian authorities and MINURCAT are determined to increase this ratio.

In a socio-cultural environment based on ancestral values as is the case in eastern Chad, where women and men live separate lives, an increased number of women in the DIS can only be beneficial. In the current cultural context, these DIS women have a great advantage over men as they are more readily accepted by the refugee and IDP women, demonstrating that women are not only victims, but also protectors. The DIS women will also be able to better understand the concerns of female refugees and IDPs and to better include their demands in the overall DIS security plan. As part of the on-going UN support to the DIS, in October MINURCAT gave 200 bullet-proof vests to DIS officers. ■



## UN Reform in Progress

### The Reality

The number of police officers authorized for deployment in UN peacekeeping operations and special political missions increased fifteen-fold, from under 1,170 in 1995 to 15,000 in 2009. Formed Police Units – a team of up to 140 police officers, who work on public order management, including crowd and riot control; protection of UN staff and facilities, and support police operations involving a higher risk and/or that require a formed response – have increased from two units in 2000 to more than 50 today.

UN police officers come from almost 100 Police Contributing Countries and are deployed in 13 peacekeeping operations and four special political missions. This reflects the growth in multi-dimensional peacekeeping operations in general, but also the increased complexity of tasks enshrined in the policing mandates issued by the Security Council.

A comprehensive analysis of the Police Division, conducted in 2008, assessed the Division's activities and identified gaps that compromise its ability to meet today's peacekeeping challenges. Specifically, the review highlighted that the Division faced a 30 per cent vacancy rate in police, gaps in the representation of national and linguistic groups, a gender imbalance and difficulties in recruiting senior personnel as well as police experts in a range of specialized areas, including Formed Police Units. The review proposed, among other things, that the Police Division swiftly strengthen its recruitment capacity to execute the effective and efficient selection, recruitment, deployment, rotation and extension of police and other administrative matters. In 2009, the General Assembly endorsed the increase of staffing of the Police Division.

### Stepping Up

As part of the on-going reform and expansion the Division has established a Police Selection and Recruitment capacity, which will be responsible for selecting and recruiting candidates for UN police positions as well as deploying, rotating and repatriating existing police personnel. Its role as a quality control capacity for international police officers entails that the selection and recruitment capacity will apply pre-defined criteria in its assessment of candidates and ensure Member State

compliance with these standards. It will also take over the task of selecting and assessing individual UN police officers and members of Formed Police Units.

The Police Division is also establishing a Planning Unit, which will develop generic police peacekeeping planning tools and templates and support both United Nations headquarter elements and field-based police components. A Development Unit will concentrate on forward-looking initiatives, and will add a new transnational, organized crime position that will work on the INTERPOL action plan and support the West Africa Coast Initiative to counter organized crime in this region. And the Police Division is establishing a Policy Unit dedicated to developing guidance for police peacekeeping.

### Pre-Deployment Training: Ensuring Quality while Increasing Quantity

The 2008 Strategic Peacekeeping Training Needs Assessment showed that at least one third of the growing numbers of individual police officers deployed to UN peacekeeping operations had not received sufficient pre-deployment training.

To help Member States to fulfill their obligation to equip selected police officers with the vital knowledge needed to function effectively in a peacekeeping operation, the UN Integrated Training Service and the Police Division

*The regional UN "Train the Trainer" course in Sweden, May 2009. (UN Photo)*





UN police officers aiding to secure ballot boxes in the Oecussi District, Timor-Leste 2009. (UNMIT Photo)

developed, in cooperation with experts and experienced police trainers from several peacekeeping training institutes, a module, “UN Peacekeeping Training Standards for Pre-deployment Training of UN Police Officers”, was completed. In May 2009 these materials were sent to Member States. The UN training service conducted regional “Train the Trainer” courses in Sweden (May 2009), Ghana (July 2009), Argentina (November 2009) and Australia (December 2009). This module is accessible through the UN Peacekeeping resource hub: <http://peacekeepingresourcehub.unlb.org>.

### **Election Guidelines for UN Police**

Elections are often a key part of UN mission mandates and UN police are regularly called upon to play a role. UN police help provide security and protect facilities, convoys, voting material and in some cases candidates. Rather than being guided by an overarching UN policy, these activities have been traditionally carried out on the basis of individual common sense and know-how. While tailoring police electoral assistance to specific circumstances remains necessary, some generally applicable guidelines are being put in place in accordance with international standards.

Together with the International Security Sector Assistance Team at the Geneva Centre for the Democratic Control of Armed Forces, the Police Division is developing guidelines on the role of police in supporting post-conflict electoral security.

### **Framework for Police Peacekeeping**

In line with the Departments’ New Horizon goals, the UN Police Division’s Policy Unit is developing a comprehensive “Strategic Doctrinal Framework for International Police Peacekeeping” to enhance the effectiveness of UN police peacekeeping through more consistent, harmonized approaches to the provision of public safety, police reform and support to local police services and through a more sophisticated recruitment of staff with the necessary specialized skills and experience. This “Strategic Doctrinal Framework” will be completed in 2012. DPKO and the Police Division are very grateful that the Norwegian Ministry of Foreign Affairs has agreed to fund the initiative which will engage a variety of stakeholders.

In November 2009, the first critical step – to identify the core objectives and crucial function of police in inter-



national missions and outlines values and principles for deployment – was agreed at a meeting in Turin, Italy, which brought together more than 20 practitioners and academics from around the world.

### UN Standing Police Capacity Relocates to Italy

As part of the reforms influencing the role of police in peacekeeping operations, in 2004 the General Assembly endorsed the proposal of the High-Level Panel on Threats, Challenges and Change for a Standing Police Capacity (SPC) of up to 100 officers. For more information about the SPC see the Police Division Website:

<http://www.un.org/en/peacekeeping/sites/police/> and the UN Police Magazine July 2009.

In 2007 the first 25 SPC officers took up their posts, and began working out of the UN Secretariat. In 2009 the UN Member States endorsed the decision of the Secretary-General that the SPC would be permanently based at the United Nations Logistics Base (UNLB) in Brindisi, Italy. Between July and December 2009 these officers completed the relocation. “First impressions about the working conditions here are quite favourable”, said Catherine Rompato, the Special Assistant to the Chief of the Standing Police Capacity. ■

### UN Police Division Receives Award for Darfur Training Programme

At the annual conference of the International Association of Chiefs of Police (IACP) the United Nations Police Division was given a Webber Seavey Award for its UN police pilot training programme that it developed for the African Union/United Nations Hybrid Mission in Darfur (UNAMID). The Webber Seavey Award is a joint initiative between the IACP and Motorola. The pilot training programme, known as the Pilot Police Pre-Deployment Training Initiative for Darfur (3PDTID) was developed at United Nations headquarters in 2008. The Police Division, working in partnership with Member States (Australia, Canada, Finland, France, Germany, Italy, Norway, Sweden, the United Kingdom and the United States) created the programme to address the largest deployment of police to one UN mission. UNAMID is mandated to have more than 6,400 UN police officers, and today has more than 4,200. This award-winning training was created to: 1) ensure development and delivery of a standardized police pre-deployment training curriculum; 2) maximize the number of officers receiving such training, and 3) achieve these goals at little or no additional cost. ■

*The Webber Seavey Award ceremony in Denver, Colorado at the annual conference of the IACP, October 2009. Andrew Carpenter from the UN Police Division (in centre) and Odd Berner Malme (2nd from left) from the Police Donor Working Group received the award on behalf of the UN. (IACP Photo)*





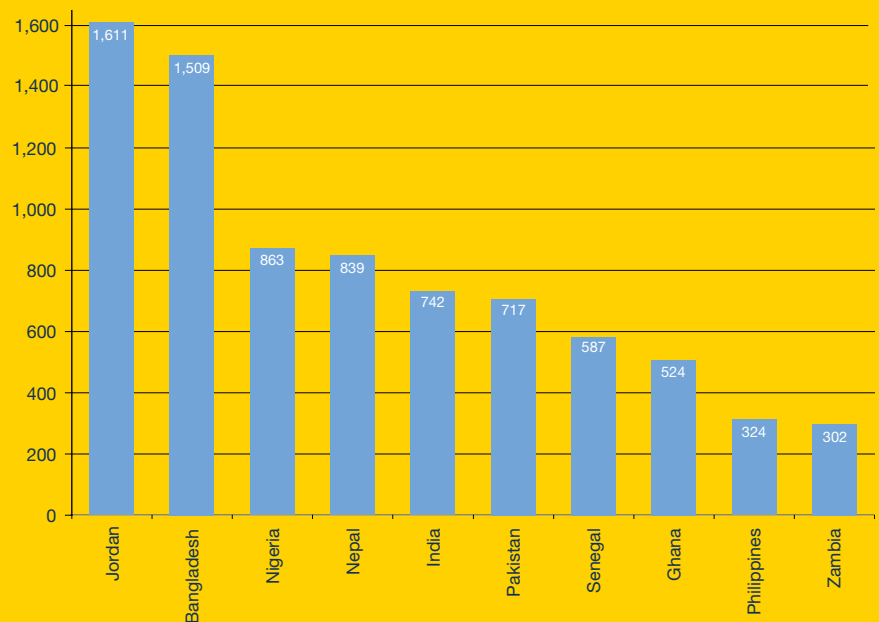
## UN Police Contributing Countries — December 2009

Argentina	30
Australia	75
Bangladesh	1,509
Benin	158
Bosnia and Herzegovina	21
Brazil	12
Burkina Faso	68
Burundi	69
Cameroon	137
Canada	124
Central African Republic	16
Chad	56
Chile	15
China	198
Colombia	27
Côte d'Ivoire	150
Croatia	12
Czech Republic	5
Dem. Rep. of the Congo	20
Djibouti	39
Ecuador	1
Egypt	137
El Salvador	53
Ethiopia	17
Fiji	49
Finland	4
France	93
Gambia	141
Germany	14
Ghana	524
Guinea	84
Hungary	1
Iceland	2
India	742
Indonesia	178
Ireland	18
Italy	6

Jamaica	25
Jordan	1,611
Kenya	40
Kyrgyzstan	16
Libyan Arab Jamahiriya	5
Madagascar	45
Malawi	52
Malaysia	244
Mali	59
Montenegro	1
Namibia	36
Nepal	839
Netherlands	20
New Zealand	24
Niger	144
Nigeria	863
Norway	25
Pakistan	717
Palau	2
Philippines	324
Poland	3
Portugal	202
Republic of Korea	4
Romania	30
Russian Federation	55

Rwanda	175
Samoa	16
Senegal	587
Serbia	9
Sierra Leone	64
Singapore	21
Slovenia	1
South Africa	154
Spain	35
Sri Lanka	75
Sweden	45
Switzerland	9
Tajikistan	9
Thailand	19
Togo	40
Turkey	184
Uganda	198
Ukraine	56
United Rep. of Tanzania	66
United States of America	62
Uruguay	16
Vanuatu	46
Yemen	155
Zambia	302
Zimbabwe	110

## UN Police Top 10 Contributors - December 2009



## [ POLICE DIVISION PHOTO CONTEST ]

The United Nations Police Division is launching a photo contest in 2010. The Division is looking for high-quality photos of UN police officers, men and women, working in field missions.

The pictures should be between 266 – 300 DPI/PPI and should be saved as a “maximum quality” JPG file.

All entries should be sent to the [OROLSIPI@un.org](mailto:OROLSIPI@un.org) mailbox, and should include the name of the photographer and information about the subject of the photo, including the date it was taken.

The best photo submitted will be used on the cover of the July 2010 UN Police Magazine, and will be framed and placed in the UN Secretariat – with a caption announcing the winner.

After July the best photo received will be used as the cover of the January 2011 UN Police Magazine, and also framed. If you have some good shots, submit them.



In 2007, the **Office of Rule of Law and Security Institutions (OROLSI)** was established in the Department of Peacekeeping Operations (DPKO), in order to strengthen the links and coordinate the Department's activities in the areas of police, justice and corrections, mine action, the disarmament, demobilization and reintegration of ex-combatants and security sector reform. The Office is headed by Assistant Secretary-General Dmitry Titov, who reports to the Under-Secretary-General for Peacekeeping Operations Alain Le Roy. The Police Division is part of this Office.

For information on all UN peacekeeping visit:  
<http://www.un.org/en/peacekeeping/>

For UN Police in global peacekeeping visit:  
<http://www.un.org/en/peacekeeping/sites/police/>



# WOMEN IN PEACEKEEPING: THE POWER TO EMPOWER UNITED NATIONS POLICING

Sustainable Peace Through Justice and Security

Department of Public Information / Département de l'Information / Department of Peacekeeping Operations