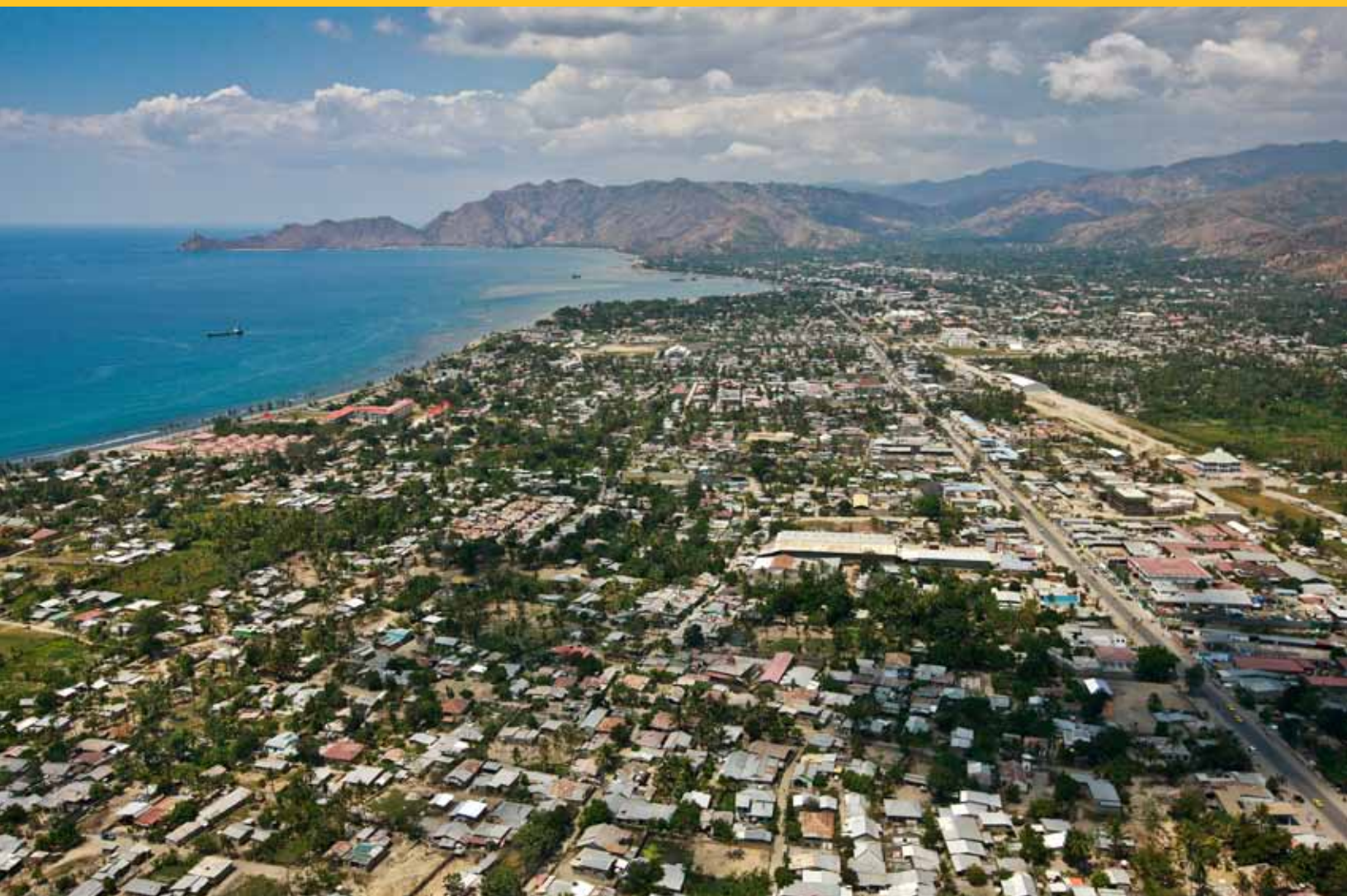


10TH EDITION, JANUARY 2013

UN POLICE

MAGAZINE



SPECIAL TIMOR-LESTE EDITION: DUTY COMPLETED

United Nations
Department of Peacekeeping Operations



TABLE OF CONTENTS

[INTRODUCTION]

- 01] Foreword, Jan Eliasson
United Nations Deputy Secretary-General
- 28] A year in review: UN Police in 2012

[UPDATE ON GLOBAL EFFORT]

- 32] 2012 highlights from the global effort
- 34] Canadian Premier Kathy Dunderdale Supports Global Effort
- 35] One-on-one with Rezi Danismend
- 42] UNOCI welcomes Rwandese female police contingent
- 44] MINUSTAH releases action plan for gender issues

[THE POLICE DIVISION IN ACTION]

- 48] SPC contributes to the United Nations strategic review for Somalia
- 49] Member States convene to discuss support to UN Police
- 51] Harmonizing international police peacekeeping services through the Strategic Guidance Framework
- 53] Delivering as one through the Global Focal Point for Police, Justice and Corrections
- 54] Renforcer la coopération avec l'Organisation Internationale de la Francophonie

[UNPOL ON PATROL]

- 58] UNMAS builds capacity in Afghan National Police
- 60] Safely disposing of ordnance in the South Sudan
- 61] Hai Gabet, South Sudan takes community policing a notch higher
- 63] SPC deploys experts to Mali, Afghanistan

[FROM THE DESK OF THE POLICE ADVISER]

- 64] A farewell message from Commissioner Ann-Marie Orler

[LOOKING BACK ON TIMOR-LESTE]

- 04] A word from: UNPOL Commissioner
- 05] A word from: PNTL Commander
- 06] The UN in Timor-Leste: 1999-2012
- 10] At work in UNMIT:
A brief history of the UN Police in Timor-Leste, 2006-2012
- 14] In their own words: Personal stories from Timor-Leste
- 18] Enforcing the law on domestic violence
- 20] Achieving long-term stability through community policing
- 22] Lessons learned
- 24] Future focus and challenges – building relationships or sustained collaboration
- 26] Timor-Leste as test bed: Piloting the civilian police experts model

[FACTS & FIGURES]

- 36] Actual/Authorized/Female Deployment of UN Police in Peacekeeping Missions
- 43] Top Ten Contributors of Female UN Police Officers
- 55] Top Ten Contributors of UN Police
- 62] FPU Deployment
- 67] UN Police Contributing Countries (PCCs)

On Duty for Peace:
a new publication from the UN Police Division

For more info and some additional images, see page 68



FOREWORD

This tenth edition of the United Nations Police Magazine offers an opportunity to look back on a record of accomplishment and to look ahead to the challenges of establishing the rule of law in conflict-torn countries.

In September, 2012, important progress was made when the General Assembly High-Level Meeting on the Rule of Law unanimously adopted a Declaration reaffirming the international community's commitment to delivering justice worldwide.

United Nations Police have been working to advance this cause under some of the most adverse conditions: where conflict has shattered homes and trust, where fragile institutions struggle against corruption and insecurity and where people desperately need recourse to justice in order to heal old wounds and embark on the road to a new future.

In societies emerging from war, citizens often fear local police, who may have been associated with the conflict. Deploying to these communities, United Nations Police must do more than help rebuild damaged infrastructure – they must repair broken faith in the authorities.

As this magazine demonstrates, United Nations Police have overcome difficult problems in diverse settings, restoring confidence in local police and the rule of law. As people begin to see tangible improvements in public safety, they feel increasingly protected, supported and hopeful. United Nations Police can be proud of helping to steer communities and countries along the path of a better future.

Timor-Leste is a remarkable example of police peacekeeping in action. When peacekeepers deployed there in 2006, the country was in chaos. Violence and instability had displaced hundreds of thousands of people. By the time the United Nations Integrated Mission in Timor-Leste withdrew at the end of 2012, the Policia Nacional de Timor-Leste provided security as the country conducted a peaceful general election and completed the handover of power.

There are many challenges ahead, but Timor-Leste now has a vibrant judiciary, a reformed penal system and an accountable, equipped and functioning national police service which can all contribute to lasting stability.

In Timor-Leste and around the world, United Nations Police have answered the call to help establish the rule of law. I hope that by highlighting this work, with a special focus on UN policing in Timor-Leste, this magazine will contribute to even greater successes in the future.

Jan Eliasson
United Nations Deputy Secretary-General
United Nations Headquarters, New York
December 2012



UN Photo

LOOKING BACK ON TIMOR-LESTE



A WORD FROM: UNPOL COMMISSIONER

As the UN peacekeeping service in Timor-Leste departs, I am honoured to have this opportunity to reflect on the many successes of the partnership between the National Police of Timor-Leste (PNTL) and the United Nations Police (UNPOL) over the past six years.

If you take a walk through the streets of Dili or explore the many district towns around the country, you will find little hint of the total breakdown of law and order that was unfolding just six years ago.

Children walk safely to school. Businesses are thriving. Citizens participate in national and international sporting events. Young people attend outdoor music concerts and festivals at night without fear.

Today, PNTL officers are confidently walking their beats, maintaining law and order, investigating crimes, controlling traffic, accompanying VIPs, patrolling border areas and keeping communities safe. Although challenges remain, PNTL has made significant progress in just six years.

In these pages, you will read about how this happened in such a short time. In brief, however, I believe our successes resulted from a combination of holistic training, hard work, dedication and a commitment to serving the community. PNTL leadership also emphasized the importance of maintaining a positive attitude, as well as a determination to succeed and move forward.

One of my proudest and most emotional moments arrived on 27 March 2011 when I handed over responsibility for policing to PNTL General Commander Longuinhos Monteiro. Another milestone came when we sent Timorese police officers to the UN mission in Guinea-Bissau. Very soon, 17 more, including two women, will be deployed to other UN peacekeeping missions around the world, which will provide learning experiences that they can take home with them. I am inspired by the PNTL's willingness to help other countries develop their own police services and learn from the Timorese experience.

I also have to underline my strong friendship with General Commander Monteiro, whose professionalism, dedication and good humour I greatly admire. There were many challenges, but we faced them together and overcame them.

Together, with passionate national and international colleagues, we have had the great fortune of sharing the challenges, hard work and great sense of satisfaction that comes from cultivating a brand new national police service in Timor-Leste.

I could not complete my message without an enormous thank you to all the UNPOL – police and civilian officers, as well as all the national and international staff within UNMIT's police component – who devoted their time to peace, stability and the development of a strong, professional and credible police service in Timor-Leste. Timor-Leste will always be in our hearts.

Luis Miguel Carrilho,
Police Commissioner, UNMIT



UN Photo

A WORD FROM: PNTL COMMANDER

Every member of the police service is a guardian and servant of the public. His or her duty is to protect all citizens and treat everyone with unfailing patience and courtesy, regardless of social position or gender.

Building a credible police service involves much more than teaching officers to go on patrol or make an arrest. Police officers need a wide range of skills and a broad base of knowledge to be effective.

They need to understand police policies and procedures, the laws relating to police work and how the court system works. They need skills in interviewing, observing human behaviour, conflict resolution and negotiation. They need to communicate well with their peers and the public, solve problems and work in teams. They need to be impartial and to have respect and compassion for others. And they need to have physical and moral courage.



UN Photo

To help ensure that the officers of the National Police of Timor-Leste (PNTL) could meet as many of these requirements as possible, the UN Police designed and delivered hundreds of on-the-job trainings and workshops. Through these efforts, the PNTL learned about the principles of democratic policing, the nobility in the call to serve and protect. They also learned more technical aspects of policing, including legislation, domestic violence law, investigations, discipline, administration, report writing, arrest procedures, conflict resolution, public order management and intelligence gathering. Together we conducted regular assessments to determine when each unit was ready to resume responsibility for policing.

I am extremely proud to say that, through this partnership, the PNTL have been fully in charge of the country's law enforcement and public security since March 2011.

Good policing is central to stability, security and the creation of democratic space. One of the greatest expressions of democracy is the ability of citizens to participate in free and fair elections. The National Police of Timor-Leste were responsible for ensuring security during the presidential elections in March and April and the parliamentary election in July. UN Police helped the PNTL prepare for this role through training activities and the development of a joint national security operations plan.

These are but two recent examples of the impact of the partnership between the PNTL and UNPOL, and they concretely demonstrate the fundamental message of my colleague and friend Police Commissioner Luis Carrilho, "Together, we can do it."

In closing, I would like to say that today is the start of a new and intriguing chapter for Timor-Leste. I believe in Timor-Leste as a nation because of the strength of its people. Our common vision is becoming a reality – a strong, credible and sustainable police service, able and ready to keep the citizens of my country safe.

Longuinhos Monteiro,
General Commander, PNTL

THE UN IN TIMOR-LESTE: 1999-2012

UNAMET

United Nations Assistance Mission in East Timor
June 1999–October 1999

Ian Martin - Special Representative of the Secretary-General

UN Security Council establishes the United Nations Assistance Mission in East Timor to conduct the 1999 Popular Consultation, allowing self-determination by the people of East Timor. Security Council endorses the International Force in East Timor (INTERFET) to restore law and order when violence breaks out following the Popular Consultation.

- In the Popular Consultation of 30 August 1999, an overwhelming 78.5 per cent of East Timor’s voters reject special autonomy within Indonesia, paving the way for full independence.
- A wave of arson and terror destroys much of East Timor’s infrastructure, and tens of thousands of people flee their homes or are forcibly displaced to West Timor.



UN Photo / Martine Perret



UN Photo



Celebration for the 5 May 1999 Agreement which led to the establishment of the first UN mission in Timor-Leste, UNAMET. (UN Photo / Martine Perret)

UNTAET

United Nations Transitional Administration
in East Timor
October 1999–May 2002

Sergio Vieira de Mello - Special Representative
of the Secretary-General and Transitional
Administrator

UN Security Council establishes the United Nations Transitional Administration in East Timor to administer a transition to full independence. Its mandate includes all legislative, executive and judicial authority for administering the country. UN supports programmes addressing the widespread destruction of infrastructure and displacement of people in the violence following the Popular Consultation.

- More than 110,000 East Timorese return from West Timor refugee camps by December 1999.
- National Consultative Council forms in December 1999 to ensure the East Timorese have direct involvement in decisions.
- Command of military operations transfers from INTERFET to the United Nations Peacekeeping Force in February 2000.
- People of Timor-Leste elect an 88-member Constituent Assembly in August 2001 to write the country’s Constitution.
- Constituent Assembly signs Timor-Leste’s Constitution on 22 March 2002.
- Timor-Leste holds first presidential election in April 2002.
- Democratic Republic of Timor-Leste becomes the first new sovereign state of the millennium on 20 May 2002; Kay Rala Xanana Gusmão is the President, and Mari Alkatiri the Prime Minister.



UN Photo



Timor-Leste becomes the 191st State to join the UN. (UN Photo / Mark Garten)

UNMISSET

United Nations Mission of Support in East Timor
May 2002-May 2005

Kamalesh Sharma - Special Representative of the Secretary-General, May 2002 - May 2004

Sukehiro Hasegawa - Special Representative of the Secretary-General, May 2004 - May 2005

UN Security Council establishes the United Nations Mission of Support in East Timor to support the newly independent nation.

- Timor-Leste becomes the 191st Member State of the United Nations on 27 September 2002.
- Timor-Leste assumes full responsibility for policing and external security on 20 May 2004.
- UN withdraws peacekeepers.



UN Photo



UN Photo

UNOTIL

United Nations Office in Timor-Leste
May 2005-August 2006

Sukehiro Hasegawa - Special Representative of the Secretary-General, May 2005 - August 2006

UN Security Council establishes the United Nations Office in Timor-Leste, a political mission, to support the continued development of national institutions and the police service, as well as to promote democracy and human rights.

- Timor-Leste Commission for Reception, Truth and Reconciliation estimates in its December 2005 report, *Chega! (Enough!)*, that a minimum of 102,800 conflict-related deaths occurred from 1975 to 1999.
- Protests over the dismissal of soldiers lead to clashes between the military and police in April and May 2006 in the capital Dili.
- More than 100,000 people are displaced in the ensuing unrest.
- Australia leads an international force to restore law and order at the request of the Government of Timor-Leste.

Parliamentary Elections Underway in Timor-Leste June 2007.
(UN Photo / Steve Tickner)



UNMIT UNPOL on Patrol. (UN Photo / Martine Perret)



UN Photo

UNMIT

United Nations Integrated Mission in Timor-Leste
August 2006-December 2012

Atul Khare - Special Representative of the Secretary-General, December 2006-December 2009

Ameerah Haq - Special Representative of the Secretary-General, January 2010-June 2012

Finn Reske-Nielsen - Acting Special Representative of the Secretary-General, June 2012-December 2012

UN Security Council establishes the United Nations Integrated Mission in Timor-Leste following the outbreak of violence. The mission has a far-reaching mandate to assist Timor-Leste in addressing the consequences and underlying causes of conflict. UNMIT helps Timor-Leste consolidate stability, nurture democracy, promote human rights, train police, strengthen the justice system and enhance civilian oversight of security forces. UNMIT's mandate entails both executive policing responsibility and a remit to develop capacity of the Timorese police.

- Timor-Leste conducts presidential and parliamentary elections in 2007 with UNMIT support.
- Timor-Leste closes the last camp for internally displaced persons on 16 June 2009.
- UNMIT hands over responsibility for the conduct, command and control of police operations to the National Police of Timor-Leste on 27 March 2011.
- Timor-Leste conducts presidential elections in March and April 2012.
- Timor-Leste celebrates the 10th anniversary of the Restoration of Independence on 20 May 2012, and Taur Matan Ruak is sworn in as President.
- Timor-Leste conducts parliamentary elections on 7 July 2012.
- Timor-Leste inaugurates its third parliament on 8 August 2012. Kay Rala Xanana Gusmão re-assumes the role of Prime Minister on 8 August 2012.
- UNMIT departs 31 December 2012.

AT WORK IN UNMIT: A BRIEF HISTORY OF THE UN POLICE IN TIMOR-LESTE, 2006-2012

The beginning of UNMIT

The strong partnership between Timor-Leste and the United Nations dates back to its support for East Timor's struggle for self-determination, which directly followed the historic Popular Consultation in 1999. Since then, the country has hosted four additional UN peacekeeping and political operations, while also working collaboratively with a number of UN funds, agencies and programmes.

The UN Security Council deployed the United Nations Integrated Mission in Timor-Leste (UNMIT) in response to the internal crisis that shook the country in April and May 2006. Its far-reaching mission was to assist Timor-Leste in addressing the consequences and underlying causes of conflict. UNMIT helped Timor-Leste consolidate stability, nurture democracy, promote human rights, train police, strengthen the justice system and enhance civilian oversight of security forces.

Throughout the six years of UNMIT's work, the UN Police helped deliver the mission's major mandate of stabilizing the country and reconstituting the National Police of Timor-Leste (PNTL).

At the time of UNMIT's inception, the streets of Dili and outlying districts of Timor were still experiencing street battles between gangs, resulting in rock fighting and the use of other weapons. UNPOL, in collaboration with Formed Police Units (FPU) from Portugal, Malaysia, Bangladesh and later Pakistan, were called upon to quell the violence. The political climate remained fluid and the security situation volatile.

A phased approach

The Supplemental Policing Arrangement (SPA), signed 1 December 2006 between UNMIT and the Government of Timor-Leste, adopted a phased approach (initial, consolidation and full reconstitution) for the reform, restructuring and rebuilding of the PNTL.

During the presidential and parliamentary elections in June 2007, UNPOL officers stood alongside their PNTL counterparts. With UNPOL's support and direction, the PNTL ensured a peaceful and successful election process.

In February 2008, a renegade group of ex-Timorese Armed Forces (F-FDTL) members attempted to assassinate Prime Minister Kay Rala Xanana Gusmão and President Jose Ramos-Horta, the latter of whom was seriously wounded. Encouragingly, the state institutions, including the PNTL, responded to the emergency situation with a firm yet measured approach, ensuring that violence did not resurface. At this time, it became apparent that the work of UNPOL had allowed the PNTL to move along the road to full institutional capacity.



PNTL Traffic Agent in Dili. (UN Photo / Martine Perret)

Since that time, UNMIT has moved through two distinct phases of the mission. The consolidation phase ushered in a process of gradual, district-by-district resumption of primary policing responsibilities by PNTL. Activities included an intensive period of assessment, which measured the capabilities of each PNTL district and unit and determined whether they were ready for transition. This phase began in May 2009 and ended on 27 March 2011 with the resumption of primary policing responsibilities by the PNTL in all police districts and units.

With resumption of policing responsibility by the PNTL, UNPOL shifted into a capacity-building phase. In February 2011, the PNTL General Commander and UNMIT Police Commissioner endorsed a Joint Development Plan (JDP), which specified capacity building in five prioritized areas – legislation, training, administration, discipline and operations. The JDP implementation process, which was also supported by the United Nations Development Programme (UNDP), involved 257 JDP UNPOL advisers and 19 civilian police experts. This synergistic mix of civilian and sworn officer expertise, combined with the focus provided by the JDP, contributed to the PNTL's full reconstitution.

Building capacity of the PNTL

With the advice and support of UNPOL and other international partners, the Police Training Centre of PNTL (PTC) took primary responsibility for training the national police.

In 2011-2012 alone, the PTC delivered a total of 254 advanced and specialized courses involving 4,121 PNTL officers. In addition, a total of 883 refresher courses, involving 9,232 PNTL officers, took place at the unit/district level.

During UNMIT's six years of operation, the PTC managed more than 1,200 training programmes, delivered throughout the country. 13,968 PNTL officers, including 3,125 women, increased their skills and knowledge through these efforts.

The exceptional partnership forged between the PNTL and UNPOL has played an integral part in helping Timor-Leste progress from a nation on the brink of war to a nation of peace and stability. Despite occasional spikes in crimes of violence or civil unrest, crime rates remain relatively low and stable over the long term. While isolated



PNTL trainers, 20 August 2007. (UN Photo / Martine Perret)



National Investigation Division (NID) at work in Becora Jail. (UN Photo/Martine Perret)

incidents still occur due to unresolved issues, domestic violence, gang-related conflict or land and property disputes, Timorese forces have proven their ability to respond to them.

The 2012 Presidential and Parliamentary elections provided a final test not only for the country's political stability, but also the capacity of the PNTL to maintain peace and security. The demonstrated credibility of security institutions gave a clear signal that the PNTL was ready for full reconstitution and certification on 31 October 2012.

UNMIT highlights

UNMIT Police have been able to deliver on the mission's major mandate of stabilizing the country and reconstituting the PNTL. Here are a few highlights from the many achievements from UNMIT's six years in Timor-Leste:

- Stabilization of internal security situation and re-establishment of police activities throughout the whole country (2006-07)
- Certification of PNTL members for reintegration into the police service (2007-10)
- Preparation of PNTL to resume policing responsibilities in all districts and units (May 2009 – March 2011)
- Continued and progressive capacity building on PNTL in the areas identified by its own Strategic Plan, based on the community policing model chosen by the PNTL (2011-12)
- Police security support provided effectively to two electoral processes – with PNTL in the lead and UNMIT police in a pivotal advisory role. (June 2007, June 2012)
- Final reconstitution of the PNTL (October 2012)

IN THEIR OWN WORDS: PERSONAL STORIES FROM TIMOR-LESTE

Police Superintendent **Natércia Eufrácia Soares Martins** joined the National Police of Timor-Leste (PNTL) in 2000. She holds a Bachelor of Law degree and is married with three children.

I have been entrusted with the PNTL District Command of Liquiça district since 2010 and am very proud of being PNTL's first, and only, female District Commander. As a woman, it is often difficult to be a police commander as well as a mother, responsible for my family and children. But with faith and self-confidence, I believe I can manage both roles.

I am passionate in my role as District Commander because I love my country and people, especially those who are vulnerable, those who have suffered injustice or been victims of violence or violation. I have had similar experiences myself, and so I understand how others have been affected. Therefore, I have dedicated myself to serving the PNTL and protecting others' rights and freedom, so they can enjoy their country's independence.

The security situation in Liquiça district is safe, quiet and under control. The police work hard to ensure law and order, in part by strengthening partnerships with community leaders and village security volunteers. By doing so, we have gained trust and respect within Liquiça. This mutual trust has enabled us to introduce many crime prevention strategies, and crime has decreased as a result.

On behalf of PNTL Command and the community of Liquiça, we wish a warm goodbye to all our UNPOL friends, especially to Paul King in Liquiça District. We hope we will meet each other again.

Thank you for reading this story.



UN Photo

Traffic Agent Helder F. Guerra joined the National Police of Timor-Leste 2001. He is 31 years old and married with one daughter.

My country went through an emotionally shattering and very difficult time during the Indonesian invasion. I joined the PNTL because I wanted to contribute my best to strengthening the nation and helping my countrymen.

It was a pleasure to have worked and trained under the UNPOLs. I must admit that the training was very helpful, and I learned a lot about traffic-related laws, investigations and the management of traffic. The contribution by all the UNPOLs, from all different countries, has been inspiring and tremendous.

Working for the PNTL is a dream come true. Not only do I love giving service to my countrymen, I feel very fortunate to be leading the PNTL band, since music is my other passion. So working for PNTL has given me the great opportunity to combine my profession with my passion.

When I lead the PNTL band at special ceremonies, I feel proud and honoured to be wearing the colours of the national flag. The ceremony commemorating the certification of PNTL on 31 October 2012 was an unforgettable occasion. I felt we were sending a message to the world that the PNTL was ready to take up challenges independently and become one of the best police services in the world.

I am grateful to my UNPOL friends for their selfless assistance, co-operation and friendship.



UN Photo

UN Police Officer **Anthony (Tony) Curry** is a Senior Sergeant who served with the New Zealand Contingent in the Office of the Police Commissioner from 16 December 2011 to 15 December 2012. During his year with UNMIT, he also served in the Training Department of the Police Training Centre as well as the Reform, Restructuring and Rebuilding Department in the National Police of Timor-Leste (PNTL) headquarters.

Living and working as a police officer among diverse societies in both the United Kingdom and New Zealand gave me a lot of experience with a multitude of different cultures and ways of life. I've walked the beat as a community cop, dealt with riots and conducted many search warrants. These experiences in both countries provided valuable training for the community policing effort that was at the core of UNMIT's mandate.

There are two key areas that I know I will look back on with pride and satisfaction. Working as a trainer to help increase the capacity of the national police at the ground level, improve existing skills, and teach new ones was very rewarding, both professionally and personally. In addition, being a member of the team that prepared the PNTL for full reconstitution provided me the experience of working at a high level with both UNPOL and the PNTL. It was an honour to witness the full reconstitution of the PNTL on 31st October.

Being part of this fascinating machine that is the UN, meeting new people and visiting new places has been extremely satisfying. I was lucky enough to contribute to many good projects and visit most of the districts during my time here. I have made new friends, both from Timor and many other nations, some of which I'm sure will be friends for life.



UN Photo

UNPOL Chief of National Operations **Raul Curva** was Sub-intendant of the Portuguese Police, Deputy District Commander. From 24 March 2011 to 15 December 2012, he served with UNPOL in the Training Department of the Police Training Centre as well as the Reform, Restructuring and Rebuilding Department in PNTL headquarters.

Prior to joining UNMIT, I'd worked as a police trainer on bilateral cooperation in Mozambique and Angola. Timor-Leste was my first UN mission, and I found that all my previous experience, as well as the trainings and courses taken since becoming a police officer, were essential to carrying out my responsibilities.

In turn, UNMIT has taught me so much. What I've learned came not only from observing and discussing matters related to the mission's activities, but also through conversation and the exchange of ideas with all the friends I have made, which included discussions outside of our official UN roles, especially those regarding police activities in my home country.

Possibly the most important thing I learned, however, was that in spite of the different ways countries and people do things, it is easy to coordinate with each other if you share the same goal. The most satisfying part of working in Timor-Leste was the recognition that PNTL is now ready to perform its duties, and that I contributed to this achievement. The feeling that UNPOL could complete all the tasks assigned, with groups of people from over 40 different nationalities, gave the Timorese National Police enough knowledge and capacity to work by themselves and be independent as a police institution.

My advice to anyone thinking of applying to the UN is that the experience of working within a field mission is very rich and unique. You learn not only from other UNPOLs, but also from the people you are helping, and the recognition that you helped a country to achieve peace is the best feeling you can have as a police officer.



UN Photo

ENFORCING THE LAW ON DOMESTIC VIOLENCE

Domestic violence is the most common form of gender-based violence in Timor-Leste. An estimated one-third of all women aged 15 or older experience will experience some form of physical violence in their lifetime.

Vulnerable Persons Units

Timor-Leste's Law on Domestic Violence, Law No. 7, was passed on 21 June 2010. It makes domestic violence a public crime; provides for medical, legal and psycho-social support for survivors; and establishes a specialized police unit to aid in the investigation and protection of the victims of domestic violence. Because of this last provision, the PNTL's Criminal Investigation Service's (CIS) National Vulnerable Persons Unit (VPU) and district VPUs now serve in this capacity. In addition to investigation and protection, VPUs assist in the protection of vulnerable judicial parties, such as child victims, witnesses and offenders.

UN Police advisers supported the VPUs development in two key areas: (1) structural development and (2) targeted, capacity-building strategies. Structural development programmes involved developing standard operating procedures (SOPs) for the VPU. These SOPs provide guidelines on protective and investigative roles of the unit and also serve as a basis for future laws related to domestic violence.



Officers interviewing victim of SGBV. (UN Photo / Martine Perret)

“Women now comprise close to 20 per cent of the PNTL.”



Vulnerable Persons Unit interview room in Dili District. (UN Photo / Martine Perret)

Training and advising on gender

Capacity building efforts, meanwhile, have provided much needed training to host state police. The Protection Officer worked in coordination with the PNTL Training Centre, police advisers and other relevant agencies – such as UNFPA, UN Women, and UNICEF – to develop training modules, manuals and toolkits designed specifically for VPU officers and trainers.

All training programmes also included gender mainstreaming objectives, which have been important throughout UNPOL's support to the PNTL. In consultation with UNMIT's Gender Affairs Unit and Human Rights and Transitional Justice Section, a Gender and Human Rights Adviser has served a part of the Police Commissioner's office since the opening of the mission. A Gender Adviser was installed in the office of the PNTL General Commander in July 2009. Finally, UNMIT also hired a civilian Gender and Human Rights Adviser in 2011, who ensured gender issues were integrated in all policies, standard operating procedures, directives and official documents produced by UNPOL. This focus has helped contribute to PNTL having one of the highest numbers of female police representation in the region. Women now comprise close to 20 per cent of the PNTL.

UNMIT's police helped compile risk assessment tools, victim's rights forms, a domestic violence investigation pocket checklist, and other related materials designed specifically to help the PNTL respond to domestic violence and other gender-based violence. A training-of-trainer course also provides instruction on applying the domestic violence law, providing protection for children in danger, and dealing with children in conflict with the law. This comprehensive package of materials will continue to provide ongoing guidance long after UNMIT's departure.

ACHIEVING LONG-TERM STABILITY THROUGH COMMUNITY POLICING

Police officers cannot afford to be outsiders. They must work hard to be respected and accepted by the people whom they serve. To protect a community, the police must first be a part of it, which can only be achieved through a wholehearted commitment to human rights.

A philosophy, not a programme

Community policing is not a soft option – it is a policing philosophy. Community policing officers carry firearms and are prepared to use reasonable force when necessary, but their primary focus is to resolve conflicts and reduce crime through preventative, problem solving strategies. Community policing, at its core, engages citizens to work collaboratively with the police; it encourages a community to share joint ownership its their own safety and security.

Community Policing National Action Plan

The goal of the National Police of Timor-Leste's (PNTL) Community Policing National Action Plan is to improve the ability of police to solve ongoing crime and disorder problems, which will lead to a reduction in long-term issues affecting communities. It also aims to reduce the community's fear of crime and disorder, increase the willingness of the community to report crimes, and improve community confidence in and respect for the PNTL at both the organizational and individual officer levels.

Supported by the New Zealand Community-policing Programme, the Community Policing National Action Plan, which focuses on activities through 2013, identifies national priorities in crime prevention, peace maintenance and community volunteerism. Within those priorities there are two significant bodies of project work: community police posts and community volunteers.

Community policing on the ground in Timor-Leste

The Timorese approach to community policing in Bobonaro and Liquiça districts provide two good examples of how this plan is enacted in the field. In Bobonaro, the District Commander began a pilot project in June 2011 in two rural villages that is managed within existing district resources. The project is based on the Japanese Ko-ban, a small neighbourhood police station that is the smallest organizational unit in the Japanese police system. The positive outcomes of this effort have been captured in a guidebook, produced by the district police, which describes how to create and manage such a programme.

In Liquiça, the District Commander initiated a Community Volunteers programme modelled roughly on the Australasian Neighbourhood Watch model and aimed at accessing more remote communities. Neighbourhood Watch is Australasia's largest community-based crime prevention programme.

The cooperation displayed by the community in their interactions with the police is an indication of the increasing trust and confidence the Timorese place in their police. While building mutual trust is an ongoing process, the goal is that the community will look upon the police as the guardian and defender to whom they turn in times of distress.

“Community policing, at its core, engages citizens to work collaboratively with the police; it encourages a community to share joint ownership its their own safety and security.”



Members of the Standing Police Capacity visit Timor-Leste. (UN Photo)

LESSONS LEARNED

Throughout the six years of UNMIT's mandate, UN Police implemented a series of original projects which can serve as best practices for other missions and settings. DPKO colleagues from both the Police Division and the Division of Police Evaluation and Training (DPET) have studied these efforts, with the goal of documenting processes and replicating their success.

Joint efforts for PNTL resumption of police responsibilities

Securing government buy-in during the preparation for and handover of primary policing responsibilities was critical to the effective implementation of a reconstituted PNTL. A high-level committee brought together the Timorese Government, mission leadership and the PNTL to discuss issues of mutual concern. Working together and holding multiple consultations to establish assessment parameters, indicators and systems built trust and ensured that local authorities accepted a gradual process and approach. Assessment outcomes were translated into action plans for addressing identified needs and gaps. These action plans were later used to establish the district and unit work plans of the Joint Development Plan (JDP).

Capacity building through a Joint Development Plan

Engaging the PNTL as an equal partner also ensured the smooth and efficient implementation of the Joint Development Plan (JDP), which provided a framework for all capacity-building activities and priority areas. From conception to implementation, the PNTL played an active role, as demonstrated by the equal involvement of both the UN Police Commissioner (PC) and the PNTL General Commander (GC) in every step of the developing the JDP. The JDP also offers an example of how control mechanisms – driven by unit chiefs and staff, but overseen by senior management – help maintain focus while reducing staff turnover and mitigating internal conflicts.

Joint assessments for the certification of a fully reconstituted PNTL

Assessments performed by a joint PNTL/UNPOL team ensured a transparent process and led to credible, trusted reports that outlined various recommendations for achieving progress in PNTL units and districts. Site visits to every district proved invaluable, as they provided an opportunity for personal meetings with district commanders and department heads. The information gathered from these visits provided not only a detailed, real-time account of each location, but also a snapshot of the human side to any remaining challenges or obstacles.

Use of long-term, committed civilian police experts

Capacity building requires a targeted, specific and long-term commitment from key personnel to ensure continuity, consistency and coherence. Highly qualified experts with specialized skills can add much-needed value to the work of UNPOL national contingent seconded officers who often serve short-term rotations. A DPKO team evaluated this new practice and recommended that it be replicated in other missions where UNPOL is building the capacity of national police services.

A structured, sustainable approach to training

Finally, the development of training focal points or training coordinators at the unit and district level ensures the decentralization of basic and refresher training, thus allowing for wider reach and more flexible responses to basic training needs. This approach also allowed the PNTL Training Centre to focus on advanced and specialized courses, a considerable advantage due to limited space, resources and capacities.



“ The information gathered from these visits provided not only a detailed, real-time account of each location, but also a snapshot of the human side to any remaining challenges or obstacles. ”

UN and Timorese Police Patrol Dili Market. (UN Photo/Martine Perret)

FUTURE FOCUS AND CHALLENGES – BUILDING RELATIONSHIPS FOR SUSTAINED COLLABORATION

Though UNMIT may have ended, the work that has been begun by UNPOL and the PNTL has not. Sustaining change, achieved results and institutional development beyond the life of a particular mission is an extremely difficult challenge during any transition period. However, UNMIT police and their host-State counterparts have taken proactive steps to help mitigate potential setbacks following the departure of the UN.

Friends of the PNTL

To assist in streamlining continued bilateral and multilateral support, UNPOL supported the PNTL in establishing the “Friends of PNTL” initiative, which will help mobilize much-needed resources. UNMIT dedicated civilian police experts for donor coordination and project management, who played key roles in streamlining the coordination processes that will bring together the PNTL and its bilateral partners. This initiative’s main objective is that it becomes an institutionalized forum where the PNTL and its supporters can convene, improve communication and exchange information, all with the goal of increasing the efficiency of support mechanisms for policing in Timor-Leste.

Organizing bilateral support

A number of bilateral donors already support the PNTL, including Australia, New Zealand, Indonesia, Portugal and the United States. These donors have indicated their readiness not only to continue this support but to increase it as the UN Police presence phases out.

For example, through its Timor-Leste Police Development Programme, Australia has entered into a bilateral agreement that supports a number of key areas, including investigation, management, infrastructure development and leadership. New Zealand has likewise partnered with the Asia Foundation to support community policing while Portugal supports the PNTL through its Basic Recruit Course aimed at training 250 newly recruited officers. In addition, the United States provides training in maritime and border policing and has also expressed interest in supporting investigatory training, logistical support, youth engagement, strengthening disciplinary procedures and community policing.

Given the strategic partnership between Timor-Leste and Indonesia, Indonesia’s bilateral assistance to PNTL is likely to continue beyond 2012. Other bilateral partners have indicated potential interest in various capacity development projects, as well.

UN Photo / Martine Perret





Malaysian police officers say goodbye as they board their return flight home in Dili.
(UN Photo / Bernardino Soares)

Finally, a number of UN agencies, funds and programmes are also providing capacity building training. The United Nations Population Fund, UN Women, UNICEF and the International Organization for Migration may continue offering periodic courses on human rights, gender-based violence, investigations and counter-trafficking. In addition to its larger projects in this area, the United Nations Development Programme (UNDP) has also funded a radio communication project and, as part of its Justice System Programme, been assisting in the development of the PNTL Investigation Management System.

Looking to the future

Three critical areas also require further support: information technology, human resources and facilities. Streamlining administrative functions will require IT analysis, development and systems maintenance. Support for operations in human resources, logistics and facilities maintenance will also require coordination among future and potential donors. On the policy side, much work remains in developing and passing new legislation relating to policing, safety and security. Continued legal advice, review and drafting will be necessary to continue improvements in the Timorese police and justice sectors. Finally, strengthening reporting and implementation mechanisms will serve to improve both PNTL discipline and consistency of disciplinary actions.

The goal of the “Friends of the PNTL” is to identify specific areas of improvement and match those needs with potential donors and supporters. With the guidance and expertise provided by UNMIT Police, the PNTL is now able to take ownership over its own development activities, and has already begun leading the process of planning, organizing and coordinating the programmes and projects supported by donor states and organizations.

TIMOR-LESTE AS TEST BED: PILOTING THE CIVILIAN POLICE EXPERTS MODEL

Following the internal crisis that shook Timor-Leste in April and May 2006, UNMIT Police initially held responsibility for policing. By late 2009, however, a more stable and secure environment had emerged, and the National Police of Timor-Leste (PNTL) began to assume a greater role within the operational theatre. This was accompanied by a necessary change in the functional role of UNPOL, with operational activities taking a backseat to police development and capacity building.

As this new role evolved, a number of gaps became apparent in some areas that required specific expertise, which were absent within the predominantly operationally-focused workforce. This specialized expertise, furthermore, proved difficult to acquire through the standard UN Police recruitment process.

With this in mind, UNMIT's Special Representative of the Secretary-General, along with the Police Commissioner, envisioned a strategy to address these specific knowledge gaps through the recruitment of civilian police experts. Working closely with both PNTL senior management and members of the government, the group identified key areas needing additional expert support. In all, 19 positions were created. UN Police Division headquarters provided critical, hands-on support during the assessment and recruitment procedures, which included an international process, as well as a call to all police-contributing countries for nominations. A mix of well-qualified civilian and seconded police officers began work in early 2011.



Assistant Secretary-General Dmitry Titov discussing policing and border management.
(UN Photo/Martine Perret)



Maritime patrol in Dili. (UN Photo/Martine Perret)

A wide range of support

This support covered all facets of policing activity, from operational units (such as maritime, forensics and vulnerable persons) to administrative groups (such as human resources, database management and procurement) and finally to cross-cutting organizational support (such as legal, human rights, project management and donor coordination).

The civilian police experts were successful in addressing pivotal mission needs, increased continuity and, as a result, greater credibility. Most of the civilian experts worked alongside PNTL counterparts to provide direction and mentorship. The Joint Development Plan (JDP) that the PNTL and UNMIT police agreed upon guided their work and identified clear priorities for the way forward. Building on the work of other UN Police mentors, the civilian experts focused on highly targeted activities and brought the PNTL more strategic direction. This enabled the PNTL to look towards a future beyond UN support and allowed UNPOL to stage a managed exit from the mission.

The need for sustainability has underpinned the work of the civilian experts, who focused on transferring skills and knowledge to their PNTL colleagues and leaving behind concrete tools to facilitate their daily work. For example, civilian police experts helped the PNTL establish a firearms registry, create a number of operational databases, develop media services and PNTL website and set up a forensics lab and training curriculum. For all of these activities, the goal of this model was to ensure ongoing capacity development within the PNTL itself, so that the police service would have in-house experts who could sustain these efforts following the departure of the UNMIT Police.

A model for success

Such was the immediate impact of the civilian experts model that it has already been replicated in other missions, though adapted using lessons learned from the initial pilot. The only “criticism” of this model was that the civilian police experts should have been part of the police reform and capacity-building efforts from the outset of the mission. In the future, therefore, new missions should consider including civilian experts even in the early planning stages of operations.

A YEAR IN REVIEW: UN POLICE IN 2012

10 January ■ Assessment of Individual Police Officers for Service in United Nations Peacekeeping Operations and Special Political Missions

The Police Division developed a new Standard Operating Procedure (SOP) for selection and recruitment, in consultation with Member States and field missions, to assist DPKO and Member States to meet the challenges of recruiting qualified candidates to serve as UN individual police officers. The new SOP also takes into account new standards for assessing police officers to better reflect mission realities. Now in effect, the Standard Operating Procedure, Assessment of Individual Police Officers for Service in United Nations Peacekeeping Operations and Special Political Missions has been shared with Police Contributing Countries and field operations.

21 – 24 February ■ 7th Annual Heads of Police Components Conference

Police Commissioners from field missions around the world gathered at UN Headquarters in New York for the 7th Annual Heads of Police Components Conference, which featured a special focus on gender mainstreaming.



Heads of Police Components gather at UN Headquarters in New York City. (UN Photo)

12 – 23 March ■ Sexual and Gender-Based Violence (SGBV) Curriculum

UN Police trainers held two courses, in English and French, on preventing and investigating gender-based violence for UN and host-state police officers in Entebbe, Uganda. 43 officers from 19 countries were certified through these two courses.

30 April – 4 May ■ First Training Course for Police Planners

The Police Division delivered its first training course for police planners based on the Integrated Mission Planning Process (IMPP). 12 police planners and mission managers, including colleagues from headquarters and the Standing Police Capacity (SPC), participated in this newly developed, scenario-based training, which taught participants how to plan for police activities in integrated missions.

11 – 15 June ■ Strategic Guidance Framework First Regional Meeting

The first regional meeting on the Strategic Guidance Framework (SGF) for international police peacekeeping was held in Jakarta, Indonesia. This consultation provided the opportunity for Member States to weigh in on the development of the SGF, which will harmonize police peacekeeping across all UN missions. Participants from 17 Member States attended this meeting, which was co-hosted by Australia and Indonesia.

1 July ■ UNSMIL Establishes the Security Sector Advisory and Coordination Division

UNSMIL established the Security Sector Advisory and Coordination Division, which includes the mission's police component. The UN Police component in UNSMIL provides ongoing advice and assistance to the Ministry of Interior on police matters, including strengthening the capacity of police departments, mobilizing and coordinating international support to the Libyan police, assisting in the integration efforts of revolutionaries into the police service and contributing to a safe and secure electoral process.



Graduation ceremony for officers of the Libyan National Police.
(UN Photo / Tason Fountoun)

9 August ■ Assessment of Operational Capability of Formed Police Units for Service in United Nations Peacekeeping Operation

The Police Division developed a Formed Police Unit Assessment Team (FPAT) Standard Operating Procedure (SOP) to enhance the selection and deployment of FPU to peacekeeping operations. The new SOP outlines clear and coherent assessment procedures and provides instructions on how to assess FPUs based on operational capability. It also provides guidance and assistance to Member States in their pre-selection procedures.

31 August ■ Haitian National Police Development Plan 2012 – 2016

MINUSTAH Police and the Police Nationale d'Haiti (HNP) senior leadership collaboratively finalized the HNP Development Plan 2012 – 2016. This new plan outlines the significant augmentation of HNP strength and places a special emphasis on increased training and development of HNP "mid-level management." On 31 August the Conseil Supérieur de la Police Nationale (CSPN) ratified the plan in the presence of several donor representatives and MINUSTAH.

1 November ■ UNPOL ceases operations in Timor-Leste

The Prime Minister and Acting Special Representative of the Secretary-General certified the National Police of Timor-Leste (PNTL), following a joint assessment by the PNTL and UNPOL, on 31 October 2012. All UNPOL peacekeepers withdrew from Timor-Leste, and UNMIT successfully completed mission drawdown by 31 December 2012.



UPDATE ON THE GLOBAL EFFORT

2012 HIGHLIGHTS FROM THE GLOBAL EFFORT

Female officers bring a number of advantages to a police service. They can help improve police responses to violence against women, and research has shown they resort less often to using force in police-citizen encounters.¹ As the Global Effort to increase female representation reaches its fourth year, the Police Division has stepped up its efforts towards finding and recruiting the best female police officers the profession has to offer.

Female police across the globe

On 13 December 2012, the Police Adviser Ann-Marie Orlor travelled to Jakarta to meet with the Indonesian National Police. Her successful visit culminated in an agreement to host an all-female Selection, Assessment and Assistance Team (SAAT), which will give more opportunity for Indonesian female police officers to deploy to UN peacekeeping operations. While there, she also met with more than a hundred female police officers from regions across the country. Standing before a packed room, she laid out in simple terms why women in peacekeeping are so critical: "Police peacekeeping with a female face offers new ways of bringing about effective change on the ground. Female police peacekeepers generate trust and confidence in reforming and reconstructing the national police. They help bring to the forefront the problems and solutions specific to women in the communities they serve. As role models, female police peacekeepers empower the female population to report cases of sexual and gender-based violence as well as inspiring many to become police officers themselves."



Female police officers from around the world gather at the 2012 International Association of Women Police (IAWP) Conference. (UN Photo)



UNAMID Indonesian Police Lt. Col. Yuli Cahyanti.
(UN Photo / Albert Gonzalez Farran)

In 2012, Commissioner Orlor made similar visits to Rwanda, Bangladesh, and Germany to boost the Global Effort. In the upcoming year, the Police Division will also launch the website for the UN International Network of Female Police. This initiative, set to go live next summer, will create a virtual space for female police peacekeepers to interact with each other, increase their knowledge and skills, raise awareness about women in policing and build a community of practice.

An ambitious goal

Yet, challenges still remain. The goal of 20% female representation in police peacekeeping by 2014 is decidedly – but also, purposefully – ambitious. Simply put, the advantages gained by increasing female representation make this goal not just desirable, but mission-critical. To build a more effective service, the UN must attract a diverse, representative corps of police officers. However, as the scores of career female police officers who showed up in Jakarta can attest to, the willingness is there. Our task now is to capitalize on that interest and create the strongest, most trusted police service possible.

Women in Policing Through the Years

- In 1908, the Portland, Oregon (USA) Police Bureau forms a division known as the Women's Protection Division and hires its first female police officer. In 1985, Portland Police Bureau swears in the first woman Chief of Police, Penny Harrington, in a major city.
- In 1914, the Metropolitan Police (UK) establishes the Women Police Service. Mrs. Edith Smith becomes the first female police officer in Britain with full powers of arrest in the following year.
- The Indian Police Service hires its first female officer in 1972. India deploys the first all-female Formed Police Unit, sent to UNMIL in Liberia, in 2007.
- In October 2012, the Somali Police Academy begins accepting female recruits for the first time in twenty years.
- In November 2012, French police chief Mireille Ballestrazzi becomes the first female president of INTERPOL.

¹ Schuck, Amie and Cara Rabe-Hemp. "Women Police: The Use of Force by and Against Female Officers." *Women and Criminal Justice*, 16.4 (2003), 91-117.

CANADIAN PREMIER KATHY DUNDERDALE SUPPORTS GLOBAL EFFORT

From 9 to 13 September, a United Nations delegation with 33 participants attended the 50th International Association of Women Police (IAWP) annual training conference in St. John's, Canada. At this conference, Police Adviser Ann-Marie Orlor met with the Honourable Kathy Dunderdale, Premier of Newfoundland and Labrador (Canada), and invited her to become an honorary member of the UN International Network of Female Police Peacekeepers. To accept this membership, Premier Dunderdale has issued the following message of support for all female police officers.

I am deeply moved by the breadth and depth of contributions made by police officers and the magnitude of the impact you have on communities and people, everyday.

I wholeheartedly agree with UN Secretary General Ban Ki-Moon, who stated, "Equality for women and girls is not only a basic human right, it is a social and economic imperative. Where women are educated and empowered, economies are more productive and strong. Where women are fully represented, societies are more peaceful and stable." Women in policing and peace operations understand, fundamentally, the benefits to all of society when women are empowered.

The increasing role of women in leadership positions in police and justice services has a broad impact on women throughout society and allows for new and more appropriate responses in situations of victimization, violence and abuse. You are working in a field that has been traditionally dominated by men, but you are part of the change towards gender equity in policing.

I take particular pride in the work the Government of Newfoundland and Labrador is doing to address historical disadvantages for women. We are working to increase women in leadership roles and business, as well as taking steps to advance women in trades, and other non-traditional occupations such as policing, justice and corrections.

Historically, in this province, a career in policing was not an option for women. The Royal Newfoundland Constabulary has the deepest roots of any police force in North America, dating back to 1729. However, it was not until 1980 that the first women were sworn in as constables.

Thirty-two years later, though, many things have changed. Now, the RNC and the RCMP both actively recruit women into their forces in order to reflect the communities they serve. Since 2004, the number of female RNC officers has increased from six per cent to 21 per cent.

It is my honour and privilege to show my support for the work of women in policing. The strides you have made have helped pave the way to encourage young women and girls to pursue this as a career choice. In addition, your achievements have helped advance the status of women worldwide.



The Honourable Kathy Dunderdale. Photo courtesy of the Government of Newfoundland and Labrador – Canada

ONE-ON-ONE WITH REZI DANISMEND

UNPOL Officer Rezi Danismend from Turkey, currently deployed to the UN Mission in Liberia (UNMIL), received the 2012 International Female Police Peacekeeper award at the 50th International Association of Women Police Annual Training Conference held in St. Johns, Canada in September 2012. As team leader, Officer Danismend played a critical role the establishment of the first Liberian Transnational Crime Unit (TCU). This initiative is part of the multi-agency West African Coast Initiative (WACI) aimed at supporting the ECOWAS Action Plan to counter drug trafficking and organized crime in the region. She recently sat down with UN Police Magazine to discuss her award, as well as her distinguished career as a police officer.

You have some police service in your family. Do you mind telling us about how that helped you to choose policing as a profession?

My father was a police pilot. Unfortunately, he died on duty when I was six years old. He was always my hero and I had an interest in policing because I was in it, in one way, all my life. Being a police officer was a way to help people to fight against what is unfair in the world.

You've served with the UN both at UNHCR and now at UNMIL. What drew you to peacekeeping in a UN Mission?

Before I joined the UN, I always wanted to work in a humanitarian capacity to be able to help people, especially those who have suffered from conflict and were vulnerable because of a lack of food, peace, a strong government to protect them, and so on.

I had the chance to work for a short period of time with UNHCR. My job included

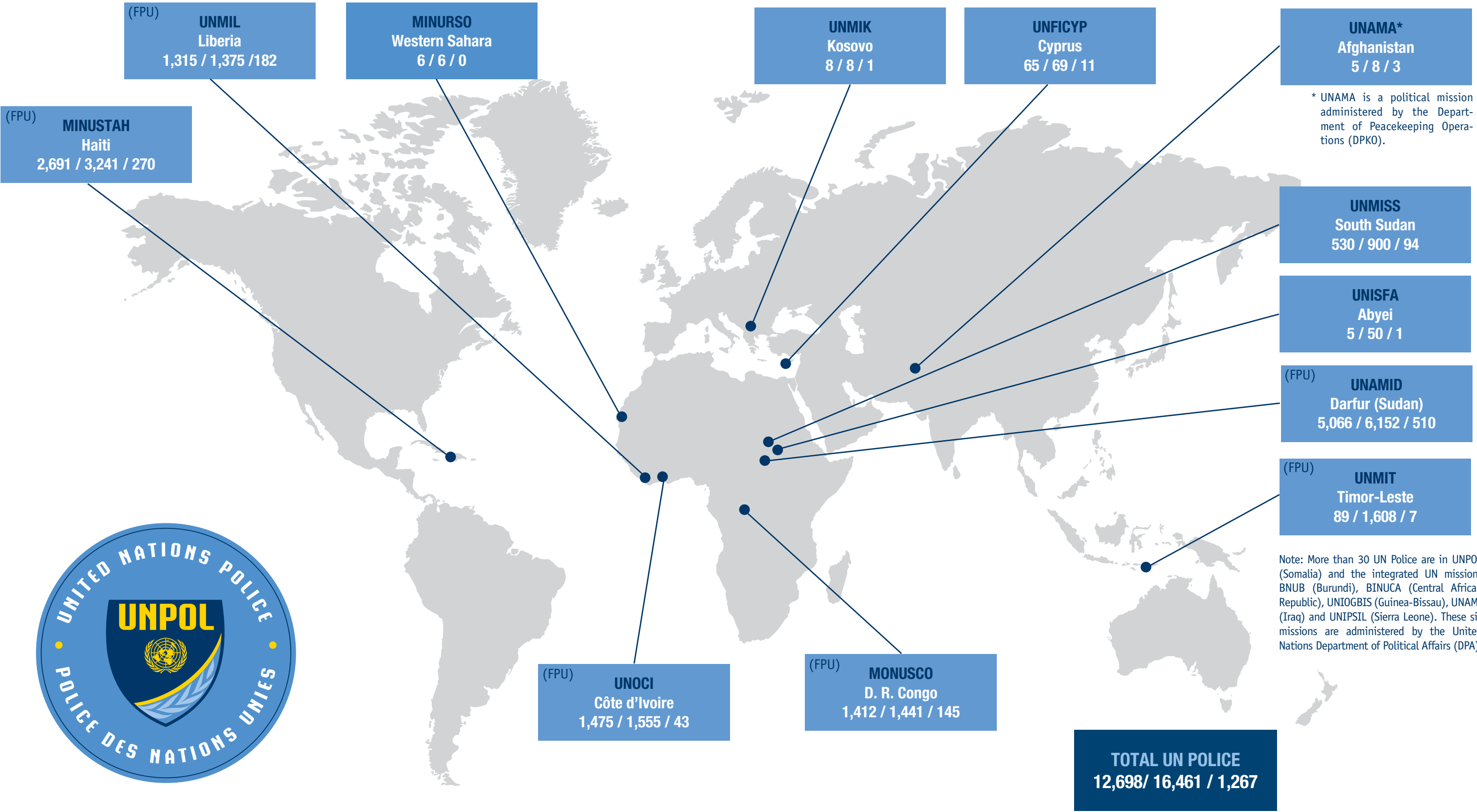
(continues on page 38)



UN Photo

ACTUAL / AUTHORIZED / FEMALE DEPLOYMENT OF UN POLICE IN PEACEKEEPING MISSIONS (DECEMBER 2012)

(FPU) — includes Formed Police Units



attending to interviews of female refugees who had fled to Turkey seeking safe haven from conflict. I listened to heartbreaking stories, from people who had no choice but to leave behind families, children, and friends, not to mention almost always all of their possessions.

It was during these times that I learned firsthand that, so very often, the most vulnerable people in conflicts are the women and children. It was because of this experience that I decided I would do whatever I could in order to help those in need; it was at this time that I made up my mind to apply for a UN Mission, to do my part to help other people anywhere in the world who were facing similar situations.

What accomplishments are you most proud of since joining UNMIL?

When we first started the WACI (West African Coast Initiative) project, it was a completely new experience for me and for UNMIL. While I knew about policing, investigation, report writing and intelligence gathering, I had no clue about project management or establishing a new Transnational Crimes Unit (TCU). I was afraid that I couldn't be successful at all. So I can say that one of the accomplishments I am most proud of is overcoming my fears and becoming able to establish a new unit. I remember the first week when the TCU was established and officers from 5 different agencies were seconded. There was an awkward silence in the room. Everyone was hesitant and they didn't want to be the first one to start speaking.

But we had a big task ahead of us – drafting the policy documents. So we had to print out policy documents of different agencies in order to gather ideas and strategies. For days we discussed, brainstormed, and had several workshops. The more we worked together, the more the group gained confidence and an eagerness to share their experiences, knowledge and ideas. The officers coming from different agencies became a team and they created a link between TCU and other agencies as well.

We had many awareness meetings, visits and trainings with different law enforcement agencies, ministries and authorities. This achievement increased the co-operation with different parties.

Now I know that, even after I end my mission, TCU and Interpol will continue to function well and become one of the best tool to fight against drug trafficking, human trafficking and all organized crimes.

You have been instrumental in establishing the Transnational Crimes Unit. What challenges have you had to overcome in creating the TCU?

The TCU, being a multi-agent unit, was a new concept. There was a lack of cooperation between the different law enforcement agencies involved. The most difficult task was to bring five different agencies with different experiences, knowledge and backgrounds under one umbrella and make them work together. It was not easy. The team had to build friendship and trust among themselves. But once they realized the importance of the unit and gained confidence in each other, they enjoyed working together. They learned and are still learning a great deal from each other.

We also had budgetary constraints, long and complicated policies and bureaucracy that were slowing us down. Of course when you establish a new unit, you need office space, logistics, trainings, a budget and acceptance by other agencies. Even though there is a long way forward, we managed to overcome many obstacles with strong motivation.

As many peacekeepers come to realize quickly, success in working in the field often depends on establishing "local ownership." How did you and your colleagues try to encourage that while working with your host-country counterparts?

I believe it is about giving the right messages, motivation and insight. Once people believe in themselves, achieve something and start feeling successful, then they want to do more. Also you have to show your host-State coun-

terparts that you, a foreigner, someone from another part of the world, are really trying to help them and do your best. If you make them believe in you and your honesty, then they will trust and work with you. You have to become a team, working hard side by side. This kind of relationship will make your counterparts realize that what we are doing is for their country, for a better future for themselves and for their children.

I would also want to add that no one likes to be unsuccessful. There will be times you will be frustrated and confronted with big challenges. If you lose hope and your team knows it, they will not have the courage to continue. You have to be strong, willing, and trusting of yourself, so they will trust themselves.

“Just be open-minded.” Instead of being strict, you should learn how to bend. You have to keep in mind that we are guests in another country, which has suffered much from conflict.”

So day by day, even with small successes the TCU staff were more encouraged and cared for the unit as their own. They worked hard, tried to overcome the challenges together and even showed us the path how to move forward.

What lasting impact do you think you've been able to accomplish through your time in Liberia?

I would say that all the awareness we created related to INTERPOL and the Transnational Crimes Unit will have a lasting impact. Now, almost all of the national law enforcement agencies, ministries, and other partners



Officer Rezi Danismend accepts her award. (UN Photo)



UN Photo / Emmanuel Tobey

are aware of the importance of these two units. We visited nearly all of the police stations in Monrovia and raised awareness among new recruits and other agents in different fields. So our partners know when and how to contact INTERPOL and TCU. We have also created a link between Liberia and neighbouring countries. There is an increase in collaboration, which is evident by the information being shared and the cases transmitted. So, I truly believe this cooperation will increase more and more each day. Additionally, all the trainings TCU and INTERPOL staff received will be helpful for the rest of their work life.

You should be quite proud of what you have been able to achieve with UNMIL. How has that experience changed your life both personally and professionally?

Personally I gained more self-confidence. Now I know that, with the right attitude and willingness, you can achieve anything. This experience showed me, my friends, and other female peacekeepers that nothing is done in vain. Your hard work will be recognized and appreciated by others. Also, the satisfaction of being able to achieve something makes you forget all the difficulties and hard times you had to face.

Besides making myself, my family, my police organization, my country and UNMIL proud, the International Female Police Peacekeeper Award led me to meet new people, learn more, and exchange knowledge. I have been able to make friends and colleagues from all over the world.

The reason why I joined a UN mission was to bring my help and efforts to those in need. I am personally extremely proud that I proved to both myself and my police organization that I have done my best.

What skills and insight, acquired from your time as a peacekeeper, will you bring back to the Turkish National Police?

I can honestly say that, as a peacekeeper, I have learned different policing regulations, new strategies to approach problems and obstacles, and ways to overcome challenges. I have also learned how to work with people from different cultures and backgrounds, including those who have suffered for years during conflict and, as such, are sensitive and vulnerable. This experience will help me back in my police job, especially when dealing with both victims of crime and offenders.

In addition, I have learned about how field missions work – their structure, core values, reporting systems, ways to co-locate, collaboration with different departments, etc. Based on the experience I gained, I can brief my colleagues back in Turkey, especially my fellow female officers, and encourage them to apply for missions.

Do you have any advice you would like to share with other women police who may be interested in serving as a peacekeeper?

I can honestly say that this is a wonderful experience that they will never forget. Besides being helpful to bring peace and security, they will also learn about different countries, cultures, policies, people and themselves.

“Police women are colorful, kind, emotional and understanding; but they are also as courageous and strong as our male police colleagues.”

My advice would be, “Just be open-minded.” Instead of being strict, you should learn how to bend. You have to keep in mind that we are guests in another country, which has suffered much from conflict. The communities where we serve have specific localized issues, such as lack of logistics, financial constraints and personal struggles – often related to the side effects of coming through a long war. So the people you will be working with will still be trying to heal those wounds. Be respectful, understanding, caring and try to do your best to help them. Make a difference in their lives even if it is through something seemingly small. From time to time, you have to put yourself into their shoes, and ask yourself “How would I behave? How would I act?” Of course there will be times when you will get frustrated. Just step back a little, rest, find other solutions and try to see your problems from a different perspective.

In my experiences, I have learned that police women are colorful, kind, emotional and understanding; but they are also as courageous and strong as our male police colleagues. Both sexes are equally important for success. It is a profession of unity. But when you are working with UN, you will find that sometimes it is even easier for women to communicate with the host country citizens, who are vulnerable and perhaps more comfortable and open when they are talking or working with female peacekeepers.

As you have said before, joining a UN Mission, which requires leaving your family and home country, takes courage and strength. What have you gained from peacekeeping that has made that sacrifice worth making?

I have gained such a strong feeling of satisfaction, increased self-confidence, knowledge of things which you cannot possibly learn outside of experiencing a mission and the satisfaction of being useful and making even small, positive changes in people’s lives. But, also, I would never have had the opportunity to make friends and colleagues from all over the world if I didn’t come to the mission. There are countless gains. I can honestly say that it was one of the best decisions I have ever made in my life to apply for a mission. This was my first mission, but I am quite sure it will not be the last.

UNOCI WELCOMES RWANDESE FEMALE POLICE CONTINGENT

For the first time since its deployment, the United Nations Operation in Côte d'Ivoire (UNOCI) has received a contingent of 15 female police officers from Rwanda. They will be part of the first Formed Police Unit (FPU) to deploy in UNOCI since the mission's establishment in 2004.

A unique perspective

Chief Inspector Libereta Mukugussana, who is in charge of the contingent, gives two reasons for the Rwandan officers' presence in the UN Mission.

The first, she explained, is because Rwanda, which suffered a human tragedy in April 1994, wants to participate in the United Nations' efforts to help the people of Côte d'Ivoire, which split into internal conflict in 2002, to reconcile. Second, as Rwandan women have lived through a conflict in their own country, these police officers have the necessary experience to help women and children, who are generally the first victims of any crisis.

"Whenever there is conflict the women and children are the first victims. So women should work to bring about peace. They should be the vectors of peace. This is the role we hope to play in this mission," said Chief Inspector Mukugussana.

Preventing violence against women

According to Mukugussana, who has 36 years in the police and gendarmerie in her country and is a specialist in the fight against gender-based violence, Rwanda has decided to integrate more women in its forces of law and order.



UN Photo

“I have 15 women under my command. This should not be surprising because Rwanda encourages increased integration of women in its police and gendarmerie,” she added.

Inspector Mukamama Belline likewise explained, “Rwanda quickly understood that to put an end to violence against women, it had to create a police component made up mainly of women, so can they empathize with victims. This was done in 2000,” she explained.

The police component does not only bring perpetrators to justice, it also carries out sensitization activities among the population with the aim of eliminating violence against women and children once and for all. “The existence of this police component has made it easier for victims to complain and to denounce the perpetrators of violence against women and children,” she added.

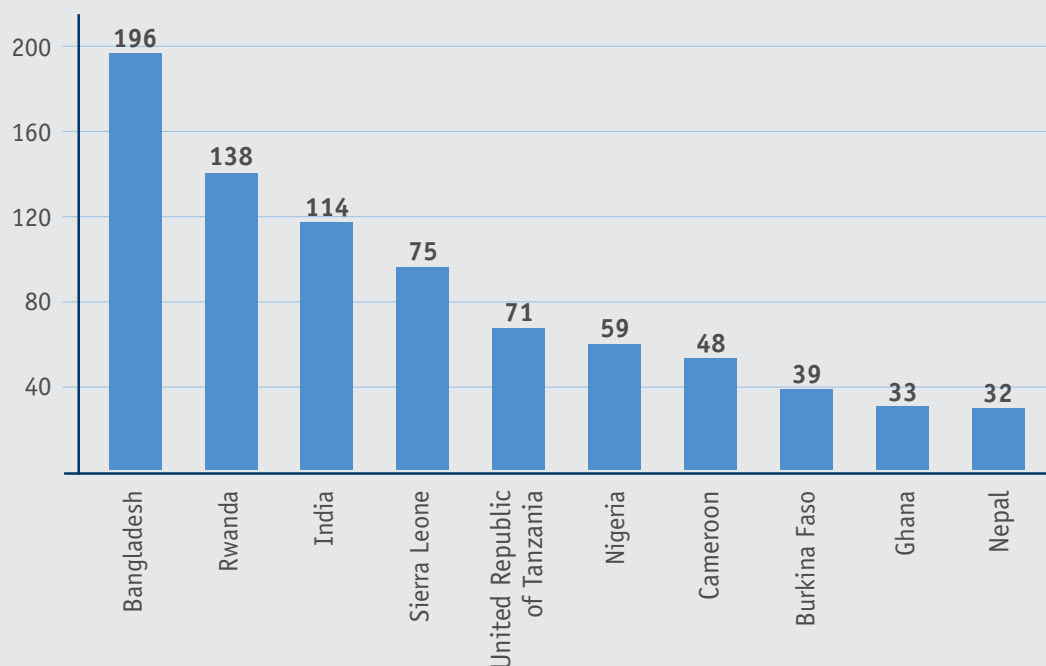
Role models for Côte d’Ivoire

Inspectors Mukugussana and Belline expressed the hope that Côte d’Ivoire can benefit from the Rwanda experience through their presence in UNOCI.

For her part, the coordinator for UN Police gender focal points, Officer Anouk St-Onge welcomes the arrival of the women police officers from Rwanda. “Up until now women police officers are under-represented in UNOCI. The presence of these women police officers in the mission is very important, especially in areas where women need role models. I’m very proud to have this contingent here with us,” she said.

It should be noted that UNOCI now has 484 police officers, including 45 women with the arrival of the 15 new female officers from Rwanda.

Top Ten Contributors of Female UN Police Officers — December 2012



MINUSTAH RELEASES ACTION PLAN FOR GENDER ISSUES

In 2012, MINUSTAH created a Women's Committee for Formed Police Unit and UNPOL officers, which provides a critical network of support to female police peacekeepers in the field. Recently, the committee worked with MINUSTAH Police leadership to release a Police Action Plan Regarding Gender Issues, which outlines strategic objectives to increase the numbers of female police officers deployed to Haiti and provides concrete action steps to achieve that goal.

“From July 2011 to October 2012, the number of women in UNPOL key leadership positions has increased from six to 12.”

More than two hundred female officers are currently working in the police component of MINUSTAH, mostly through the Bangladesh Formed Police Unit (106 females) and as UN Police officers (161 females). This represents 9.5 per cent of total MINUSTAH Police personnel. The actions of the Women's Committee have directly helped to empower and support female police peacekeepers. For example, from July 2011 to October 2012, the number of women in UNPOL key leadership positions has increased from six to 12.



MINUSTAH checkpoint in the Croix des Bouquets area of Port-au-Prince. (UN Photo / Victoria Hazou)

Strategic objectives

To increase these numbers even further, MINUSTAH's Action Plan has identified six strategic objectives, which include: developing a gender framework, increasing the expertise of female officers, encouraging women to join leadership positions, promoting the well-being of female UNPOL and FPU officers within MINUSTAH, establishing a database to collect information on gender issues and evaluating gender mainstreaming progress.

Action steps

This Action Plan pairs each of these objectives with specific action steps to ensure achievement of its overall goal. Some examples include: incorporating gender mainstreaming in the selection process for leadership positions, organizing networking activities for female UNPOL and FPU officers and establishing training programmes specifically designed to meet female officers' needs.

The UNPOL Chief of Staff has already included in her weekly agenda time to receive any female UNPOL officer who needs to address issues or difficulties that arise. These meetings have proved to be greatly appreciated, as they have helped address problems which were difficult to address through the normal chain of command, due to their sensitive nature. In the future, the difficulties faced by female police officers will be reduced when women are no longer a minority. Until that time, however, taking steps like the MINUSTAH Police Action Plan Regarding Gender Issues will help ensure that the female officers who answer the call to serve are adequately provided for in mission.

The Police Division has undertaken some innovative steps to increase the participation of women in police peacekeeping:

- We have conducted seven regional train-the-trainer courses on preventing and investigating sexual and gender-based violence in post-conflict environments. This has resulted to 146 certified police trainers who have subsequently trained a total of 6,064 officers in their home countries and in United Nations peace operations.
- We have created an International Female Police Peacekeeper Award in collaboration with the International Association of Women Police (IAWP) in 2011. The award recognizes the exceptional achievements of a female police peacekeeper who is currently deployed in a UN peace operation.
- We have created a United Nations International Network of Female Police Peacekeepers in 2011. We plan to launch an interactive website for the Network in 2013.
- We continue to increase awareness about peacekeeping through the participation of a UN delegation to the annual IAWP training conference, which we have participated in since 2009. The UN delegation is composed of female UN Police officers, host-state police representatives and senior police officers from Police Contributing Countries.
- We offer an all-female Assessment for Mission Service (AMS) for Member States requesting the deployment of a UN Selection Assistance and Assessment Team (UN SAAT). The test will be carried out by a team of female instructors.
- We look forward to organizing a Police Planning Course in which women can be trained and provided the skills required by the United Nations for police planning in field operations.
- We will prioritize the nominations of Formed Police Unit contingents with a minimum of one all-female platoon.



THE POLICE DIVISION IN ACTION

UNAMID peacekeeper first Lieutenant Sigit Jatmiko, of the Indonesia's Formed Police Unit, interacts with children in Abu Shouk camp for Internally Displaced Persons (North Darfur) during a morning patrol. (UN Photo / Albert Gonzalez Farran)

SPC CONTRIBUTES TO THE UNITED NATIONS STRATEGIC REVIEW FOR SOMALIA

Mr. Generaal Maritz Du Toit, Chief of Standing Police Capacity (SPC) travelled to a two-week mission to Nairobi where he joined the Headquarters-led Review Mission to develop an integrated strategic approach for all the activities of the United Nations in Somalia.

The Review Mission, led by the Department of Political Affairs (DPA) and under the general guidance of the Somalia Integrated Task Force (ITF), was the second of the three phases of the overall Somalia Strategic Review. It was convened from 18 to 30 November in Nairobi, Mogadishu, Hargeisa, Baidoa, Garowe, and Addis Ababa. Members of the ITF, including representatives from the UN Headquarters and UN Country Team (UNCT), United Nations Political Office for Somalia (UNPOS), United Nations Support Office for AMISOM (UNSOA), and international and humanitarian communities have participated in the Review Mission.

Mr. Du Toit participated in meetings with the representatives from the Government of Somaliland, Putland, the African Union in Somalia (AU Police), civil society organizations and the business sector. "It was a privilege to have been part of the Review Mission, where key players came together to contribute to an international strategy," Mr. Du Toit stated. "Everyone involved, including my colleagues in SPC who also provided ideas and suggestions, believe that this Mission will encourage stronger commitment from the Member States to support the peacebuilding efforts of the United Nations in Somalia."

In consultation with the Somali Government and regional and international partners, the Review Mission developed an updated strategy and outlined future priorities and structure of the UN presence in Somalia. Following the "Istanbul II" conference in June 2012, the options and recommendations drawn from the Review Mission were aimed at assisting Secretary-General Ban Ki-moon in advising the Security Council on the overall situation and needs in Somalia.



Chief of SPC Mr. Du Toit (second on the right side) with the Somali Police Commissioner Maj. Gen. Sharif Maye (first from left) and the AMISOM Police Commissioner Dr. Charles Makono (second from left), during a discussion on the future role of the UN in Somalia. (SPC Photo)

MEMBER STATES CONVENE TO DISCUSS SUPPORT TO UN POLICE

Policing is an important tool used by the United Nations to promote peace and security. This was re-emphasized in a recent “High-Level Conference” in Berlin. Organized by the Government of Germany and United Nations Police Division, the event turned into a large and globally representative meeting. Taking place on the banks of the Spree River in the capital of the Federal Republic of Germany, more than 230 participants from over 100 countries discussed police peacekeeping on the 11 and 12 of October.

Right capacities for new challenges

The Conference, subtitled “The Right Capacities for New Challenges”, looked at ways that UN Member States can more efficiently support UN policing, what specialized skills are needed in modern police peacekeeping, what leadership qualities police components require, how police reform can prevent conflicts and what lessons have been learned in addressing serious and organized crime.

Mr. Guido Westerwelle, the German Minister of Foreign Affairs opened the conference by saying, “The work of UN Police is a prime example for the promotion of preventive diplomacy. The increasing demand for police in UN peacekeeping underlines the conviction of the international community that civilian elements are at least as important as military components to achieve long term solutions.”

Progress on the Strategic Guidance Framework

In a video message, Secretary-General Ban Ki-moon stated, “UN Police are adapting to meet emerging threats. And they train local officers so that positive change takes deep root in society. The United Nations is developing a Strategic Guidance Framework for Police Peacekeeping. It will provide a common reference for international police peacekeepers. I appreciate the support of Member States. But we need to do more.”



Photo courtesy of the Government of Germany



Photo courtesy of the Government of Germany

The Strategic Guidance Framework - the global guide being drafted by the United Nations Police Division, to define police peacekeeping - was discussed, as was the need for highly qualified police officers, highly qualified female police officers and highly qualified, francophone, female police officers.

"Your police officers in UN field missions are at the forefront of our common struggle to frustrate the efforts of terrorists and criminals to establish operational bases or transit hubs in weak or fragile states," appealed Ann-Marie Orlor, the UN Police Adviser who co-moderated the Conference.

International participation

Deputy Ministers, Director Generals of police services, policing specialists from Indonesia, Zambia, the United States and Norway, representatives of the African and European Unions and chiefs from UNDP, UNODC, INTERPOL and the OSCE made presentations.

"Wherever we have succeeded in the wake of a conflict in building reliable, functioning institutions in the area of security and justice - and that explicitly includes civilian-led police organizations - we have also succeeded in preventing renewed conflict," said the German Federal Minister of the Interior, Dr. Hans-Peter Friedrich. The DPKO Assistant Secretary-General for Rule of Law and Security Institutions, Mr. Dmitry Titov, appealed to governments to make more highly skilled police professionals available to participate in UN missions, explaining that peacekeeping operations need to strengthen and build rule of law institutions "from the outset" to hasten the transition from peacekeeping to peacebuilding.

The Under-Secretary-General for Field Support Ms. Ameerah Haq described how policing is a core function of UN peacekeeping, and called for "an international alliance to ensure adequate funding and human resources" to keep this important tool sharp and effective. UN Member States in New York and in national capitals began to follow-up on conclusions from the conference immediately.

HARMONIZING INTERNATIONAL POLICE PEACEKEEPING SERVICES THROUGH THE STRATEGIC GUIDANCE FRAMEWORK

The Police Division is currently developing the Strategic Guidance Framework for International Police Peacekeeping (SGF) in response to the expansion and increasing complexity of mandates and tasks of international police in peacekeeping operations. The complexity of current and anticipated future missions points to the need for enhanced understanding of the core functions and roles of UN Police. This need was reinforced in the Secretary-General's report (2011) which tasked UNPOL "to assist host States and other partners in the rebuilding and reforming of their police and other law enforcement institutions, as well as provide operational policing support across the whole spectrum of police duties."²



UN Photo

Goals of the SGF

The Police Division's work on the Strategic Guidance Framework will fill the need for an overarching policy architecture for all international police peacekeeping missions. The SGF also reflects the vision enshrined in the UN Department of Peacekeeping Operations' New Horizon initiative which calls for the development of conceptual and policy thinking on future trends in UN peacekeeping.

The goal of the SGF project is to enhance the effectiveness of UN Police peacekeeping through a more

- (1) Consistent, harmonized approach to the provision of public safety, police reform and support to local police services; and
- (2) Sophisticated recruitment of staff with the necessary specialized skills and experience.

² Comprehensive review of the whole question of peacekeeping operations in all its aspects:
A/66/615 of 15 December 2011



UN Photo

Multi-tiered expertise

The SGF development process draws on several tiers of expertise that reside among national police leaders in Member States; police and peacekeeping training institutions; and academics, practitioners, research institutes and think tanks. The process of developing the SGF involves expert workshops, input from external consultants and the publication of materials.

Seeking input through consultation

In 2012, the Police Division has continued to seek inputs from Member States for the SGF development. With this aim in mind, the Police Division, in cooperation with the Indonesian National Police and the Argentine National Gendarmerie, organized two regional consultations with police executives from Member States in Asia Pacific and Latin America and the Caribbean regions.

The main objective of hosting these meetings is to solicit initial input, concerns, and feedback prior to the development of any associated policy documents. The outcomes of these consultations will be:

- (1) Enhanced clarity of what core functions and organizational structure should comprise police peacekeeping, with respect to variations in concepts across multiple countries and regions.
- (2) Broad consensus on clearly delineating the scope of UNPOL police peacekeeping missions in post-conflict states.
- (3) Increased awareness of training gaps, needs, requirements and standards for both specialist and generalist police personnel deployed in UN police missions.

Per the SGF project document and consultations with the Special Committee on Peacekeeping Operations (C-34), the Police Division will continue with preparations for the remaining regional consultative meetings. The next such meeting, covering Member States in Europe, North American and Central Asia, is tentatively scheduled for March 2013. Upon the completion of consultations with Member States, the results will be presented to C-34 and reflected in an overarching policy on United Nations Police in peacekeeping operations. Subsequently, thematic working groups will be launched and tasked with the development of technical guidance.

The successful completion of a Strategic Guidance Framework for international police peacekeeping will provide support to the UN Police, host-State police services, Member States and the vulnerable populations of post-conflict societies.

DELIVERING AS ONE THROUGH THE GLOBAL FOCAL POINT FOR POLICE, JUSTICE AND CORRECTIONS

In September 2012, the United Nations Secretary-General Ban Ki-moon appointed the Department of Peacekeeping Operations (DPKO) and the United Nations Development Programme (UNDP) as the Global Focal Point for the Police, Justice and Corrections Areas in the Rule of Law in Post-conflict and other Crisis Situations. The Secretary-General has prioritized “delivery as one” by the United Nations in crisis and conflict settings. The Global Focal Point arrangement will strengthen the United Nations ability to fill critical civilian capacity gaps in the aftermath of conflict. To facilitate the provision of joint support, both organizations have agreed to co-locate a portion of their respective rule of law teams from early 2013 in a single location at United Nations Headquarters.

WHAT ARE THE OBJECTIVES OF THE GLOBAL FOCAL POINT?

- To ensure the United Nations is central to international efforts to strengthen the rule of law in crisis-affected contexts.
- To support the system in delivering police, justice and corrections assistance to peacekeeping and political mission settings and other crisis situations, and to assist United Nations country teams and United Nations missions to develop and implement common rule of law, justice and security strategies and programmes.
- To provide timely and high-quality technical assistance in response to requests from the country level.
- To support fundraising efforts for comprehensive sector-wide programmes in crisis and conflict contexts.
- To enable the United Nations to fill capacity gaps in terms of people, skills, knowledge and policy in crisis and conflict contexts.
- To strengthen the United Nations outreach and partnerships with and between Member States, NGOs and think-tanks, with a particular focus on strengthening South-South cooperation.

WHAT SUPPORT CAN THE GLOBAL FOCAL POINT SEEK TO MOBILIZE IN RESPONSE TO REQUESTS FROM UNITED NATIONS FIELD PRESENCES IN CRISIS AND POST-CONFLICT SETTINGS?

- Rapidly deploy police, justice and corrections advisers.
- Expand expert rosters for more flexible deployments.
- Conduct joint assessment, planning and design of police, justice and corrections assistance.
- Support fundraising efforts for police, justice and corrections programmes at the country level.
- Develop guidance, training and policy tools where gaps exist.
- Evaluate the assistance provided and the United Nations impact on rule of law at the country level.
- Convene relevant United Nations entities to provide coordinated support.

Mr. Andrew Carpenter, Chief of the Strategic Policy and Development Section (SPDS) currently serves as the Police Division’s primary point of contact for police-related GFP activities. As the goal of the GFP is to enhance support for UN missions through increased collaboration and consultation, the Police Division will coordinate with their counterparts in UNDP through a number of mechanisms, such as undertaking joint assessment missions.

RENFORCER LA COOPÉRATION AVEC L'ORGANISATION INTERNATIONALE DE LA FRANCOPHONIE

Partant du constat de la faiblesse de la représentation de policiers des pays francophones, particulièrement africains, dans les opérations de maintien de la paix des Nations Unies, la Conseillère de la Police, Mme Ann-Marie Orlor a multiplié les efforts de la Division de la Police pour que cette tendance change. Elle a reçu, à cet effet, le soutien du Secrétaire-Général Adjoint du Département des Opérations de Maintien de la Paix, M. Hervé Ladsous.

C'est dans le cadre de ces efforts que la Division de la Police a, au cours de ces deux dernières années, largement intensifié sa coopération avec l'Organisation Internationale de la Francophonie (OIF). Un exemple très pratique et concret de cette coopération a été la mise en place récente d'un séminaire co-organisé avec et financé par l'OIF, au Burkina Faso les 14 et 15 novembre derniers. Ce séminaire avait pour objectif d'expliquer aux représentants des pays contributeurs francophones d'Afrique de l'Ouest et d'Afrique Centrale, les modes de sélection et de recrutement des policiers au sein des opérations de maintien de la paix des Nations Unies. C'est ainsi que les différents modes de recrutement pour les postes au sein des Nations Unies et les questions liées à l'égalité hommes/femmes dans ce recrutement ont été largement discutées. En sus de présentations formelles, deux ateliers ont également abordé la mise en pratique de la rédaction des fiches de candidatures selon les modèles standards de l'ONU, ainsi que les entretiens de sélection spécifiques pour les postes de police aux Nations Unies.

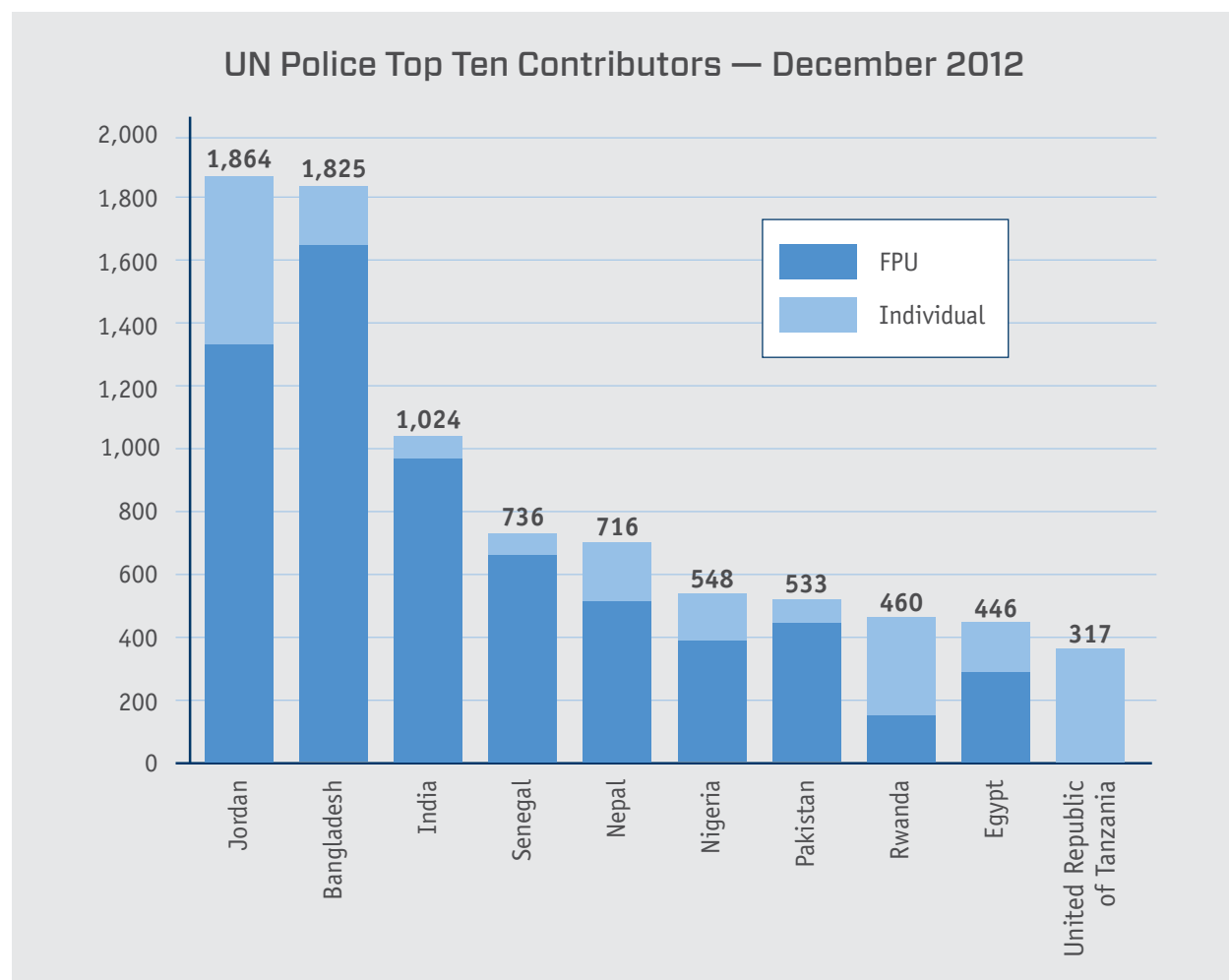
Cette action de formation a regroupé 46 représentants de la police, de la gendarmerie et du ministère des affaires étrangères de 17 pays d'Afrique de l'Ouest et d'Afrique Centrale. Conduit par deux agents de la Division de



UN Photo

la Police, ce séminaire a rencontré un vif succès et l'ensemble des participants présents sur place ont salué les efforts ainsi entrepris par l'OIF et la Division de la Police. Tous ont également, unanimement, reconnu l'intérêt d'une telle formation. Devant le succès ainsi rencontré, l'OIF et la Division de la Police explorent la possibilité de voir cet exercice répété dans un futur proche, notamment pour les pays francophones d'Afrique du Nord.

L'OIF constitue un partenaire essentiel pour accroître la présence de contingents de policiers et de gendarmes francophones dans les missions de maintien de la paix des Nations Unies. Aussi, la Division de la Police profite de cette opportunité pour la remercier pour son soutien et sa contribution au service de la paix.



UNPOL ON PATROL



A UN police officer serving with the UN Mission in South Sudan (UNMISS) shares a laugh with women residents of Pibor near a water bore at a compound of the Mission in the area. (UN Photo / Martine Perret)

UNMAS BUILDS CAPACITY IN AFGHAN NATIONAL POLICE

For the first time, the Mine Action Coordination Centre of Afghanistan (MACCA), supported by the United Nations Mine Action Service (UNMAS) in coordination with UNAMA and EUPOL, started working on training Police-e-Mardumi teams (local police) in Afghanistan. The Democratic Policing/Police-e-Mardumi Unit will now receive Mine and Explosive Remnants of War (ERW) Risk Education. This project will be implemented in Ghor, Badakhshan, Balkh, Kunduz, Bamyán, Herat, Helmand and Kabul provinces.

Objectives

The objectives of this project are:

- To build police capacity and motivation for outreach to landmine and ERW affected communities on Mine/ERW Risk Education.
- To increase public confidence in police by enabling the police officers to conduct Mine/ERW Risk Education sessions in local communities.
- To enable the police to report data on mine/ERW casualties to Area Mine Action Centres (AMACs), MACCA and nearby mine action organizations.

Hands-on training

Three training-of-trainer courses in the Balkh, Kunduz, and Baghlan provinces were held between August and October 2012. A total of 41 police officers and 9 Ministry of Education Child Protection Officers participated in these trainings. A combination of classroom instruction, practical exercises, exhibitions, and role playing and



UNMAS Photo / Jacob Simkni



UNMAS Photo / Jacob Simkni

group activities taught participants how to deliver Mine/ERW awareness lessons to Afghan communities. These trainees now have the skills to educate people, including local Shuras, about the threats posed by landmines and ERW. Training for additional provinces is ongoing.

Achieving results

Police-e-Mardumi Officer Fathulla, from the security department of Baghlan, said of the training, “I have learned a lot on recognition of landmines and ERW, dangerous markings/signs, risky behaviors and how to stay safe working in mine affected communities ... Unfortunately, the existence of landmines and ERW has created a lot of problems for our people with too many casualties. I, as a Police-e-Mardumi member, will try my best to assess the situation in my areas of responsibility, provide awareness to community members in Masjids, schools, public gatherings and any other areas based on the task given to me by the EUPOL and the security department of Baghlan. I am proud and committed to this job to save the lives of men, women and children living in mine/ERW affected communities.”

This project provides a good example of how UN partnerships are helping to transition Mine/ERW Risk Education to the Government of Afghanistan and strengthen the capacity and credibility of the Afghan National Police. These trained police officers, along with the Ministry of Education Child Protection Officers, will now be able to educate their own communities and schools about risks related to landmines and ERW.

SAFELY DISPOSING OF ORDNANCE IN THE SOUTH SUDAN

Understanding the scope of the problem

Decades of civil war left South Sudan contaminated with Explosive Remnants of War (ERW), impeding development and threatening life and limb in many areas of the country. The presence of Unexploded Ordnance (UXO), meanwhile, also reinforces uncertainty and fear among the local population. In fact, the threat of UXO is equal to that posed by landmines, and it accounts for 71 per cent of areas in South Sudan which are known to contain explosive hazards.

While a small number of UXO clearance organizations operate within South Sudan, they do not represent a sustainable, long-term solution to the country's ERW challenges. To ameliorate this situation, the United Nations Mine Action Service (UNMAS) is partnering with the South Sudan Police Service (SSPS) to train and equip five teams in Explosive Ordnance Disposal (EOD) over a 12-month period, thus creating a fully-operational EOD response in South Sudan.

Strengthening rule of law

The benefits of this project extend beyond the scope of mine action; it will strengthen rule of law through the reinforcement of the SSPS as a credible state institution. All candidates for the EOD teams will have been recruited from within the existing SSPS, passed through an UNPOL training facility, and volunteered to participate. While UNMAS will coordinate this project, it will coordinate closely with UNPOL and the South Sudan Mine Action Authority (SSMAA) to ensure smooth and successful implementation.

This example of coordination between UNPOL and UNMAS represents the strength of collaboration within the Office of Rule of Law and Security Institutions (OROLSI). The benefits of this joint effort, furthermore, will extend far beyond that of simply building capacity in the SSPS. The people of South Sudan, ultimately, will learn information that will keep them safer and less fearful as they move forward to build their young nation.



UNMAS Photo / Jacob Simkni

HAI GABET, SOUTH SUDAN TAKES COMMUNITY POLICING A NOTCH HIGHER

Even the sweltering late morning heat of Juba could not deter the young children carrying placards and banners in their hands from shouting slogans “*no marissa* (alcohol), *no jarima* (crime), *no bango* (drugs), *no jarima* (crime), and marching along the streets of Juba, hand-in-hand with the community members and South Sudan National Police Service (SSPS) officers.

This was during the Community Awareness Rally on September 1, 2012. As part of the capacity building initiatives, the community policing team at Central Equatoria State (CES) Headquarters is engaged in a whole spectrum of activities and initiatives to mentor their SSPS counterparts in building a strong bond with the local community.

Identifying a problem

The planning and organization of the awareness generation rally was done by UNPOL Community Policing Coordinator, Beda Prasad Gautam along with the SSPS CES focal point Community Policing Officer, Major Cerilino Jada.

UN Photo



Together, UNPOL and SSPS identified the Hai Gabet and Juba Nabari areas, lying close to the heart of downtown Juba, which are prone to high instances of criminal assault, violent scuffles and drunken brawls especially related with drug and alcohol abuse among the local populace.

During the daily co-location and various brainstorming sessions, Major Jada, Hai Gabet Police Post Commander, along with 2nd Lt. Joseph Beden Dominic and his team of officers identified the problem of increased criminality due to drug abuse and alcohol abuse, which they would address with the help of community participation.

Engaging the community

SSPS organized a rally on Saturday, 1 September 2012. The rally was to begin from Hai Gabet Police Post, take a tour of the Hai Gabet locality, march on the main Airport Road and finally congregate in a community meeting at the Hai Gabet Police Post.

The principal of Gabat Basic School agreed to support the rally with 100 school children and three school teachers. The Chairman of Juba Nabari Village Development Committee and Administrative Officer at Northern Bari Payam pledged their support in form of refreshments for participants. The event provided a heartening sight, with young children shouting slogans, carrying placards and marching along with the SSPS officers, community members and UNPOL officers. People from all walks of life took notice of the enthusiastic group marching along with the message of reducing drug and alcohol abuse.

The meeting at Hai Gabet Police Post community hall commenced with prayers from both the Christian and Moslem faiths and brief speeches by various speakers. Major Jada briefed the congregation about the availability of police in the area and appealed to the community to report and assist police in preventing and detecting crimes. The rally was attended by local residents, community members, UNPOL Advisers, SSNPS officers, school children and teachers among others.

FPU Deployment

	FPU OFFICERS	AUTHORIZED	FEMALE OFFICERS
MONUSCO	1,046	1,050	89
UNMIL	845	845	129
MINUSTAH	1,675	2,100	127
UNAMID	2,230	2,660	33
UNOCI	996	1,000	0
UNMIT	26	490	0
Total:	6,818	8,145	378

SPC DEPLOYS EXPERTS TO MALI, AFGHANISTAN

The Standing Police Capacity recently deployed specialists to both Mali and Afghanistan, to fill much needed expertise gaps in the field.

Police planning in Mali

SPC Public Order Adviser Paolo Bonanno joined the initial UN planning team which convened in early November in Bamako, Mali to assist the Economic Community of West African States (ECOWAS) and the African Union (AU) in the joint planning efforts for the deployment of an international military force to Mali.

Led by the Department of Peacekeeping Operations (DPKO), the police planning team supported the assessment of the personnel, equipment and training needs of the Malian Security Forces in consultation with their leadership. The police planning team also played a key role in the establishment of a basic training strategy and in the development of a Police Concept of Operations for the Malian Police according to the recommendations by the AU, ECOWAS and local security forces. Mr. Bonanno, who was part of the Police Working Group along with Mamadou Barro of the Police Division's Strategic Policy and Development Section (SPDS), actively contributed in these activities including the assessment of justice and detention mechanisms and functioning in Mali.

Advising police in Afghanistan

On 1 November, SPC also deployed Ms. Mona Nordberg, Community Policing Officer, and Ms. Odile Kantyono, Gender Issues Officer, to the United Nations Assistance Mission in Afghanistan (UNAMA) to provide support and technical assistance to the mission's Police Advisory Unit (PAU).

"During this deployment, we are expected to assist the Mission in developing and coordinating programmes to further professionalize the Afghan National Police (ANP) and in strengthening its relationship with the local community," said Ms. Nordberg. "At the same time, we will provide specific focus on ANP female officers and address some cross-cutting gender issues in the mission," said Ms. Kantyono. Ms. Nordberg and Ms. Kantyono have started collaborating with key players in the Mission including meeting policing counterparts in Afghanistan.

"Together with our colleagues in Brindisi who are providing us with vital remote assistance, we are determined to deliver the urgent requirements of PAU," Ms. Nordberg added.

Commandant: Doucoure Mahamadou Sine, from National Gendarmerie;
Controleur General Yacouba Tounkara, conseiller aupres du Secrétaire
General du Ministère de la Sécurité Interieure; Mr. Mamadou Barro, DPKO/
OROLST/PS; Controleur General Boubacar Konate, Direction General de la
Police Nationale; and Mr. Paolo Bonanno, SPC Public Order Adviser, pose
for a group photo during the planning mission in Mali. (SPC Photo)



FROM THE DESK OF THE POLICE ADVISER

As I reflect on the past year, I must express my gratitude for having had this opportunity to serve, a sentiment I know is shared by our colleagues in Headquarters, Brindisi, and field missions across the world. Despite the daily challenges, long hours and prolonged periods of time spent away from family and loved ones, working in international police peacekeeping remains a distinct privilege, a high watermark in any police officer's career. It is, quite frankly, a job like no other.

It is also a job whose demands are ever changing. During my tenure, I have seen the Police Division repeatedly respond to the call for more complex and multi-dimensional mandates. We continue to push ourselves farther, innovate and adapt to change, and increase quality and professionalism across the board, from personnel to service delivery, from leadership to specialized expertise.

Our policing duties have evolved far beyond the early mandates of monitoring and reporting, the model established in 1960 when the UN first deployed a small contingent of police officers to the United Nations Operation in the Congo (ONUC). Today, modern international police peacekeeping grows increasingly sophisticated, while still maintaining its roots in problem-solving and a spirit of service.

Our portfolio of support now encompasses a wide variety of training, technical assistance, and capacity building. For example, UN Police have helped establish Transnational Crime Units to aid host-States in reducing drug and human trafficking; we have deployed Formed Police Units to provide critical mission security and patrol Internally Displaced Persons (IDP) camps; and our specialists have delivered newly developed training to investigators on responding to Sexual and Gender Based Violence. In addition, the Standing Police Capacity (SPC) has continued to provide much needed expertise, respond to disasters, and bring start-up capacity to new UN peace operations. Since it was established in 2007, SPC has made a total of 52 deployments across the world and been critical in setting up missions in Chad, Guinea-Bissau, Iraq, South Sudan, and Libya. This is the way we do business now at the UN Police Division, and I must extend my deep gratitude to all the women and men who have made these advances possible.

Our focus on strengthening and increasing the number of partnerships related to policing has also borne fruit, with many positive developments having occurred in the past few years. We have entered into a partnership whereby DPKO and UNDP serve jointly as the Global Focal Point (GFP) for Police, Justice, and Corrections Areas in Post-conflict and Other Crisis Situations. Similarly, in projects like the West African Coast Initiative (WACI), we have worked collaboratively with INTERPOL, the UN Office on Drugs and Crime (UNODC) and others to prevent and disrupt illegal trafficking and organized crime. We can truly say that, through efforts such as these, the UN is making good on its promise to “deliver as one.”



UN Photo

The Global Effort to increase female police representation continues apace; the interview with this year's recipient of the International Female Police Peacekeeper Award demonstrates what strong and capable women we have serving in a diverse range of capacities in the field. However, while we have made great strides in recruiting more female officers, we must redouble our efforts in the upcoming year, as the percentage of women in the UN Police remains at 10 per cent, just halfway to our 2014 goal of 20 per cent. I know that we can do better. We must become even more creative in addressing this gap. For example, it may be time to rethink the maximum age for female officers, as the advantages of allowing women over 55 to join peacekeeping missions are myriad in number. This as-yet untapped pool of officers – knowledgeable, fit, and eager to serve – would bring a wealth of experience and maturity to the UN Police, and they could devote their time to field missions after the considerable task of raising a family is completed.

Before I close, however, I would like to spend some time acknowledging the tireless efforts of our team from UNMIT, who have very recently returned safety and security responsibilities to the reconstituted Policia Nacional de Timor-Leste (PNTL). In carrying out its mandate, UNMIT has been able to deliver a number of key achievements, the first and foremost of which is the reestablishment of a professionalized, capable national police service.

The use of civilian police experts, for example, demonstrates concretely how UN policing has moved well beyond just monitoring and reporting. In Timor-Leste, these advisers brought highly specialized expertise to the PNTL as the UN moved more towards an advisory role. I cannot overemphasize how important our job as mentors and advisers has been and will continue to be in achieving local ownership.

Furthermore, in recognizing that the UN cannot stay in any country in perpetuity, we deliberately helped local authorities plan for sustainability long after all peacekeepers have departed. To do so, the UNMIT Police worked closely with the PNTL to establish the "Friends of PNTL" initiative, which brings together the UN and other partners involved in policing and safety issues. The PNTL is now leading the process of planning, implementing and coordinating police-related programmes and activities supported by donors.

How do we rebuild a nation which has been decimated by conflict? In Timor-Leste, like all post-conflict states, this was a task fraught with difficulties and challenges, a task which required creativity and persistence. Of course, more work always remains to be done. However, by the time this magazine goes to print, all UNPOL officers will have departed Timor-Leste, secure in the knowledge that the Timorese are well on their way to having a professional police service comprised of its people and sworn to protect its people. This, in fact, is what every community deserves.

Sincerely,

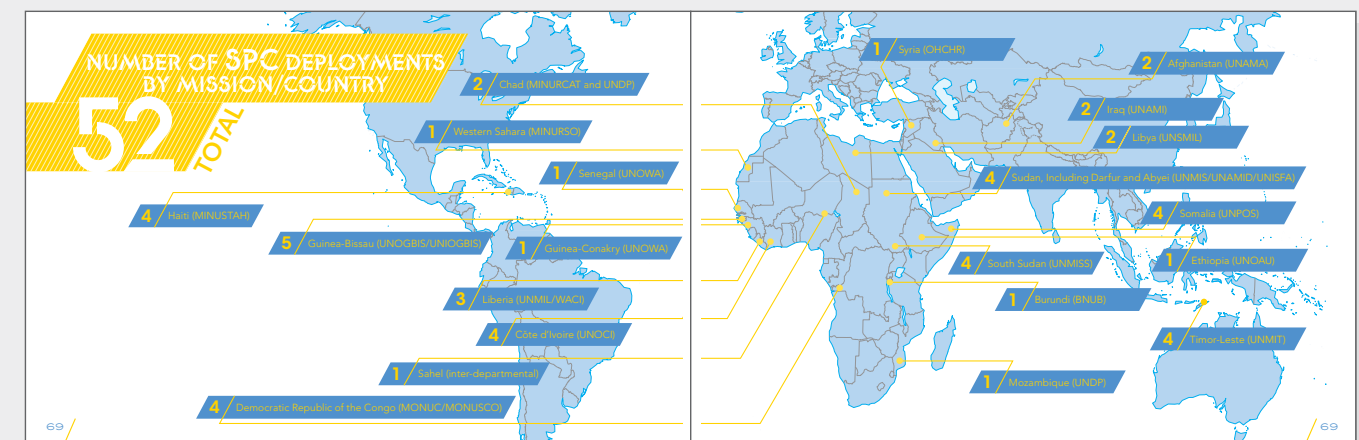
Commissioner Ann-Marie Orlor,
Police Adviser and Director
Police Division

UN Police Contributing Countries — December 2012

Country	Male	Female	Country	Male	Female	Country	Male	Female
Argentina	29	2	Ireland	10	2	Switzerland	4	1
Australia	20	5	Italy	5	0	Tajikistan	10	3
Bangladesh	1623	191	Jamaica	7	5	Thailand	7	5
Belgium	2	0	Jordan	1768	12	Togo	175	3
Benin	106	5	Kenya	37	5	Tunisia	57	6
Bosnia & Herzegovina	37	5	Kyrgyzstan	15	0	Turkey	149	8
Brazil	8	4	Madagascar	61	7	Uganda	27	5
Burkina Faso	243	38	Malawi	40	19	UK	2	0
Burundi	98	11	Malaysia	47	0	Ukraine	52	4
Cameroon	90	11	Mali	43	2	United Rep. of Tanzania	193	70
Canada	102	17	Montenegro	4	0	USA	87	14
Central Africa Republic	18	3	Namibia	7	3	Uruguay	14	2
Chad	57	6	Nepal	682	34	Yemen	240	0
Chile	10	4	Netherlands	13	6	Zambia	159	15
People's Rep of China	32	0	Niger	157	28	Zimbabwe	35	27
Colombia	10	2	Nigeria	478	58			
Côte d'Ivoire	140	21	Norway	13	11			
Croatia	7	3	Pakistan	516	24			
D.R.Congo	15	2	Palau	0	1			
Djibouti	38	4	Philippines	85	10			
Egypt	439	0	Poland	2	0			
El Salvador	10	1	Romania	34	3			
Ethiopia	20	1	Russian Federation	16	1			
Fiji	32	10	Rwanda	318	149			
France	53	1	Samoa	4	3			
Gambia	84	16	Senegal	718	26			
Germany	16	0	Serbia	13	0			
Ghana	160	33	Sierra Leone	119	74			
Guinea	32	8	South Africa	51	20			
Hungary	1	0	Spain	14	1			
India	908	114	Sri Lanka	37	5			
Indonesia	154	9	Sweden	29	19			

ON DUTY FOR PEACE:

A NEW PUBLICATION FROM
THE UN POLICE DIVISION



UNITED NATIONS POLICE



Now available on the DPKO website is a new brochure , “On Duty for Peace,” which provides a five-year retrospective highlighting major accomplishments from the United Nations Police Division. Download your copy at <https://bit.ly/11dfa5M>

GUIDANCE: CORNERSTONE OF PROFESSIONALISM

The process of developing a solid foundation of guidance for professional UN policing is well underway with briefings and regional meetings with Member States and presentations to the community of national police leaders, police and peacekeeping training institutions, practitioners, research institutes and think tanks.

The Police Division has also developed a concept for Serious Crime Support Units in UN police components and is finalizing guidance on internal evaluations, protection of civilians and other mandated tasks. Forthcoming guidance will explain the role of United Nations Police in implementing protection of civilians mandates in peacekeeping missions in the whole spectrum from operational support and deterrence to early warning, prevention and capacity building, and how that role complements and supports the wider UN response. Guidelines on United Nations Police support to providing security in electoral processes will be issued by the step UN. Police should take in planning, coordinating and delivering their support and set out good practices to guide UN Police in supporting host-state police and other law enforcement agencies.

TABLE OF CONTENTS

	Foreword	iv-v
1 /	Deployment of UN Police	6
2 /	The United Nations Police Division	14
3 /	Standing Capacity	18
4 /	Roll Call	24
5 /	Milestones	28
6 /	Training	60
7 /	Hand in Hand with Member States	64
8 /	Working with Partners	72
	Photo Credits and Captions	78

IN THIS PUBLICATION, YOU CAN LEARN:

- Where we deploy
- What we do in the field
- How we work with Member States
- Which countries are contributing UNPOL officers

"The role of police 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...United Nations Police play an invaluable role in post-conflict peacekeeping and peacebuilding environments."

—United Nations Secretary-General Ban Ki-moon

In 1960 the United Nations deployed its first police officers. It was a small contingent, deployed under the auspices of the military in the United Nations Operation in the Congo (ONUC). Between 1964 and 1989 peacekeeping was not a growth industry and the United Nations only deployed seven new peacekeeping operations. After 1989, however, the number and size of United Nations peacekeeping deployments grew exponentially as did the role and mandates of UN Police.

The 1990s saw United Nations Police deployed to Angola, Bosnia and Herzegovina, Cambodia, Croatia, El Salvador, Haiti, Mozambique, the former Yugoslav Republic of Macedonia and elsewhere. In 1999, the United Nations Security Council authorized two large police components: 4,500 UN Police were sent to the UN mission in Kosovo (UNMIK); 1,640 officers deployed to Timor-Leste. More recently, the largest police contingent to date was authorized for the African Union/United Nations Hybrid Operation in Darfur in 2007

with over 6,400 UN Police. The number of deployed UN Police continued to grow from 9,500 in July 2007 to a record 14,727 in March 2011—a 55% increase in just four years. Since then the number has remained steady at over 14,000. The Department of Peacekeeping Operations is authorized to deploy more than 16,000 police.

EXPANDING MANDATES

Not only have the numbers increased, but UN policing duties have expanded. Moving beyond the early mandates of monitoring and reporting, modern UN policing duties fall into three general categories:

- i) support for the reform, restructuring and rebuilding of host-state police and other law enforcement agencies;
- ii) operational support to host-state police and other law enforcement agencies, including through the deployment of Formed Police Units; and
- iii) interim policing and other law enforcement.

Many recent mandates also include specific reference to promoting and protecting human rights and the protection of civilians.

UN Police play an important role in implementing mission tasks—ranging from protecting civilians, strengthening the rule of law to building peace—and the evolution of UN Police deployment mirrors and is an instrumental part of modern peacekeeping.

Several reports and reviews were drafted to capture the implications of the evolution of UN Peace operations in general and UN Police in particular and to recommend how to perform mandated tasks more effectively and efficiently. The conclusions they drew were similar and taken to heart by the UN Police Division. Greater focus on the civilian engagement with Member States, more emphasis on partnerships, capability-driven approaches and the need to approach peacebuilding more strategically.



PROFESSIONAL SERVICE LASTING IMPACT

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