

CANADA, ARGENTINA, AUSTRALIA, GERMANY, MONGOLIA, NEW ZEALAND, NETHERLANDS, NORWAY, SWEDEN, AND THE UNITED KINGDOM

GENDER-RESPONSIVE IMPROVEMENTS TO THE CONTINGENT OWNED EQUIPMENT MANUAL

1. ISSUE PAPER THEME: Other / Cross-cutting

2. SUMMARY / BACKGROUND

Increasing the meaningful participation and number of uniformed women deployed to UN peace operations has been a stated priority of the United Nations since 2000, with UN Security Council Resolution 1325 (2000) and subsequent Resolutions 2242 (2015), 2439 (2018), 2538 (2020). This is also a shared goal of Action for Peacekeeping + (2021), the Secretary-General's System-Wide Gender Parity Strategy (2017) and the Department of Peace Operations' Uniformed Gender Parity Strategy (2019), the latter of which includes recommendations and targets to create more enabling environments within peacekeeping missions.

These foundational documents recognize that a crucial component of achieving gender parity and improved representation in peacekeeping requires that mission contexts are responsive and adaptable to the safety and inclusion of women personnel. This effort requires interventions by Member States, peacekeeping missions, and the UN system over cross-cutting issues. Member States have a valuable opportunity to ensure that the Contingent Owned Equipment (COE) Manual better reflects the needs of women personnel in peacekeeping units who, according to the Uniformed Gender Parity Strategy targets, should make up 25% of Staff Officers / Military Observers, 15% of Contingent Troops, 20% of Formed Police Units, and 30% of Individual Police Officers by 2028.¹

The detailed proposals below cover many different areas of peacekeeping missions, from conduct to accommodations and health. They represent a modest starting point for the many necessary changes needed to successfully increase the meaningful participation of women in all areas and levels of UN peacekeeping. These proposals ultimately seek to improve the COE Manual by integrating a gender-responsive lens that benefits both women *and* men peacekeepers in all their diversity.

3. DETAILED PROPOSAL

See below for detailed proposal.

¹ United Nations Uniformed Gender Parity Strategy, 2019.

4. PROPOSED MANUAL TEXT

Page	Chapter	Annex	Para	Current Text	New Text (Red)
4	1	N/A	7	7. The COE Manual should be read in conjunction with other related documents such as the United Nations Infantry Battalion Manual, United Nations Military Unit Manuals, the Medical Support Manual for United Nations Field Missions, the guidelines for troop/police contributors (which are mission-specific and issued before the deployment of troops), the Environmental Policy for United Nations Field Missions and the Waste Management Policy for United Nations Field Missions.	7. The COE Manual should be read in conjunction with other related documents such as the United Nations Infantry Battalion Manual, United Nations Military Unit Manuals, the Medical Support Manual for United Nations Field Missions, the Uniformed Gender Parity Strategy , the guidelines for troop/police contributors (which are mission-specific and issued before the deployment of troops), the Environmental Policy for United Nations Field Missions and the Waste Management Policy for United Nations Field Missions.
12	2	A	N/A	N/A (new text)	1. Abuse of authority: Any improper use of a position of influence, power or authority against another person. This is particularly serious when a person uses their influence, power or authority to improperly influence the career or employment conditions of another, including, but not limited to, appointment, assignment, contract renewal, performance evaluation, working conditions or promotion. Abuse of authority may also include conduct that creates a hostile or offensive work environment which includes, but is not limited to, the use of intimidation, threats, blackmail or coercion. Harassment, including sexual harassment, are particularly serious when accompanied by abuse of authority.
13	2	A	N/A	N/A (new text)	14. Harassment: Any unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person, when such conduct interferes with work or creates an intimidating, hostile or offensive work environment. It may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another.
15	2	A	N/A	N/A (new text)	37. Sexual harassment: Any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work. It may involve any conduct of verbal, non-verbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

55	3	B	35	<p>35. In general terms, for units initially deployed and accommodated in self-provided tentage, the United Nations shall aim to provide accommodation that meets the United Nations field mission accommodation standards listed in paragraph 20 of chapter 3, annex A, within six months after deployment. The style of accommodation provided by the United Nations will be decided based on mission operational needs (including mission time frames), deployment mobility needs, sustainability requirements, mission administrative capabilities, local infrastructure capacity and logistics demands. The type of accommodation decided upon will range from high quality tensioned membrane facilities, to prefabricated buildings, to normally constructed facilities.</p>	<p>35. In general terms, for units initially deployed and accommodated in self-provided tentage, the United Nations shall aim to provide accommodation that meets the United Nations field mission accommodation standards listed in paragraph 20 of chapter 3, annex A, within six months after deployment. The style of accommodation provided by the United Nations will be decided based on mission operational needs (including mission time frames), deployment mobility needs, sustainability requirements, gender-responsive considerations aligned with projected increased numbers of women personnel, mission administrative capabilities, local infrastructure capacity and logistics demands. The type of accommodation decided upon will range from high quality tensioned membrane facilities, to prefabricated buildings, to normally constructed facilities.</p>
56	3	B	39	<p>(d) The scale of ablution facilities provided is to be in accordance with the scales adopted by the United Nations for the deployment of officers and troops in missions. The ablution facilities should complement the type of accommodation facility being employed and meet the requirements of long-term facilities as defined in paragraph 20 of chapter 3, annex A, have hot and cold running water for the showers and basins as per the water scale defined by the mission or by the United Nations, have adequate plumbing fixtures and fittings to maintain standards of hygiene and have an appropriate and environmentally friendly drainage system that meets field mission wastewater standards. The ablution facilities provided are to account for adequate gender separation for personnel if required.</p>	<p>(d) The scale of ablution facilities provided is to be in accordance with the scales adopted by the United Nations for the deployment of officers and troops in missions. The ablution facilities should complement the type of accommodation facility being employed and meet the requirements of long-term facilities as defined in paragraph 20 of chapter 3, annex A, have hot and cold running water for the showers and basins as per the water scale defined by the mission or by the United Nations, have adequate plumbing fixtures and fittings to maintain standards of hygiene including proper disposal of menstrual products and have an appropriate and environmentally friendly drainage system that meets field mission wastewater standards. The ablution facilities provided are to account for adequate gender separation and privacy for personnel. if required</p>

72	3	C	9	<p>9. Medical support and security are essential at all times; therefore, a troop/police contributor cannot be partially self-sustaining in the medical self-sustainment subcategories. Level 1 medical care is a troop/police contributor responsibility; however, each level 1 facility is to provide medical support and care to all United Nations personnel permanently or temporarily in its area of responsibility. As a matter of principle, this occasional level 1 care should be provided in an emergency with no fee. A troop/police contributor may, however, choose to seek reimbursement for services rendered, and therefore there is a requirement to document and register emergency services provided. All United Nations medical facilities are responsible for emergency medical services for all United Nations personnel in their area of responsibility. Except in emergencies, specialists and level 2 and 3 facilities can request a referral from a level 1 facility before accepting a patient.</p>	<p>9. Medical support and security are essential at all times; therefore, a troop/police contributor cannot be partially self-sustaining in the medical self-sustainment subcategories. Level 1 medical care is a troop/police contributor responsibility; however, each level 1 facility is to provide medical support and care to all United Nations personnel permanently or temporarily in its area of responsibility. As a matter of principle, this occasional level 1 care should be provided in an emergency with no fee. A troop/police contributor may, however, choose to seek reimbursement for services rendered, and therefore there is a requirement to document and register emergency services provided. All United Nations medical facilities are responsible for emergency medical services for all United Nations personnel in their area of responsibility. Except in emergencies, specialists and level 2 and 3 facilities can request a referral from a level 1 facility before accepting a patient. Efforts should be made to ensure streamlined access to essential services and medications and specific medical needs of women peacekeepers, including the provision of menstrual and other gynecological products, medications, and emergency contraception.</p>
73	3	C	16	<p>16. All United Nations level 2 and 3 medical facilities must be equipped and staffed to receive and treat all United Nations personnel regardless of gender, religion or culture, preserving the dignity and individuality of all patients.</p>	<p>16. All United Nations level 2 and 3 medical facilities must be equipped and staffed to receive and treat all United Nations personnel regardless of gender, sexual orientation, race, disability, religion or culture, preserving the dignity and individuality of all patients.</p>
84	3	C	Appendix 4	<p>Treatment capability 13. Treatment of common/minor illness</p>	<p>Treatment capability 13. Treatment of common/minor illness, including menstrual products and other gynecological products or medications 14. Contraception, including emergency contraception</p>
86	3	C	Appendix 4	<p>C. Pharmacy</p>	<p>C. Pharmacy Contraception Menstrual products Other products or medications for common gynecological conditions (e.g., yeast infection, urinary tract infection, bladder infection, bacterial vaginosis)</p>
87	3	C	Appendix 5	<p>Treatment capability</p>	<p>Treatment capability 6. Administration of sexual assault forensic kits</p>
89	3	C	Appendix 5.1	<p>C. Pharmacy</p>	<p>C. Pharmacy Contraception Menstrual products Sexual assault forensic kit Other products or medications for common gynecological conditions</p>

97	3	C	Appendix 6.1	C. Pharmacy	C. Pharmacy Contraception Menstrual products Sexual assault forensic kit Other products or medications for common gynecological conditions
114	3	C	Appendix 12	Treatment capability Equipment Requirement	Treatment capability 3. Contraception, including emergency contraception Common gynecological and reproductive system diseases Equipment Requirement Menstrual products Other products or medications for common gynecological conditions
115	3	C	Appendix 12.1	Item	Item iv. Menstrual products Quantity Adequate
172	8	A	N/A	Type of equipment Ablution facilities (up to 50 persons) Camp unit, small (5 persons) Camp unit, medium (6 to 50 persons) Camp unit, large (51 to 150 persons)	Type of equipment Ablution facilities (up to 50 persons, gender segregated) Camp unit, small (5 persons, gender segregated) Camp unit, medium (6 to 50 persons, gender segregated) Camp unit, large (51 to 150 persons, gender segregated)
177	8	A	N/A	Type of equipment Man-portable high-power electronic countermeasure	Type of equipment Man -Portable high-power electronic countermeasure
178	8	A	N/A	Type of equipment Demining/explosive ordnance disposal personal protection for the disposal of explosive ordnance/improvised explosive devices (set)	Type of equipment Demining/explosive ordnance disposal personal protection for the disposal of explosive ordnance/improvised explosive devices (set, taking into consideration the physiological differences between and among women and men personnel)
232	9	J	N/A	We will never: Commit any act that could result in the physical, sexual or psychological harm to or suffering of members of the local population / Be abusive or uncivil to any member of the public	We will never: Commit any act that could result in the physical, sexual or psychological harm to or suffering of members of the local population or United Nations personnel / Be abusive or uncivil to any member of the public or United Nations personnel / Engage in harassment, including sexual harassment, bullying, intimidation or abuse of authority toward anyone