



## Security Council

Distr.: General  
28 March 2019  
English  
Original: French

---

### Letter dated 27 March 2019 from the Secretary-General addressed to the President of the Security Council

I would like to inform the members of the Security Council that a gender parity strategy for uniformed personnel in peace operations has been developed. This responds to resolution [2242 \(2015\)](#), by which the Council called upon the Secretary-General to initiate a strategy to double the number of women in military and police contingents of United Nations peacekeeping operations by 2020. In its resolutions [2436 \(2018\)](#) and [2447 \(2018\)](#), the Security Council reiterated its request and requested that the strategy be presented to the Security Council, which is the purpose of the present letter.

In my United Nations System-wide Strategy on Gender Parity, launched in September 2017, I requested the Department of Peacekeeping Operations to develop a specific strategy on gender parity for uniformed personnel. The strategy was shared with all Permanent Missions to the United Nations on 17 January 2019 and was presented to Member States by the Under-Secretary-General on 21 January 2019.

The gender parity strategy for uniformed personnel 2018–2028 applies to military and police contingents, individual seconded military, police and corrections personnel at the Secretariat and in field operations, as well as seconded justice personnel in field operations. The strategy seeks to increase representation of women in United Nations peace operations in a sustainable manner, taking into account the turnover of uniformed personnel and the dependency of the United Nations on the troop- and police-contributing countries to increase the number of women in their national military, police, justice and corrections services.

The strategy sets targets in line with the instructions from the Security Council and identifies a series of concrete actions to promote this agenda in the areas of recruitment and training; communications and outreach; leadership and accountability; and creating an enabling environment for gender parity. The strategy is being implemented within the Secretariat and in field operations.

The actions related to the enabling environment for gender parity underpin and enable all other efforts made to engage uniformed women in peacekeeping. A range of actions are identified, including improved networks and access to senior leadership for women; provision of advice through women officers' focal points; development of programmes to prevent sexual harassment and the provision of information on mechanisms to address it; and an improvement in the standard of camp accommodation to meet the needs of women.

On recruitment and training, actions include the prioritized recruitment of women officers with equal or superior qualifications, increased training opportunities,



and increased requirements for troop- and police-contributing countries to include women both as individual officers and in battalions and formed police units.

On communications and outreach, actions include the facilitation of dedicated meetings and workshops during key meetings with Member States as a means of raising awareness; increased engagement with Member State networks; and a targeted global outreach campaign to female uniformed officers, aimed at increasing knowledge about opportunities for international deployment.

In order to achieve our targets and in line with the strategy, all troop- and police-contributing countries are encouraged to review their criteria and procedures for deployment to United Nations peace operations, and to ensure that potential female candidates have access to information about deployment opportunities, in order to eliminate those practices that might unnecessarily reduce the number of women applicants.

I am pleased to report that significant progress was already made in 2018 towards achieving the gender targets for military, police, justice and corrections personnel. For example, the Office of Military Affairs exceeded the target for women personnel in the Secretariat. In addition, the percentage of female military observers and female staff officers increased from 8.5 to 13.4 per cent in the last year. However, the target for military personnel in field missions has not yet been met. Consequently, the Office began reallocating positions to Member States that guaranteed that they would deploy women, resulting in the reallocation of more than 25 posts in October and November 2018. Progress has been made in the deployment of mixed units. In addition, it should be noted that women have been appointed to command posts in missions, such as force commanders in the United Nations Peacekeeping Force in Cyprus and the United Nations Truce Supervision Organization.

The targets for police personnel were met for professional posts in the field and were exceeded for individual police officers and formed police units. The objectives set for police personnel in the Secretariat have not yet been achieved.

While the Justice and Corrections Section met its targets in 2018 for Government-provided justice personnel, the main challenge in the recruitment of women corrections officers continues to be in missions where Government-provided personnel have a strong focus on prison security, an area of work that has traditionally been male-dominated.

Building on these initial results, the Department of Peace Operations is firmly committed to the goals set out in the strategy and is putting in place measures to attain them.

I should be grateful if you would bring the present letter to the attention of the members of the Security Council.

(Signed) António **Guterres**

---