

## SECRETARIAT

# ENHANCING PEACEKEEPER WELFARE: UPGRADING GYM FACILITIES WITH SUSTAINABLE WELFARE REIMBURSEMENT ADJUSTMENTS

Secretariat Issue Paper # 38

## 1. ISSUE PAPER THEME: Self-sustainment

## 2. SUMMARY / BACKGROUND / PREVIOUS HISTORY

Sexual exploitation and abuse (SEA) is a severe violation of human rights rooted in enduring power structures, including poverty and gender inequality. In many contexts where the United Nations operates, conflict, displacement, and the absence of the rule of law leave people vulnerable to abuse. Nonetheless, the power imbalances that enable SEA are inherent to the UN's work, wherever it takes place. While these root causes persist, safeguarding measures should be embedded across all operations.

This initiative proposes mitigating SEA risk factors by provision of standardized essential gym facilities through durable, portable, and low-maintenance “gym-in-a-box” systems. By expanding consistent access to meaningful welfare support for all contingents, it aims to improve the well-being, morale, and mental health of personnel deployed in high-stress environments. When welfare facilities are unavailable or inadequate, personnel may seek recreational alternatives in local communities. This increases SEA risks by exposing troops to unsupervised environments, where misconduct is more likely to occur. Conversely, adequate and accessible welfare infrastructure reduces isolation, stress, and other conditions that contribute to misconduct. Welfare support is thus vital to promoting a more disciplined and accountable peacekeeping culture.

Nonetheless, efforts to improve welfare infrastructure must be paired with proactive leadership and command, enhanced training, thorough screening and vetting of troops, the implementation of action plans with specific risk-reduction measures, the appointment of PSEA focal points, adequate staffing and resourcing, the integration of PSEA into all planning and operations, and strict enforcement of discipline and accountability.

The UN reimburses T/PCC Governments for welfare component in amount of \$6.84 per person per month under Self-Sustainment. This component is intended to support the overall well-being, morale, and mental health of personnel in mission areas, many of which involve challenging, remote, or high-risk environments. This funding must be used to establish or maintain welfare and recreation facilities, such as rest and recreation areas, fitness facilities and gyms, games and communication rooms.<sup>1</sup>

However, the current allocation and quality of welfare fitness equipment and services provided by many contingents may be further improved by providing consistent access to meaningful welfare support across different contingents, underscoring the need for improved oversight and, where appropriate, centralized provision of welfare infrastructure.<sup>2</sup>

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<sup>1</sup> 2023 COE Manual

<sup>2</sup> The use and management of the welfare funds are typically overseen by contingent leadership, in consultation with mission support staff and, in some missions, guided by welfare committees. Additional funding or support for welfare activities may also be facilitated through the mission's Force Headquarters or donor contributions, depending on the operational context.

### 3. DETAILED PROPOSAL

This proposal aims to support T/PCCs in improving the welfare in sustainable and standardized manner. By having access to standardized essential gym facilities through durable, portable, and low-maintenance “gym-in-a-box” systems, Member States will be better equipped to fulfill their welfare obligations. These units are especially advantageous in remote or temporary locations, such as Temporary Operating Bases (TOBs), where SEA risk factors are high. Their long-term usability makes them a practical investment for peacekeeping missions of varying durations and environments.

In light of ongoing efforts to enhance cost-efficiency while maintaining high standards of troop welfare, this proposal recommends introducing a separate self-sustainment subcategory “Fitness” under “Miscellaneous General Stores” category that can fall either under T/PCCs or the UN responsibility and is covered by providing a standardized “gym-in-a-box” facility.

Current Welfare self-sustainment rate is set at \$6.84 per person per month and supports cultural and recreational activities including provision of gym/fitness facilities. This issue paper proposes to split the overall Welfare rate between Fitness (\$2.66) with the provision of a standard “gym-in-the-box” facility and Welfare (\$4.18) with the provision of the remaining welfare components like entertainment, team sports and individual sports equipment, library and other cultural equipment pertinent to the contingent’s culture.

As part of the research for this issue paper, two standardized gym-in-a-box options were investigated (from Beaver Fit USA)<sup>3</sup>: a 20-foot and a 10-foot Performance Lockers equipped with integrated training rigs, storage, and multiple exercise stations as specified in the attached Annex.

### 4. FINANCIAL IMPLICATIONS

This proposal does not have financial implications.

### 5. PROPOSED 2026 COE MANUAL TEXT

Chapter 3, Annex B, paragraph 56 (c) ‘Welfare’, page 71 to be amended as follows to remove “fitness” under self-sustainment:

(c) Welfare: Appropriate levels of equipment and amenities across the welfare spectrum for both men and women, to include entertainment, ~~fitness~~, sports, games and communications, must be provided in quantities appropriate to the number of personnel at their respective locations in the mission area, and equal access to amenities for both men and women is to be provided. Verification as to whether appropriate standards have been provided will be based on the welfare arrangements agreed between the troop/police contributors and the United Nations, detailed in annex C, appendix 2, of the memorandum of understanding

Chapter 3, Annex B, paragraph 56 to add a new sub-para (d) ‘Fitness’ and revise the subsequent sub-paragraph order accordingly, as follows:

**(d) Fitness: To receive the self-sustainment reimbursement rate for Fitness subcategory the unit must provide the standardized “gym-in-the-box” facilities either in 10 feet (supporting around 150 personnel) or 20 feet (supporting around 300 personnel) configuration. The facilities should be industrially manufactured and compliant with the specifications in the Chapter 9 (Model MOU), Annex C, Appendix 3.**

Chapter 3, Annex B, paragraph 56 to replace (d) ‘Internet Access’ with (e) Internet access.

Chapter 8, Annex A, page 203 to be amended as follows to adjust the Welfare reimbursement rate and add Fitness rate:

<sup>3</sup> Specifications can be found here: <https://beaverfitusa.com/product/container-gym/>.

## Miscellaneous general stores:

Bedding	18.08
Furniture	23.56
Welfare	<del>6.84</del> 4.18
<b>Fitness</b>	<b>2.66</b>

Chapter 9 (Model MOU), Annex C, page 229, to be amended as follows to adjust the Welfare reimbursement rate and add Fitness rate:

## Miscellaneous general stores:

Bedding	18.08
Furniture	23.56
Welfare	<del>6.84</del> 4.18
<b>Fitness</b>	<b>2.66</b>

Chapter 9 (Model MOU), Annex C, Appendix 1, Self-sustainment services: distribution of responsibilities, page 233, to be amended as follows:

Miscellaneous general stores	TBD
Bedding	TBD
Furniture	TBD
Welfare	TBD
<b>Fitness</b>	<b>TBD</b>

Chapter 9 (Model MOU), Annex C, Appendix 2, page 234 to be amended as follows to remove fitness equipment from welfare:

<i>Equipment</i>	<i>Item</i>	<i>Quantity</i>	<i>Remarks</i>
Audiovisual entertainment equipment	DVD		
	VCR		
	Television		
	Computer and computer games		
<del><b>Fitness equipment</b></del>	<del><b>Free weights</b></del>		
	<del><b>Exercise machines</b></del>		
Team sports equipment	Soccer		
	Basketball		
	Football		

Chapter 9 (Model MOU), Appendix 3 to Annex C is to be added as per components and equipment in the Annexes to this Issue Paper.

**Annexes:**

**Annex 1: 10ft – Performance Locker Spec Sheet**

**Annex 2: 20ft – Performance Locker Spec Sheet**

# 10' PERFORMANCE LOCKER

## DETAILS

- TOTAL WEIGHT LIGHT VERSION: 6500 LBS
- TOTAL WEIGHT HEAVY VERSION: 8000 LBS
- FREESTANDING AND SHOULD NOT EXCEED A GRADE OF 2" OVER 10'

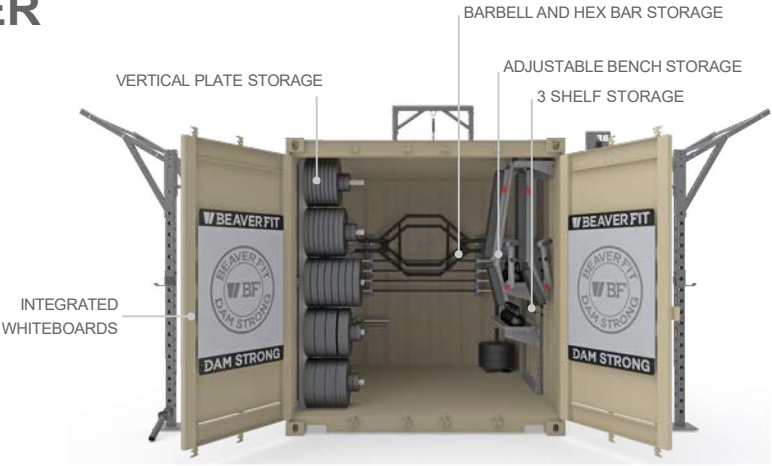
## UPGRADE OPTIONS

- CUSTOM LOGOS
- CUSTOM LOCKER AND RIG COLORS
- EQUIPMENT UPGRADE PACKAGES
- FULL OFFLOAD AND INSTALLATION SERVICE

## COMPONENTS AND EQUIPMENT

Available in a light equipment package (container, rigs, attachments and integrated storage), or heavy equipment package (all items in the light package, plus equipment listed below).

INTEGRATED STORAGE	QUANTITY
VERTICAL PLATE STORAGE (ALPHA/BRAVO)	5
PUSH POP INNER (ALPHA/BRAVO)	1
BARBELL AND HEX BAR STORAGE (ALPHA/BRAVO)	1
3 SHELF STORAGE (BRAVO)	1
EXTERIOR RIG STORAGE (ALPHA)	-
ATTACHMENTS	QUANTITY
J-CUPS (SETS)	3
DIP BAR	2
LANDMINE	2
BATTLING ROPE HOOK	2
WALL BALL TARGET	1
EQUIPMENT FOR HEAVY PACKAGE	QUANTITY
<strong>STRENGTH</strong>	
MEDICINE BALL 10 LB 9"	2
MEDICINE BALL 14 LB 14"	1
MEDICINE BALL 20 LB 14"	2
KETTLEBELL 12 KG	2
KETTLEBELL 18KG	4
KETTLEBELL 24 KG	2
OLYMPIC BAR 20KG	4
10 LB BUMPER PLATES (PAIR)	5
15 LB BUMPER PLATES (PAIR)	5
25 LB BUMPER PLATES (PAIR)	5
45 LB BUMPER PLATES (PAIR)	6
ADJUSTABLE BENCH	2
BAR COLLAR	4
HEX BAR	2
HEX BAR COLLAR	2
CHALK BAG	2
<strong>BODY WEIGHT AND CONDITIONING</strong>	
BATTLING ROPE	2
<strong>RECOVERY AND MOBILITY</strong>	
MOBILITY BANDS - LIGHT	4
MOBILITY BANDS - HEAVY	4
LACROSSE BALL	4
FOAM ROLLER/STICK	4
<strong>SPEED AND AGILITY</strong>	
AGILITY CONES (SET OF 20)	1
JUMP ROPE	4
DRAG SLED	2



TWO INTERNAL STORAGE CONFIGURATION OPTIONS:

**ALPHA:** Storage for Rig Components and Equipment. Recommended if the container is to be moved frequently.

**BRAVO:** Storage for Equipment Only. (Shown in above rendering) Recommended if the container remains stationary.



ROPE CLIMB TOWER: 12'4" H

WALL BALL TARGET: 10' H



# 20' PERFORMANCE LOCKER

DETAILS

- TOTAL WEIGHT LIGHT VERSION: 10250 LBS
- TOTAL WEIGHT HEAVY VERSION: 12500 LBS
- FREESTANDING AND SHOULD NOT EXCEED A GRADE OF 4" OVER 20'

UPGRADE OPTIONS

- CUSTOM LOGOS
- CUSTOM LOCKER AND RIG COLORS
- EQUIPMENT UPGRADE PACKAGES
- FULL OFFLOAD AND INSTALLATION SERVICE

## COMPONENTS AND EQUIPMENT

Available in a light equipment package (container, rigs, attachments and integrated storage), or heavy equipment package (all items in the light package, plus equipment listed below).

INTEGRATED STORAGE	QUANTITY
VERTICAL PLATE STORAGE (ALPHA/BRAVO)	10
PUSH POP INNER (ALPHA/BRAVO)	1
BARBELL AND HEX BAR STORAGE (ALPHA/BRAVO)	1
3 SHELF STORAGE (BRAVO)	2
EXTERIOR RIG STORAGE (ALPHA)	-
ATTACHMENTS	QUANTITY
J-CUPS (SETS)	4
DIP BAR	3
LANDMINE	3
BATTLING ROPE HOOK	3
WALL BALL TARGET	2
EQUIPMENT FOR HEAVY PACKAGE	QUANTITY
STRENGTH	
MEDICINE BALL 10 LB 9"	3
MEDICINE BALL 14 LB 14"	2
MEDICINE BALL 20 LB 14"	3
KETTLEBELL 12 KG	4
KETTLEBELL 18KG	6
KETTLEBELL 24 KG	4
OLYMPIC BAR 20KG	6
10 LB BUMPER PLATES (PAIR)	8
15 LB BUMPER PLATES (PAIR)	8
25 LB BUMPER PLATES (PAIR)	8
45 LB BUMPER PLATES (PAIR)	9
ADJUSTABLE BENCH	3
BAR COLLAR	6
HEX BAR	3
HEX BAR COLLAR	3
CHALK BAG	4
BODY WEIGHT AND CONDITIONING	
BATTLING ROPE	3
RECOVERY AND MOBILITY	
MOBILITY BANDS - LIGHT	6
MOBILITY BANDS - HEAVY	6
LACROSSE BALL	6
FOAM ROLLER/STICK	6
SPEED AND AGILITY	
AGILITY CONES (SET OF 20)	1
JUMP ROPE	6
DRAG SLED	3

