COVID-19: IMPACT ON TRAINING AND PEACE OPERATIONS
- Misinformation and disinformation during the pandemic
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Peacekeeping Engagement with Communities for Stronger Rule of Law: A Win-Win Approach
THE CoESPU COMPOUND MEMORIAL
Dear CoESPU Magazine readers,
Unfortunately, even at this beginning of 2021, I cannot refrain from formulating a thought that reflects the struggle that the entire international community is experiencing. The world has been hit hard. Everywhere. The pandemic has raised severe challenges and caused major changes in our lives, in our society. It has worsened old inequalities and generated new ones, causing a sense of bewilderment and questioning the life expectations. This is the reality that must be faced. We hope that the arrival of vaccines will allow us to return to normal as soon as possible. In this mood of confidence and hopefulness I have the honour to provide, for your reading, the new issue of the Magazine, mainly focused on how the training has been impacted by the pandemic, collecting features from various qualified academics, practitioners and top senior officials belonging to international organizations.

Among the contributors, Jean-Pierre François Renaud Lacroix, UN Under Secretary General for Peace Operations, and Atul Khare, UN Under-Secretary General for Operational Support, paid homage to CoESPU writing a very interesting article upon disinformation/misinformation as related to UN peace missions. Jérôme Mellon, Head of Policy and Operational Support Team among the UN Department of Peace Operations, provides a meticulously researched article highlighting the relevance of the inclusion of local communities for international organizations when they approach peacekeeping and conflict resolution. Catherine White, Gender Equality and Gender Mainstreaming Peacekeeping Training Programme Unit - Division for Peace, UNITAR, emphasizes the importance of integrating gender considerations, namely the particular needs, roles, constraints and vulnerabilities of men, women, boys and girls, into security sector governance, security institutions and peacekeeping operations. Jan Leenslag makes a thorough analysis of the Covid-19 and its impact on training and Peace Operations. Moving towards another subject, Stefano Bergonzini, after clarifying the key elements of Environmental Protection, analyses the role of the United Nation Environment Programme, defining NATO’s contribution in that particular and essential field.

In the “Health and well-being” section, Professor Mario Plebani, one of the 100 most influential pathologists in the world, in relation to the Coronavirus, explains how saliva-based molecular testing has a reliability of 98% higher than the more invasive rapid tests of the latest generation.

In the hope of being able to return to normal as soon as possible, even if, the more time goes by the more it seems a distant memory, I wish you all a pleasant reading. Take care!

BG Giovanni Pietro BARBANO
CoESPU Director
The CoESPU Magazine is devoted to the publication of professional concepts and issues, research and doctrinal products developed by the Carabinieri Center of Excellence for Stability Police Units, in collaboration with other international research Centers. The Magazine addresses topics of professional, technical, operational and juridical nature in the field of Stability Policing within Peace Operations. Based on the core values of ethics, integrity, professionalism and respect for diversity, harmonically inflected and informed by the traditions of over two hundred years of Carabinieri history, the Magazine fosters Human Rights and gender mainstreaming, while seeking to enhance current police peacekeeping doctrine and promoting international police peacekeeping interoperability, cognizant of Lessons Learned and best practises. The CoESPU Magazine is constantly committed to upholding UN standards, norms, procedures and curricula, while endorsing self-sufficiency of the participating Police Contributing Countries. Consequently, its editorial policy promotes the principles of representativeness, responsiveness, and accountability, as well as effectiveness, efficiency, transparency, and accessibility, to provide the highest professional standards to build trust and legitimacy of beneficiary Law Enforcement Institutions.

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- Environmental Protection in Destabilized Missions: Environmental Sustainability
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ENVIRONMENTAL PROTECTION IN DESTABILIZED AREAS AND FIELD MISSIONS: ENVIRONMENTAL SUSTAINABILITY

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GENDER EQUALITY: DESPITE SOME PROGRESS, MANY CHALLENGES REMAIN TO BE OVERCOME
UN Secretary-General’s, António Guterres, remarks to High-Level Dialogue on Press Freedom and Tackling Disinformation in the COVID-19 Context, 04 May 2020

“Excellencies, distinguished panel members, dear friends,

Good morning, good afternoon and good evening.

It is a great pleasure to speak to you, and I hope you are all keeping safe and well.

We mark World Press Freedom Day every year as an important moment to focus on media freedom and the protection of journalists.

This cause remains essential.

I have spent time in war zones and refugee camps; I have seen how journalists risk their lives to make sure people’s stories are heard. I could not do my job without the courageous, creative and often deeply moving work of the media.

Reporters regularly bring to light major cases of corruption and nepotism, human rights violations, ethnic cleansing, sexual and gender-based violence. These reports are crucial in the pursuit of justice, laying the foundations for more detailed investigations that may lead to prosecutions.

But the media has come under increasing pressure in recent years. Many journalists face threats, harassment and violent attacks. Last year, 57 journalists were killed around the world.

Women are often targeted for attack. The winner of this year’s World Press Freedom Day award, the Colombian journalist Jineth Bedoya Lima, is one such courageous woman reporter.

When journalists are attacked, societies as a whole pay a price. No democracy can function without press freedom, which is the cornerstone of trust between people and their institutions.

So today, we pay tribute to all journalists working under hazardous and difficult conditions around the world.

This year on World Press Freedom Day, the world, including the media, faces an entirely new challenge: COVID-19, which is affecting everyone, everywhere.

Along with the pandemic, we are seeing a dangerous outbreak of misinformation, from harmful health advice and hate speech to wild conspiracy theories.

Blatant lies spread online at a terrifying rate. A recent analysis found that more than 40 percent of posts about COVID-19 on one major social media platform were posted by bots – automated programmes disguised as people.

The antidote to this pandemic of misinformation is fact-based news and analysis. It depends on media freedom and independent reporting. And it is rooted in a fundamental tenet: “journalism without fear or favour”.

This is much more than a slogan. It’s a matter of life and death.

Journalists and media workers of all kinds are crucial to helping us make informed decisions. In a pandemic, those decisions can save lives. Now more than ever, we need the media to document what is happening; to differentiate between fact and fiction; and hold leaders accountable.

But since the pandemic began, around the world, many journalists have been subjected to increased restrictions and disproportionate punishments simply for doing their jobs.

People are scared. They want to know what to do and where to turn for advice. They need science, and solidarity.

So I thank the journalists and others who are reporting and fact-checking stories and social media posts, particularly those women and men covering public health. The United Nations stands with you.

The use of social media has risen dramatically since the crisis began, as it provides unparalleled ways for people to connect and to access information. It is gratifying that social media platforms are beginning to take their responsibilities seriously.

I welcome recent commitments by social platforms to amplify factual content and combat disinformation -- particularly those that are proactively removing harmful material. I urge them to build on these efforts which are helping to prevent the spread of dangerous rumours and fake cures.

We at the United Nations are working with social platforms to promote messages that keep people safe and healthy. And we have launched our own initiative to flood digital spaces with facts and science while countering lies and misinformation of all kinds.

International organizations, and indeed governments, have an important role in promoting facts and scientific approaches. But no one can take the place of the media during this pandemic in providing the public with information and analysis, and in countering rumours and distortions.

I urge governments and leaders of all kinds to do everything in their power to protect journalists and media workers, and to strengthen press freedom, throughout the COVID-19 pandemic and beyond.

Thank you.”
Every day, around 100,000 women and men work as UN peacekeepers in field missions around the world. They serve far from home, in frequently dangerous and always challenging environments to protect, to build and to stabilize. This is our mission, and the context in which peacekeeping operates continue to evolve. The growth of social media and the 24-hour news cycle has created tremendous opportunities to communicate about our work and build support. At the same time, this same phenomenon facilitates the spread and growth of misinformation and disinformation. The modern information virtual landscape—like the real locations in which we serve—is full of dangers and risks. Rumors and manipulated falsehoods directly impact the security of our police, military and civilian peacekeepers. Loss of public confidence can have catastrophic and long-term effects on the credibility of our peace operations and the implementation of our mandates. They reduce the ability of our peacekeepers—including formed police units and contingents—to operate and can undo years of political gains in a matter of minutes. Efforts to address this are being prioritized as part of an expanded, integrated strategic communications approach to maximize our support to host governments and communities.

Addressing misinformation and disinformation, especially in the context of the global pandemic, has become a global priority for the United Nations. In May 2020, Secretary-General António Guterres launched the Verified campaign to help deliver evidence-based and trusted information to those targeted by misinformation and save lives. As peacekeepers, our primary job is to protect, and we are fully invested in doing everything we can to adjust to this new communications context. From CAR to DRC to Lebanon and beyond, our peacekeepers are working with partners in innovative ways to share accurate and timely information to highlight the impact of our work and to coun-

“RUMORS AND MANIPULATED FALSEHOODS DIRECTLY IMPACT THE SECURITY OF OUR POLICE, MILITARY AND CIVILIAN PEACEKEEPERS.”
“ADDRESSING MISINFORMATION AND DISINFORMATION, ESPECIALLY IN THE CONTEXT OF THE GLOBAL PANDEMIC, HAS BECOME A GLOBAL PRIORITY FOR THE UNITED NATIONS.”
COVID-19: IMPACT ON TRAINING AND PEACE OPERATIONS

These efforts, coupled with community-oriented policing initiatives that increase early warning and situational awareness, as well as outreach and sensitization targeting women and youth, promote the good work of the UN while helping to address incitement and tensions before they escalate. We cannot do this alone. The digital world lends itself to collaboration, and partnerships must continue to be cultivated to maximize outreach. Through the Action for Peacekeeping initiative, peacekeeping stakeholders are already mobilized towards a common agenda to make operations more effective and to achieve lasting peace. Countering the “infodemic” of disinformation and misinformation.

"UN PEACEKEEPING AND OPERATIONAL SUPPORT WORK IN PARTNERSHIP WITH THE CENTER OF EXCELLENCE FOR STABILITY POLICE UNITS TO REINFORCE GUIDANCE, TRAINING AND RECRUITMENT OF POLICE FOR UNITED NATIONS PEACE OPERATIONS."

We are using a diversity of channels to reach target audiences. Mission radio stations, such as Radio Mikado in Mali and Radio Okapi in the DRC, have launched multilingual programmes that “myth bust” and help to create well-informed and compelling alternative narratives. We use digital tools to better monitor social media to dispel rumours before they spread. We are setting the record straight through explicit use of data and facts and are establishing partnerships with the private sector to take prompt action against sources of misinformation and disinformation. At the local level, missions have enhanced their engagement with communities to facilitate their access to information. These efforts entail strengthening our missions’ support capacities, especially to access and harness new technologies and skills. These efforts have allowed us to manage the expectations of the communities we serve by demonstrating the complexity of our tasks and the critical responsibility of all actors involved.
“AT THE LOCAL LEVEL, MISSIONS HAVE ENHANCED THEIR ENGAGEMENT WITH THE MEDIA THROUGH TRAINING PROGRAMMES FOR JOURNALISTS TO PROMOTE PROFESSIONAL AND RESPONSIBLE REPORTING.”

UN Peacekeeping and Operational Support work in partnership with the Center of Excellence for Stability Police Units to reinforce guidance, training and recruitment of police for United Nations peace operations. We look forward to expanding this strong collaboration in strategic communications activities to identify innovative ways to counter misperceptions. Our ability to protect the truth, in order to protect lives, has never been more important.

Atul Khare
UN Under-Secretary-General for Operational Support

Jean-Pierre Lacroix
UN Under-Secretary-General for Peace Operations
COVID-19: IMPACT ON TRAINING AND PEACE OPERATIONS

COVID-19 IN RELATION TO TRAINING:
A BURDEN OR A VIRTUE?

Covid-19 in relation to (International, Mission related) training, a burden or a virtue?

by Jan Leenslag

Same as everyone else reading this, in the Netherlands we had and have to deal with all limitations Covid-19 throws at us, both in private situations and in a Professional environment. As we all have to deal with the same problems and limitations I would like to guide you along the steps we took in order to convert “making the best of the (training) situation” into “new insights on effective training and mindset guidance”.

From the beginning of the Worldwide outbreak of Covid-19 (we speak march 2020) DNP was limited only to keeping police officers “certified” in order to keep them operational. The required test-series consists of an annual self-defence and arrest technique practical test, an annual legal and law content (written) test, an annual fit-test and two bi-annual firearm tests, on every (self-) defence system the officer works with. The contents and score levels of these annual test series is set in National Laws on police work. This certification tests the minimum required skill-set. Failing this test results in at least some extra training and after assessment by the trainers involved, a re-test. After failing tests an officer is only allowed doing desk-duty. There is a clear difference between Regular police, Riot control, Royal and Diplomatic security, SWAT and Anti-Terrorist Teams. All in all we talk about around 10 different weapon systems.

The reflection of Covid-19 on Peace Missions however is minimal, only the maximum age for going on a mission is decreased to 57.

“THE OUTCOMES BECAME INTERESTING BECAUSE WE CONCLUDED THAT DECISION MAKING BY POLICE OFFICERS, USING TRADITIONAL TECHNIQUES AND PROCEDURES APPEARED LIMITED TO CHOOSING BETWEEN SKILL SETS INSTEAD OF THE BEST APPROACH FOR THE SITUATION.”

Pre-deployment training is given in somewhat smaller groups, without physical contact, using the required preventions, mouth- and nose...
caps, a controlled hand sanitation regime and keeping 1,5m (6ft) distance from others. The situation in different receiving countries vary, but on average fairly alike. The health precautions mentioned above are also valid for regular (National) Police trainings and form the starting point of the new training approach we currently work with. Regardless of the limiting health precautions. As I wrote in my intro, I am co-responsible for the contents of the “strategic training plan” of the DNP, where we were searching for new, preferably more effective training and teaching strategies in the operational police environment.

We decided that both initial and advanced training should benefit from it. The next requirement was to let go of older, potentially more traditional ways of training, where this involves the “instructional” way, learning techniques and more or less set procedures. Mind you they are not banned from training, but approached differently. As a member of the Ad.Com. I want to share some findings that brought us to reconsider the current effectivity of police training, which goes for both initial and advanced courses. The outcomes became interesting because we concluded that decision making by police officers, using traditional techniques and procedures appeared limited to choosing between skill sets instead of the best approach for the situation. We took and take for granted that some training, where the distance between trainees is less than 1,5 meters, the trainees have to wear protective (medical grade) masks and latex gloves in order to decrease the possibility of a Covid-19 intoxication to an acceptable minimum. (We apply these as so called “Risk Limiting Precautions”)

The use of latex gloves however, as we see in the picture shown above, is not always convenient. Arrest procedures are physical and
latex gloves tend to tear easily. Face protection obviously affects clear communication between officers among themselves and also towards the suspect, potentially leading to misunderstandings and unnecessary increase in use of force. A positive side effect of these Risk Limiting Precautions is that officers get acquainted with these limitations and act accordingly. The face protections (as worn by the long haired trainee on the right) are company issue and mandatory during training and operations.

Training Triangle and different trainer roles/levels:
In order to further structure the different levels in training and skills required by trainers we developed a model which is shown below and asks for some clarification. Important to know that it also involves some degrees of seniority for skill-level and job experience required by trainers involved. The left half of the model can be handled by “junior trainers” while the right side of the model requires a higher level trainer with more experience on the job. Using this model gives opportunities to assess the skill level of trainees, shows what level of trainer is needed for what kind of training and gives the opportunity to make a very well organised training ladder oriented plan. It is applicable to both initial and advanced trainings, as it is only a tool to help trainers in assessing and planning the progress of students. It needs no explanation that this is also a useful tool whenever you need to write a course overview or even a series of trainings. Group-trainings or individual trainings alike.

Every student, in every job and setting starts on the left-hand side of this model. It also turns out to be a useful tool in assessing potential candidates for a job and gives a good indication of level of advance and trainability. Being a trainee every participant has to get a basic theoretic knowledge level, master a required skillset and ability to participa-
to be successful in job-related procedures. That is all acquired in the left “instructional” column. Once that level is reached, trainees start to apply these basics by getting coached while doing role-play. As seen in the model these levels overlap and interconnect, creating the possibility to descend or even ascend the training ladder. Once these “application skills” starts to build, a step towards more complex scenarios can be taken, challenging the trainees to freely switch between skills and procedures when brought into more complex situations, that are reality based and should be directed by trainer/coaches with operational skills, in order to stay challenging, stretching the comfort zone, however without getting the trainees to freeze in decision making. Once the pre-set or, as you wish, required level of skills and knowledge is reached, the training can be closed off by a graduation or promotion. After that, the next level will be Coaching “on the job”. It needs no explanation that the right side of the model can be built up in the same way as the left three (brownish coloured) steps. It is commonly used as the National Police Training Model and is common understanding and integral part in the process of trainers development and train the trainers models. Thereby it can be a useful and valuable model to apply in creating curricula in missions in conflict affected states. The Model for lesson and course content, used for creating training curricula is shown below: This model shows the organisation of all training requirements. It is all based upon Operational relevance, these set the boundaries in which all trainings take place. It sets a current situation, which leads to a pre-set training goal. The trainer’s skills are key to the required level of outcome, measured by a thorough evaluation, while calculated task and training risks analysis (training is never ever completely without risk) surround the actual build-up of training, consisting of context, methodical build-up, training-ladder and educational organisation. These methods and models can be very useful to structure all training and training development. By no means is this a new invention, it merely structures practice-proven ways of organising trainings and courses. It is first and foremost meant to create a common way of understanding and a methodical build up for cooperating curriculum builders and training writers. Next to this all Dutch police academies, from basic to management level, specialist training institutes and post-initial training institutes use the same successful model. Coming to the opening statement of the item, the relation to COVID-19, we shifted all trainings more to the right side of the training model. Here we can focus more on mindset and situational awareness. Students find this way more challenging and rewarding. Next to that we learned that the students are more motivated from the inside to develop their skills and their willingness to attend trainings. Surveys learned that this leads to a greater profit in delivering training, increasing pleasure in both attending and providing training, an underestimated collateral benefit! In my daily job this model proves to be powerful and effective, there is more to it than meets the eye. I want to thank you for the patience reading this, I can only hope a little bit of my success story is useful in creating your own success. No matter how skilled or gifted a person is, the only way to sell a product is to explore the market and investigate in what makes people want to own or use your product. Writing this was more than a challenge, I am not a native speaker, let alone writer. Please forgive me for any mistakes, the true value is mostly between the lines and up to your imagination and creativity. Thank you for your kind attention and good luck on whatever mission.

PICTURES: - Jan Leenslag

**JAN LEENSLAG**

Educational Ambassador, Strategic Training Plan
Dutch National Police
A different way to think and act during Covid19 pandemic. Successful “stories” within UN-EU mission, projects & Institutions to react.

by Nicola Carrera

For the moment, we are living in challenging times, and we are writing history daily by way of our actions. It will be possible to review current events in the near future, when, in the following twenty or thirty years, we will have the opportunity to look back and critically reassess what has happened.

Then we will be able to analyse how we have responded in various arenas; politically, and economically - in terms of welfare and social care, within industry - in terms of our research and development response, instances of emergency management, and so on and so forth for all the countless areas that make up society and the wider puzzle of our existence on Earth. Clearly, this assumption is valid and applicable in all aspects of life lived in the community.

As a military & police training expert, I have made comparisons between the reading and analysis of the job I know well, and my following of what has happened and is happening around the world. (e.g. Africa, Middle East, North Europe). Nevertheless, and in light of this, training of the Forces is an ongoing and mitigating requirement that needs to be implemented.

I would like to say immediately that despite the initial halt in operations, we have slowly resumed supply by organising a turnover schedule. These operations were subject to downsizing and had to receive a technical extension in order for some operators to avoid the simultaneous repatriation of a large number of people. All this was in order to ensure the functionality of the missions. Consequently, from March 2020 to March 2021, it has been possible to test and set

THE LOGIC BEHIND EUROPEAN POLICY HAS BEEN TO ACCEPT THAT COVID-19 AFFECTS US ALL. IT DOES NOT CARE WHO WE ARE, OR WHERE WE ARE: EVERYONE IS AT RISK.”
up technical and health procedures to ensure a safe and secure environment both at home and at the destination. Has everything always gone smoothly? No! Have there been any unforeseen events in the inbound/outbound operations? Yes, few, but the ability to react and adapt to overcome the difficulties was excellent - worthy of an organised system and of an efficient and effective military instrument of a modern and advanced country.

Here I turn to a few examples. The European missions in Africa reacted well by giving non-essential personnel the opportunity to return home in the first instance through the innovation and promotion of teleworking. Even today, a large proportion of non-essential staff in European international missions work from home, from their home countries, contributing to the pursuit of objectives. This would have been inconceivable before 2019. Only essential personnel have continued to work in-situ by way of following and establishing, together with assistance from medical advisors, all the safety procedures necessary to avoid contagion. Let us also acknowledge that the European Union reacted well by making a virtue of necessity. The populations in those countries in difficulty, due to precarious or non-existent health systems, were helped by intervening support administered through close and constant cooperation that was able to share share our basic lessons learned (of respiratory protection, sanitizing hands, spacing, etc.). This resulted in a great deal of masks and sanitising liquid arriving in those countries weakened by wars, famine, and disease.

European policy has been to accept that: COVID-19 affects us all. It does not care who we are, or where we are: everyone is at risk. As long as COVID-19 exists somewhere in the world, no one is safe. All over the world people are losing sources of income and finding themselves unable to provide for themselves and their families. The pandemic is especially worrying for partner countries outside the EU with fragile healthcare systems and economies. “Team Europe” has stepped up delivery of its COVID-19 recovery package and future work with partner countries. The European Union and its Member States, acting together as “Team Europe”, are taking comprehensive and decisive action to tackle the destructive impact of COVID-19:

• They are adapting priorities and programmes with partner countries to address the crisis.
• They are supporting efforts to halt the spread of COVID-19 and helping countries to strengthen their healthcare, water and sanitation systems.
• They are also supporting the development of fast and equitable access to safe, quality, effective and affordable tests, treatments and vaccines against coronavirus.
• They have put in place regional approaches tailored to meet the diverse needs of the different areas of the world.
• The action and solutions they implement today must also help build back better.

In light of these efforts, it can be seen that Team Europe is promoting an equitable, sustainable and inclusive recovery. Team Europe’s emergency response includes:

• Provision of immediate support to the Response Plans of international organisations;
• Provision of immediate humanitarian support in affected countries, particularly health, water, sanitation and hygiene (WASH) and logistics;
• Increased production in Europe of personal protective equipment and medical devi-
ces to meet urgent needs in Europe and in partner countries;
• Organising the supply of in-kind assistance to affected countries through the Union Civil Protection Mechanism;
• Guaranteed liquidity provisions to local banks via International Financial Institutions and European Development Finance Institutions, supported by the European Fund for Sustainable Development;
• The support of global efforts to provide sufficient supply of essential goods, food and water, measures to combat export restrictions and ensure supply chains remain intact, notably for essential medical supplies and pharmaceuticals.

Taking into account the above, the question of sufficient training remains. Let us suppose that the scope of training is very broad and much depends on the level, subject matter and objectives. Tactical training has clearly suffered the most from the new limitations. Consider public order training; which inevitably moves modularly and is deployed in sections, platoons and teams. Calculating the precautions required to contain the transmission of the Covid 19 infection is imperative. Risk assessment regarding the suitability of PPE (masks) to mitigate particular environmental conditions immediately highlights the difficulty of working safely over a prolonged period of time. Public order is one example of a difficult environment with extensive safety concerns, but in terms of training for police

"IT WAS EASIER TO ADAPT THEORETICAL COURSES SUCH AS LOGISTICS, COMMUNITY POLICING AND BASIC INTELLIGENCE, PROFESSIONAL ETHICS, HUMAN RESOURCES, INFORMATION TECHNOLOGY, CRISIS MANAGEMENT AND OTHERS."
operations, there are many other critical sectors that have slowed down conventional progression in the last period. Examples include convoy escort, tactical progression, evacuation of international organisations’ facilities, intervention in prisons, management of a refugee camp, and more.

It was easier to adapt theoretical courses such as logistics, community policing and basic intelligence, professional ethics, human resources, information technology, crisis management and others. For these courses, a good remote connection with accredited client stations was able to respond well to the training needs. I would remind you that in Africa, the expansion of 4G has now enabled most people to access and connect to the world wide web, offering the services and benefits of the internet.

Another exceptional case of training during the midst of the coronavirus pandemic, I discovered through some agencies/foundations linked to Universities and/or the United Nations which, committing to priority and fundamental concerns, soon reorganised themselves. They managed this by exploiting the publications, documents and activities carried out by collecting the material and publishing it in PODCASTs created ad hoc. This was a fantastic idea that has beneficently allowed them to continue maintaining the thread created in the previous decade with their stakeholders and followers.

To conclude, I would like to share a thought on the new world in which we find ourselves living because of this pandemic. A world of isolation with little social interaction that is changing people so much, and with effects that are not always positive. The pandemic has saved us a great amount of money and quantity of pollution on the one hand, but on the other, it has deprived us of the pleasure of struggling together side-by-side and working as a team, hands-on, striving shoulder to shoulder to create that perfect alchemy for producing brilliant and innovative ideas. As an expert trainer I hope, as soon as it is possible, thanks to the vaccinations, to return to having human face-to-face contact and practical dissemination of knowledge and skills, and without over-excessive use of technology and distance learning. Training is a broader concept than the mere transmission of knowledge, and living in the simultaneous reality of the classroom or training camps certainly provides that added value of experience which is otherwise unattainable by other technological means.

PICTURES:
- Nicola Carrera


Nicola Carrera
Capt. - Italian Carabinieri
Former Staff Officer within CoESPU
Training Department
Is there a role for NATO Stability Policing in Environmental Protection?

by Stefano Bergonzini

Introduction

What is Environmental Protection (EP)?
The Concise Oxford English Dictionary defines “the environment” as “the natural world, especially as affected by human activity”, identifying the fundamental relation linking deeds by human-kind with their effects on nature. Human beings as individuals or members of a group may endanger and attack the environment, but they may also play a positive role resulting in the prevention, mitigation and the proactive contrasting of threats, violations, as well as damages and destruction. Two fundamental aspects can therefore be considered in EP, namely the compliance, when abiding to rules and norms, and its contrary (i.e. the non-compliance), when violations, transgressions and crimes are committed. The latter perspective encompasses law enforcement and therefore it is also a NATO Stability Policing’s concern, both when reinforcing and/or temporary replacing indigenous police forces (IPF).

Environmental Protection Global Players
The United Nation Environmental Programme (UNEP) is the most significant global initiative encompassing the United Nations Environment Assembly and Governing Council, the world’s highest-level decision-making body on the environment scene. Seven broad thematic areas include climate change, disasters and conflicts, ecosystem management, environmental governance, chemicals and waste, resource efficiency, and environment under review; all topics abide to an overarching sustainability. UNEP also hosts the secretariats of many critical multilateral environmental agreements and research bodies, bringing together nations and the environmental community to tackle some of the greatest challenges of our time. Other active International Organizations (IOs) include the European Union (EU), INTERPOL and NATO. The EU has a significant body of EP initiatives, including Article 3
of the Treaty on the European Union and Articles 11 and 191-193 of the Treaty on the Functioning of the European Union. Within the EU, key environment topics are related to actions. The EU has a range of laws to improve environmental standards for Europeans and protect their quality of life and it ensures that national governments correctly implement these environmental laws.

Another global player in EP is the International Criminal Police Organization (INTERPOL), which dedicates one of its remits exclusively to combating environmental crimes. Its website proclaims that borders do not restrict environmental crimes, which indeed range from ivory trafficking and over-fishing of protected species, to illegal logging and the dumping of hazardous waste. Smuggling wildlife often follows routes used to trafficking weapons, cultural property, drugs and people, while environmental crime often occurs hand in hand with other offences. Unlike other illegally traded goods, natural resources are finite and cannot be replenished in a lab, hence there is a sense of urgency to combat environmental crime.

Environmental Protection within NATO

The protection of the environment is primarily a responsibility of Nations, often enshrined in their constitution, due to their function as overarching entity endowed with rights and duties combining politics, population and territory. NATO, as a political and military organization was established to defend its signatories and recognizes that climate change has a demonstrable impact on Allied security and shapes the security conditions under which NATO and its adversaries operate. In 2014, NATO adopted the Green Defence framework, which aspires to reduce the environmental footprint of its military operations and improve NATO’s resilience by investing in green technologies that reduce fuel consumption, energy dependencies, mission footprints and long, vulnerable supply lines.

In this regard, NATO defines environment as “The surroundings in which an organization operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelations.” Neither the Washington Treaty establishing the Alliance, nor the NATO Status of Forces Agreement (SOFA) or the Paris Protocol mention EP. But the Wales Summit Declaration mentions “Key environmental and resource constraints, including health risks, climate change, water scarcity, and increasing energy needs...” will further shape the future security environment in areas of concern to NATO and have the potential to significantly affect NATO planning and operations. Moreover, NATO acknowledges the need to step up many environmental challenges and climate change. In particular, the Alliance is working to reduce the environmental effects of military activities and to respond to security challenges emanating from the environment. NATO’s current activities related to the natural environment include protecting the environment from damaging effects of military ope-

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### EU environment topics and actions

- **Air** to improve air quality and reduce air pollution.
- **Chemicals** to ensure chemicals are safe, for health and the environment.
- **Circular economy** transition to a circular economy with a focus on green growth.
- **Industry** to make industry more sustainable and reduce industrial emissions.
- **Marine and coastal environment** to protect Europe’s coasts, seas and oceans.
- **Nature and biodiversity** on environmental conservation and protection.
- **Noise** to reduce environmental noise pollution.
- **Plastics** on plastic production and pollution to contribute to a circular economy.
- **Soil and land** for the sustainable use of soil and land.
- **Sustainable development** commitment in Europe and worldwide.
- **Urban environment** to promote the sustainability of European cities.
- **Waste and recycling** on waste management, treatment and recycling.
- **Water** on water issues, to protect water.
NATO commanders and their staff should rely upon their LEGAD and environmental specialists to know the applicable environment protection laws and standards, to understand environmental issues, and recommend appropriate solutions. In order to implement EP properly, it should be incorporated in the commander’s policy and guidance, planning and the actual conduct of an exercise of NASCRO. Disregarding EP may lead to unnecessary environmental damage that might impact civilian populations, create bad publicity (i.e. jeopardize the Alliance’s battle of narrative) and lead to loss of public support of the mission.

NATO Secretary General Stoltenberg on the 17th of September of 2020 participated in a NATO seminar on security and the environment jointly organized by the delegations of Italy and the United Kingdom linking climate change and the security environment, NATO planning and operations. NATO Allies agree on the need to adapt to future threats and challenges over the next decade and beyond, issues that are part of the Secretary General’s NATO 2030 reflection process. Climate change is already addressed by the Alliance in its 2010 strategic concept, which highlights it as one of the factors that will “shape the future security environment in areas of concern to NATO and have the potential to significantly affect NATO planning and operations.”

mentally friendly infrastructures. All these activities fall under two broad categories, namely Environmental protection, consisting in protecting the physical and natural environment from the harmful and detrimental impact of military activities on one side, and Environmental security, which addresses security challenges emanating from the physical and natural environment, on the other. Furthermore, the Military Committee established NATO’s military EP principles and policies in support of all NATO-led military activities. In particular, it defined the responsibilities of NATO Commanders, Commanders of units from all participating NATO Nations and non-NATO Troop Contributing Nations, for EP during the preparation for and execution of military activities. In operations, the conundrum between operational imperatives and EP principles will result in the primacy of the former, while in exercises EP policies normally prevail. EP standards may vary during missions and require an Environmental Management System. The minimum EP standard is to hand back areas used by NATO in no worse environmental condition than they were received. Further Allied EP publications cover EP best practices and standards for military camps in NATO operations, EP during NATO-led military activities, NATO environmental file during NATO-led activities, environmental sampling protocols and best environmental protection practices for sustainability of military training areas. These land-oriented NATO standards are mirrored by Allied Maritime Environmental Protection Publication (AMEPP from 1 to 9). The Republic promotes the development of culture and of scientific and technical research. It safeguards natural landscape and the historical and artistic heritage of the Nation.

“The protection of the environment is primarily a responsibility of nations, often enshrined in their constitution, due to their function as overarching entity endowed with rights and duties combining politics, population and territory.”
the Human Security conference held on 25 February 2020, he stated that NATO will continually update its standards to better recognise the full range of threats and risks to populations, words that might equally be directed to dangers derived from or impacting on the environment as these directly influence populations.36

What is NATO Stability Policing?
Stability Policing (SP) is a concept developed within NATO37, but applied also by other International Organizations38, responding to the policing-related needs of a Host Nation’s population, if no other HN or external actor (IPF, IO etc.) is present or can intervene timely and/or effectively39. Overcoming a combat-only approach to crisis response, SP expands the reach of the military instrument into the policing remit40. Thereby it contributes in a comprehensive approach to win the war while aiming at building peace. The “Allied Joint Doctrine for Stability Policing”41 defines SP as “Police related activities intended to reinforce or temporarily replace the indigenous police in order to contribute to the restoration and/or upholding of the public order and security, rule of law, and the protection of human rights” and envisions two missions. The reinforcement42 of the IPF consists in intervening on their capabilities and capacity43 to raise overall performance. When the IPF are missing or unwilling to carry out their duties, their temporary replacement by SP could be the only deployable solution until other actors from the International Community (IC) intervene and/or take over as a follow-on force. A substitution45 mission is likely to co-exist with a Police Capability Building (PCB) one, to allow a disengagement of forces external to the HN. Executive SP missions require a North Atlantic Council (NAC) decision46 endowing SP assets with an executive policing mandate.47 In such a case, SP elements enforce international and applicable HN law to create effects on the adversary, conducting the so-called “legal targeting”. This may include the investigation or detention/arrest of irregular actors such as war, organized and transnational criminals, terrorists and insurgents. It could consist in limiting their mobility and restricting their freedom of action, seizing their assets and financial means49 as well as dismantling their networks and structures. SP can be performed in all three NATO core tasks (collective defence, crisis management and cooperative security), within all operations themes (from peacetime military engagement to warfighting) and before, during as well as after (armed) conflicts and manmade or natural disasters. It is normally encompassed within NATO stability operations and consists of the performance of stability, enabling, defensive and offensive activities in the remit of policing. Since irregular actors operate on land, sea and in the air, in cyberspace as well as in the information environment, SP does likewise, but it is generally “land-heavy”. A key, if not formalised, SP principle proclaims, “Everybody can contribute to SP, but not everyone can do everything”.50 This allows the Alliance to select the best suiting participants and to draw from a multitude of force providers from Allied Nations. SP actors include Gendarmerie-type forces, which
are the first choice\textsuperscript{51}, the Military Police and other military forces; under a comprehensive approach, also non-military actors including police forces with civilian status, IOs, NGOs, and contractors\textsuperscript{52}. Any trained and equipped unit or asset can conduct basic SP activities and tasks, while higher-level standards must be applied when considerable policing expertise and experience are required, e.g. for investigating international crimes and terrorism or advising the senior HN leadership. Policing is very different from soldiering, but urban challenges may progressively blur police and military responsibilities; in fact, military operations in densely populated areas will require military personnel to have policing-like skills\textsuperscript{53}.

NATO Stability Policing contribution to Environmental Protection

The SP contribution to EP may consist in both the IPF reinforcement and/or temporary replacement in the specific remit. SP aspects concerning EP may contribute to an overall re-establishment of the capability/capacity building initiatives within the HN. Experience showed that planning, preparing, resourcing and executing PCB should as much as practicable respond and abide to HN requirements and culture. Co-designing is likely to yield positive results by wedding the HN local knowledge and understanding with outside expertise and innovative solutions. There is a host of evidence\textsuperscript{56} linking crimes against the environment to organized criminal groups. Also other irregular actors in fragile states may take advantage from the HN government’s reduced law enforcement action, capabilities and capacity, not only to expand their illegal activities, but also to spoil any stabilization, peace or development process. As such all these actors become adversaries for Stability Policing, which, when deployed, seeks to support stability before, during and after crises or
conflicts, to foster peace and contribute to creating the conditions for social, cultural and economic improvements. This may take two avenues of approach, in accordance with the SP missions, namely replacing and reinforcing the IPF. In performing executive law enforcement in the field of EP, SP tasks may fall within five activities. Within these broad remits, specific tasks are accomplished in support of EP. In fact, SP assets, may patrol seeking to gather information about sites generating, stocking and treating waste, with a particular attention to hazardous or toxic materials. Surveillance of these locations might help developing an understanding of the modus operandi of criminal individuals, organized groups and networks. The analysis of such law enforcement information generates law enforcement intelligence that can be used by the whole Allied force to acquire a better situational awareness and to improve its common operating picture. If significant criminal activity is suspected, an intelligence-led policing approach can determine where and how to act best. Placing a cordon might in fact ensure the critical site security for a water purification plant or protect people from coming in contact with pollutants, toxic substances or radiations; it might also allow to conduct a search to seize evidence.

If the presence of contaminants or poisons is documented, a crime scene investigation is conducted to determine the level of hazard for the surrounding populace. Immediate dangers might determine an evacuation, an escort to a safer area and in general operate a control of movement of populations, refugees, and IDPs to keep them safe. SP assets furthermore collect and ensure the custody of evidence, while forensic activities at the spot or at a deployed laboratory can reveal further information about the culprits. Forensics can help unloosing them from anonymity and lead to their detention/arrest also in support of war-crime tribunals and international courts. Trafficking waste, including toxic and radioactive, within countries but also across one or more national and even continental borders, can be validly contrasted by SP only through effective criminal investigations. Following and tracking the goods allows to identify the source, transit and destination areas or countries, but also means, ways and operating methods. Analysing the resulting illicit monetary flows generates information about white-collar actors, corruption, money-laundering and other related financial crimes. It furthermore allows to seize this sources of illegal revenue, depriving criminal organizations of these resources, which in turn is conducive to their dismantling. Should criminals pose a severe threat, high risk arrests can be executed by robust, specialised SP assets. If irregular actors such as terrorists or insurgents utilise im
provised explosive devices in combination with biological, chemical or radiological agents, SP can support weapons intelligence teams with their technical expertise and authority as law enforcement operators. Conducting interviews, questioning, interrogation and recording voluntary statements, SP can collect and document grievances and testimonies. During traffic policing and implementing SP checkpoints, SP operators can control people and goods also to ascertain if and how dangerous materials, waste and pollutants are moved and by whom. By controlling public establishments, SP assets verify their safety and abidance to environmental parameters or may detect and tackle administrative violations.

In a non-executive mission, SP performs 7 activities. In practise, monitoring might imply SP assets inspecting an IPF compound to verify their abiding to established emission levels (noise in a shooting range), observe the actions of IPF personnel within a training unit to acquire an understanding of their waste management or conducting a survey among EP inspectors to measure their professional background. In an interview, questions about EP policies may establish the current status of HN organizations, while audits may help identifying financial and budgeting perspectives also in relation to EP. Analysis and writing a report result in elaborating and transmitting data for further action. In generating forces, budgeting aspects should include the reduction of waste, recruiting could include EP specialists and experts and the selection of candidates might enhance environmentally sound individuals over EP-indifferent ones. The vetting process should include background checks for violations and crimes against the environment. In organizing, SP personnel might include EP subject matters in the analysis of training requirements and training needs, while designing and developing formation offers should include a general awareness about EP for all personnel and specific products for EP specialist and EP investigators. In the implementation and evaluation of trainings, EP-specific matters and courses need to be included in theory and practice,
at individual and collective level, including in exercises. Enabling the IPF and HN might include developing EP policies, doctrines as well as tactics, techniques and procedures, provide specific services such as internship programmes or personnel exchange, build, rebuild and maintain facilities and infrastructure abiding to EP norms and principles, but also EP-specific ones, such as including recycling areas. Managing equipment and material delivery and maintenance should foster minimizing the production of waste and maximise the collection, reprocessing and reuse of resources. Sharing information about EP threats supports creating awareness, helps preventing wrong actions by HN personnel, but also protects them and the environment from hazards and dangers. Advising encompasses informing about EP best practises, but also recommending proper courses of actions and liaising to ensure a correct flow of information. Mentoring could mean coaching a police station commander to become more EP sensitive, but also guide his superior in presenting the topic correctly to his subordinates enforcing corrective measures for transgressions but also rewarding useful initiatives and actions. Developing an investigator’s skill in updating his professional knowledge in air or water sampling but also influencing his attitudes and views may foster self-improvement and enhance professional abilities. In certain cases, supporting IPF operators or governance personnel through funding, transportation or secure communication can mean the difference between their success or failure.

NATO Stability Policing Environmental Protection Teams

Specialized SP EP teams (SPEPT) can be deployed as part of a NATO Stability Policing Unit (SPU), to prevent and investigate the whole range of EP-related violations, transgression and crimes, including war crimes and crimes against humanity. With an extensive background acquired in years of focused EP law enforcement in their own countries and abroad their expertise and qualifications encompass international and national legal instruments and a “culture” of environmental protection. SPEPT members often possess further degrees in environmental and other sciences such as geology, topography,
ENVIRONMENTAL PROTECTION IN DESTABILIZED AREAS AND FIELD MISSION ENVIRONMENTAL SUSTAINABILITY

ecology, chemistry, zoology and social or atmospheric science. Trained and equipped to identify, understand, locate (GIS verification) and guarding Natural Heritage sites or sites of EP significance, they may acquire EP and crime-related information to feed the intelligence cycle about environmental hazards. These specialists can contribute to the prevention, deterrence and investigation of EP-related crimes, terrorist and insurgent attacks, and identify and seize illicit revenue from trafficking waste or toxic materials. They may concurrently participate in EP-related capacity building of IPF and, if mandated, other actors within the HN. Creating an EP awareness is key and may involve political actors at all levels, members of the HN governance but should also be conducted holistically in civilian and military education and training facilities.

Showing children and teaching pupils correct behaviours and involving them in practical activities, including games may have extremely rewarding results. In different bilateral engagements, personnel of the Comando Carabinieri per la Tutela dell’Ambiente (Carabinieri Command for the Protection of the Environment) conducted EP enforcement and capacity building endeavours. Some major successes were registered in Djibouti, where a police capacity building activity trained 12 gendarmes as EP specialists in a newly established unit. At the same time, lessons to local school children resulted in the Minister of Education’s interest and appreciation, leading to the introduction of a nation-wide monthly “day of the environment”. The Palestinian Authorities also required a similar training action. These activities were widely publicized by social, local and national media, contributing to the further dissemination of the EP message.

Conclusions and Key Takeaways

Current and future conflicts and crises may be caused by threats to and from the environment or affect the latter and require holistic approaches, which cannot disregard the contribution by law enforcement. Stability Policing can be a flexible and adaptable instrument to address capability and capacity gaps of HNs, particularly the IPF, but also the Judiciary and Corrections, as well as other institutions of governance including in the remit of EP. Absence of or inadequacies in law enforcement may therefore be filled by SP reinforcement and/or temporary replacement activities and tasks. These seek to identify, prevent and punish EP violations, transgressions and crimes by irregular actors, including by HN forces and foster a widespread culture of respect for limited natural resources and heritage. The deployment of SP EP specialists may provide the crucial expertise and experience necessary to defy threats and create HN capabilities and capacity improving resilience and contributing to sustainable and peaceful development.

Disclaimer: this paper is a product of the NATO Stability Policing Centre of Excellence and its content does not reflect NATO policies or positions, nor represent NATO in any way, but only the NSPCOE or author(s) depending on the circumstances.

1. Chief Warrant Officer in the Italian Carabinieri, serving in the Doctrine Branch of the NATO SP COE.
3. https://www.unep.org/
32. Non Article 5 crisis response operations, also include peace support operations. NATO Environmental Policy Implemented on land, at sea and in the air by Lieutenant Colonel Ben Valk, NATO Legal Gazette, Issue 40, Conclusion page 54.

33. Derived from the Multinational Specialized Unit (MSU) designed and led by the Italian Carabinieri and deployed to Bosnia in August 1998 within the NATO Stabilization Force (SFOR).

34. MC 362/1 and MC 362/2 infer that civilian law enforcement may not be a NATO function, but NATO may support or conduct it, if so directed by the North Atlantic Council (NAC), see also AJP-3.22, the “Allied Joint Publication for Stability Policing”.

35. Capabilities, the ability to create an effect through employment of an integrated set of aspects categorized as doctrine, organization, training, materiel, leadership development, personnel, facilities, and interoperability” NATO Agreed Term.

36. For this paper intended as a capacity expression in quantitative terms.

37. Substitution i.e. replacement.

38. That may follow a UNSCR or an invitation by the HN.

39. Capacity, for this paper intended as a capability expressed, equally enforced and independently adjudicated, and which are consistent with international human rights norms and standards” UN Security Council, S/2004/616, para 6

40. LoA “A path linking decisive conditions to achieve an objective” NATO Agreed Term.

41. The use or threat of force by irregular groups, organizations, and individuals, frequently ideologically or criminally motivated, to effect or prevent change as a challenge to governance and authority. NATO Agreed term.


44. The rule of law refers to “a principle of governance in which all persons, institutions and entities, public and private, including the State itself, are accountable to laws that are publicly promulgated, equally enforced and independently adjudicated, and which are consistent with international human rights norms and standards” UN Security Council, S/2004/616, para 6

45. See UNSCR 1244 Kosovo and UNSCR 1272 East Timor.

46. “All” is used to mean “groups, organizations, and individuals, frequently ideologically or criminally motivated, to effect or prevent change as a challenge to governance and authority.” NATO Agreed term.

47. The rule of law refers to “a principle of governance in which all persons, institutions and entities, public and private, including the State itself, are accountable to laws that are publicly promulgated, equally enforced and independently adjudicated, and which are consistent with international human rights norms and standards” UN Security Council, S/2004/616, para 6

48. The Italian Carabinieri and deployed to the world specialized in EP, in 1988 the Spanish Guardia Civil established the Servicio de Protección de la Naturaleza. In addition to the NOE, since 2017 the Cufaa (Carabinieri Environmental and Agri-food Forestry Unit Command, made up of specialized personnel from the State Forestry Corps) has significantly contributed to environmental training activities in third Countries.

49. The use or threat of force by irregular forces, groups or individuals, frequently ideologically or criminally motivated, to effect or prevent change as a challenge to governance and authority. NATO Agreed term.

50. “All” may refer to forces, services, assets, Subject Matter Experts (SME) etc.

51. AJP-3.21 “Allied Joint Doctrine for Military Police” para 2.6.3

52. AJP-3.22 “on the basis of the mandate and the environment being permissive” NATO Agreed term.


54. The North Atlantic Treaty was signed on the 04th of April 1949.

55. The North Atlantic Treaty regarding the State itself, are accountable to laws that are publicly promulgated, equally enforced and independently adjudicated, and which are consistent with international human rights norms and standards” UN Security Council, S/2004/616, para 6
The progress that is being made towards gender equality in the field of peace and security is promising. The United Nations Women, Peace and Security Agenda highlights the importance of integrating gender considerations – namely the particular needs, roles, constraints and vulnerabilities of men, women, boys and girls – into security sector governance (SSG), security institutions, and peacekeeping operations. UNSCR 1325 (2000) recognizes the importance of women’s participation in peacekeeping operations, while resolution 2242 (2015) calls for the doubling of uniformed women personnel by 2020. Actions taken to actively implement the WPS agenda and UNSCR resolutions have been considerable, and great strides have been made in recent years. However, there remains a disconnect between calls to action and the actual implementation of change.

As of 2019, only 5% of UN military personnel and 15% of police were women. Building upon the Secretary-general’s System-Wide Strategy on Gender Parity, the UN’s Uniformed Gender Parity Strategy (launched in January 2019) set a target to have 15% of women in military contingents and 20% in formed police units by 2028. At the current rate of progress, this is a steep goal, and the road yet to be travelled to achieve it is long – and winding. The effort to overcome the obstacles to the achievement of gender equality and to achieve the call to increase women’s participation into peacekeeping operations and national forces should no longer even be optional. It is essential. This was highlighted by the resolution adopted by the General Assembly: 2021, International Year of Peace and Trust. This resolution called for: “recognizing also that peace not only is the absence of conflict, but also requires a positive, dynamic par-
Support the creation of enabling initiatives have been established to overcome these existing barriers to women’s participation in the security sector. But the lack of available and clear information regarding national and international recruitment processes still persist and is a serious impediment to women’s participation.

These obstacles range from the socio-cultural to the deeply institutional. A workshop held by the United Nations Institute for Training and Research (UNITAR) into Gender Equality in Security Forces and Peace Operations identified some pressing issues. On a socio-cultural level, women wanting to join the security sector often face discrimination, prejudice and stereotypes. In many cultures around the world – Western ones included – local gender norms can discourage women from joining the security forces. This stems from a general perception of the security sector as being a “man’s sector”. As a consequence of this, women willing to join the security sector might face a lack of acceptance or even strong opposition coming from their family and friends as a response to their career choice. They may also face family pressures (including coercion, e.g. withdrawal of financial support, risk of being married against one’s choice). The potential of these repercussions combined with the absence of recognition for careers in the security sector can strongly discourage women and girls from pursuing this path.

This is only exacerbated when, at an institutional level, there is an overall absence of consideration and awareness of women’s specific needs, which can easily discourage young recruits. For example, due to unequal access to training facilities and familiarization with the required skills, there is often a lack of preparation and training for women prior to the tests which form an integral part of recruitment. The selection criteria is in many instances, outdated and in fact frequently not reflective of the tasks that the person will perform but is instead designed on a male perception of strength. Additionally, at an institutional level, the recruitment process is often seen as shrouded with secrecy in a number of ways. These range from right at the conception of the recruitment process where there is an absence of information with regards to the necessary requirements for the recruitment processes right throughout the cycle of hiring new recruits. There is a low level of retention of newly recruited candidates due to several factors such as discouragement, uncertainty about the future and lack of information on their career choices.

Perhaps more concerning, the same UNITAR workshop found that there is widespread perception within institutions that women’s participation is a target imposed from above by the international community, and there is a reluctance to implement equity measures that can be seen as favours. This is a harmful understanding on a number of levels. While increasing the gender balance of secu-
GENDER EQUALITY: DESPITE SOME PROGRESS, MANY CHALLENGES REMAIN TO BE OVERCOME

...security forces and peacekeeping operations does not ensure that these fields be more gender-responsive, it enhances the likelihood that diverse voices and perspectives will be represented, and hence that different needs will be addressed more aptly and effectively. It is well understood by now that the presence of women increases local community acceptance of security forces, as locals tend to perceive them as less threatening, more willing to listen, and better able to defuse potentially violent situations.

However, there is also growing evidence for a more transformational understanding of women’s participation: that increased female participation constitutes an operational asset in broader terms too. For example, according to General D J Hurley, AC, DSC Chief of the Defence Force: “To have its greatest effect, engaging women should be considered a primary element of our operations rather than an adjunct duty. This reflects the important role women in peace and security operations play in increasing our operational effectiveness.” Moving far beyond stereotypes, women have consistently shown themselves to be assets in high-risk operations. It is these narratives that need to be better promoted, refuting the notion that women’s participation is a favour or a ‘target’. It is an asset, and must be treated as such.

Clearly, whilst progress towards gender equality has been made, there is much that still must be done and many solutions to these barriers which must be explored. The UNITAR workshop and subsequent report found that it is essential to address recruitment solutions with a top down and bottom-up approach and to involve and mobilize leaders. In order to remove social barriers and address stereotypes that limit women’s access to the security sector, it is necessary to aim for a participatory partnership with grassro...
ots and community leaders, to talk with formal and informal figures at the grassroots level and engage them with informal opportunities.

Additionally, to really get to the root of the socio-cultural barriers to women’s recruitment, there is a need for more visibility and media coverage concerning the recruitment process. It is important to work on image and perception. Campaigns should be designed at the local and national level and be disseminated through different channels such as local and national newspapers, radios and television. These campaigns should inform and educate the public on the work in the national and international security forces with a particular emphasis on the importance of women’s role and the benefits of having men and women working together. Additionally, open doors, roundtables, discussion and awareness campaigns in schools and universities could help sensitize young people on the role of police, gendarme and military forces. Communities and women could be invited twice a year to visit police stations or HQs and discuss with the security personnel. In this systematic way, a targeted campaign focused on awareness raising and recruitment campaigns that specifically target women will be most effective in truly creating attitudinal changes. These must be based on the country’s needs, reality and the context on the ground. Specifically focused national recruitment campaigns will also highlight peace operations and other career tracks, to show the diversity of the job and eventually bring about relevant national advance ment policies in addition to clear recruitment guidelines and campaigns. This is how long lasted change will truly be achieved. To revert back to the aforementioned resolution adopted by the General Assembly, peace is far more than simply the absence of conflict. Peace – true and long-lasting peace – “requires a positive, dynamic participatory process.” This can only be possible if the participatory process is extended to all, from the very conception of recruitment into peacekeeping operations. There is no peace and can never be peace without equality. And this peace-by-way-of-participation starts with the very first step.
Today, as I draft these comments, I realize it was almost exactly one year ago CoESPU graduated two courses early to ensure the participants made it home safely as the world began to respond to the virus. Every quarter, as the CoESPU Magazine is assembled for publication, I think – this is the quarter where I can welcome our partners and friends back to the CoESPU campus. Though it has not happened yet, I will keep looking forward to this special time – and this quarter brings even more hope with the distributions of vaccines around the globe. It was also one year ago when the Deputy Director’s corner was established to focus on the contributions you make to the Stability Policing community supporting Peacekeeping Missions. I have enjoyed the articles, interviews, and photographs that were submitted and hope our readers have as well. Please continue to share your stories and photographs, these helps us to remain connected over the distance.

This month in the Alumni section, Inspector Septimus Siaka Vandi, who is serving as the Head of Training, Sierra Leone Police Peacekeeping Department, details the many contributions by Sierra Leone, which includes individual Police Officers to complete Formed Police Units. Inspector Vandi gives us a unique look inside the preparation, training, and deployment of a Formed Police Unit (FPU) to support UN and AU Peacekeeping Missions. He also highlights the recognition received by the FPU for their contributions to AMISOM. Additionally, LTC Giorgio Romano, CoESPU Fellow Chair in Peace Support Operations, completed the second part of his interview, this month he discusses his experience as an advisor in Somalia and his conclusion and important lessons learned during the mission.

I want to thank both Inspector Vandi and LTC Romano for taking their time to share their personal views and experiences for our knowledge and professional development. Now, as we wait patiently to reunite, I wish you and your families happiness and health. I look forward to the day I can say, welcome back to Vicenza, “The Pearl of the Renaissance”
“The increasing importance of the Carabinieri abroad. Lessons from experience”. Interview to LTC Giorgio Romano

by Giorgio Romano
Lucio De Angelis

CHAPTER 3 – The advisory phase. Raising the bar

Q: Would you like to share some thoughts about your experience as advisor? A: 2011 marked the beginning of another substantially new professional phase, where I became a subject matter expert and advisor in political and diplomatic contexts. I was consecutively seconded to EU Delegations, to the African Union first (multilateral) and then to Somalia (bilateral), until 2020. Q: please explain.

A: The EU Delegation to the African Union opened a call for contribution addressed to EU member States, looking for a Rule of Law advisor in the Peace and Security section of the Delegation. That was by coincidence near the end of the AMANI AFRICA cycle, in February 2011 during the conclusive lessons learned phase of the cycle, and the call was sent on short notice. MFA, MoD and Carabinieri HQ assessed the high political interest to fill that position, so I was selected as national candidate. I underwent a successful interview with Brussels’ selection board and took appointment on 1st March 2011 in Addis. The regular contacts with the EU Delegation during AMANI AFRICA project helped getting familiar with the job in the beginning, as the working network with both AU and EU was already established. The job description was heavy, but the professional solidity I had built over time was a good shield to engage in a new battle at a higher-level environment dealing with diplomats and political figures. That was fair enough to include a certain degree of self-confidence in my starting package, but not sufficient to be up and running in such a new job in a short time. In other words, I was no longer a staff officer in a small civilian mission, nor a middle management
planning and Intel officer in an operational HQ, not even a strategic planner and trainer in an international capacity building exercise. That was a strategic advisory role in a multilateral Delegation of the EEAS. It was a complex work, with an increased set of individuals and structures to deal with: upwards (the Principal, head of EU Delegation), downwards (project managers of the Delegation, EU Commission staff), inwards (towards EU HQ Brussels) and outwards (EU counterparts and other International Organizations and partners). The task required a combination of diversified skills. Political analysis, research and policy development, technical knowledge in a set of non-military Peace and Security subjects, including law enforcement were all at stake. Besides that, working methods required familiarity with EU structures and procedures. Liaison with cooperation-to-development projects and donors’ action was also imperative, as the delivery of projects matching common and shared objectives are key outcomes and consequences of a political dialogue and negotiations on both sides. The position of Rule of Law advisor was newly created to include in the EU Delegation staff an expert dealing with non-military Peace and Security subjects of the AU Commission, flanking the Military Advisor. The Danish expert I replaced covered mainly Police, following AU Commission Police component in charge of strategic planning, and AMISOM Police initial activities, plus the counter-terrorism policy of the AU under development. Therefore, other policy subjects were added to my dossier, that I had to follow and develop with the counterparts within the AU Commission Division dealing with Defense and Security. They include: (i) cooperation with the Algerians-based African Centre for Studies and Research on Terrorism (ACSRT), focusing on policy development with emphasis on countering violent extremism, and establishment of fusion and liaison units (UFL) in the AU Member States for the specific matter; (ii) AU Security Sector Reform (SSR) programme; (iii) AU participation in the implementation of UNSCR 1540 (2004) against the proliferation of nuclear, biological or chemical weapons; (iv) cooperation with the African Commission on Nuclear Energy (AFCONE); (v) fight against the illicit proliferation of SALW. Once again, besides the amount of doctrinal and technical material to study and learning by doing on the job, it was necessary to integrate soft skills, finally quite refined and nurtured thanks to the interactions within a diplomatic working environment, to reach out with authorities, experts and staff from all background and cultures. Once again, the knowledge acquired was extremely beneficial to my overall professional background, but the real enriching part was on the human side. Working in a multicultural environment has always been integral part of all my assignments in International Organizations, at different stages, but that time presented a rise in the level of interaction, due to the complexity of the subjects and the high professional profiles of the counterparts. Besides the daily advisory activity on policy development, I contributed to the drafting of a project named “Building AU capacities in SSR”, an initiative funded by EU, with participation of UN, aimed at better positioning the AU to support national authorities with effective SSR implementation to advance social justice and sustainable peace. The specific objectives for the project derived from the AU multi-year SSR programme, and include: (i) Facilitating the process for the production, adoption and promulgation of the AU SSR Policy Framework and related instruments, in accordance with AU Summit decisions and based on the principle of African ownership; (ii) Supporting and facilitating capacity-building within the AU for SSR; (iii) Strengthening AU and field-based consultation and collaboration between the AU, the UN, the EU and other partners in SSR; (iv) Institutionalizing the AU’s input into the elaboration of a global approach to SSR as well as the development and deployment of

“IT WAS NECESSARY TO INTEGRATE SOFT SKILLS, FINALLY QUITE REFINED AND NURTURED THANKS TO THE INTERACTIONS WITHIN A DIPLOMATIC WORKING ENVIRONMENT, TO REACH OUT WITH AUTHORITIES, EXPERTS AND STAFF FROM ALL BACKGROUND AND CULTURES.”
tools to implement this approach. (v) Ensuring that the AU’s emerging approach to SSR informs and is informed by the SSR related policies and practices of the AU Member States and Regional Economic Communities/Regional Mechanisms for Peace and Security. In my capacity of SSR portfolio holder within the Delegation, I was engaged in advising and monitoring the activities of the team, a mix of AU permanent staff augmented by some African experts contractually hired for the duration of the two-year project, whose budget for the latter was covered by EU. The EU-funded project included recommendations as well to AU for those short-term experts to be possibly hired for a longer contract after the closing of the activities, to ensure continuity and empower AU to maintain a potential for whom resources were invested. That instance shows the sensitivity by EU to care about the human aspect, besides the return in terms of objectives and benchmarks matching, to justify the budget and balance the books towards EU financial assets overseeing the project implementation. Such recommendations cannot be binding for AU, as EU does not control the aftermath of the closing of a project, but they were meant to address to counterparts a relevant aspect, to which EU attributes utmost relevance: highlighting the difference between an assistance project with a fixed end, and a longer-term endeavor within a partnership dimension looking at building capacity, ensuring ownership and continuity to the efforts devoted. Another EU-funded project I followed as member of the Steering Committee was on the fight against illicit proliferation of SALW in Africa, guided by the same principles of an initiative based not only to material support, but also to build capacity and skills at the technical and political level, addressed to local experts and authorities with specific responsibilities in the governmental structures. The clause of maintaining the outsourced experts was contained in that project as well. The project originated from the African Common Position on the Illicit Proliferation, Circulation and Trafficking of SALW, also known as the Bamako Declaration, which was adopted by the Council of Ministers of the OAU in December 2000, that remains the main policy document for the Commission. In this Declaration, Member States undertook to identify, seize and destroy illicit weapons. The Declaration also provides for the establishment of measures to control the circulation, transfer and use of small arms and light weapons. Sustained by EU financial and advisory support, AU embarked on a 3-year project titled “Fight Against Illicit Firearms in Africa”, implemented by the Nairobi-based Regional Centre on Small Arms (RECSA). The objective was to strengthen relevant institutional and civil society actors in Member States, including the African Regional Police Chiefs Organizations (RPCOs) and law enforcement agencies through enhanced cooperation, information exchange and implementing capacity within and among countries. The project specifications were a mix of tangible support to some targeted Countries, plus capacity building for the continental-AU level, covering different areas including: (i) policy development in compliance to international standards; (ii) provision of arms marking machines; (iii) training on stockpile management and related software; (iv) infrastructure support for the building of adequate armories and deposits; (v) establish links and synergies with DDR projects and initiatives at the national, regional and continental level. The project ended in 2014, and
since then AU has been running the activities on its own or with support of bilateral partners. In particular, the AU-Germany Project on enhanced SALW control and physical security/stockpile management, with a more regional focus in some areas i.e. the greater Sahel. Needless to say, as it happens every time at the inevitable end of a mandate, I left AU and Addis Ababa with regret, but carrying away with me the awareness of having lived an invaluable experience from the professional and human standpoint, full of satisfaction and personal fulfilment.

Q: what happened then?

A: After the experience at the multilateral EU Delegation, I was presented as candidate for the EU bilateral Delegation to Somalia. Italy’s political interest for Somalia has always been high. In 2014, Italy signed a bilateral technical cooperation agreement with Somalia specific for the Defense domain, with a significant police component including some funded projects to implement. The Carabinieri on their side have been conducting successful training missions to Somali Police in Djibouti since 2014 as well, the so-called MIADIT, with an Italian acronym meaning Italian training mission in Djibouti.

Q: tell us now about your experience in Somalia

EU Delegation to Somalia was looking for a senior Police adviser and announced a vacancy for secondment to be published around the end of 2016. That was the opportunity to seize, a priority for Italy both at the MFA level and for the Carabinieri HQ within the terms of the technical cooperation agreement. For this reason, I was called back from Addis Ababa in July 2016, and temporarily attached to the Carabinieri HQ 2nd Department, International Cooperation Office, to prepare for application to that incoming vacancy. I was admitted to the interview, offered the position and finally reached Mogadishu mid-January 2017. The preparatory stage at the Carabinieri HQ, International Cooperation Office was important to acquire the necessary background orientation for the successful interview, but once in Mogadishu the scenario presented many new challenges to face and manage. Let me give you a short background overview to better frame the context. Somalia has never been a stable Country since the fall of Siad Barre in 1991. There are various forms of conflict in Somalia today: (i) political conflict, by leaders and business elites often belonging to diaspora with different interests and agendas, “political deals and elite bargains”, as defined by Ken Menkhaus; (ii) communal or clan conflict, among nomadic, agro-pastoralist and coastal communities for land control and access to resources; (iii) geo-political and strategic desire of powers inside and outside the regions, where external actors pursuing their own interests in Somalia have contributed to the prolonged crisis; (iv) violent extremism propagated after the dismantlement of the Islamic Courts. The situation is obviously much more complex than that, may I invite you to read the 2018 “Somalia case study” to this regard, a conflict analysis from Ken Menkhaus, among the myriad of texts, studies and publications on Somalia. In short, conflicts overlap, fuel each other and are aggravated by some common root causes: systemic corruption, deliberate impunity in the country, generalized poor governance and competition for resources. Somalia new Federal Government (a central government with Federal Member States, plus Mogadishu/ Banaadir administration) received international recognition in 2012 after a series of Transitional Governments, but those multiple drivers of conflict continued to bring
instability. Since then, “centralist” political leaders and respected elders rejecting or opposing the federal model, went upstream claiming for Somalia as one united Country, causing frequent frictions with Federal Member States, which completed the formation process in 2016 and were struggling to gain their political space. A weak legal substrate represented by an incomplete provisional Constitution never revised since its signature in 2012, with an undefined architecture of the federation leaving room to negotiation was conducive to boost that persistent situation of impasse with little progress and many relapses. President Farmajo advanced his centralist agenda from the top, and he remained in power despite his mandate ended on 8 February 2021, after four years running the Country. The recent turmoil just erupted following the failure of the 2020 electoral agreement and the refusal of the president to leave office is the umpteenth evidence of the hard political and security climate in Somalia, now once again to the brink of institutional collapse and armed conflict. This “light” overview should suffice to understand that Somalia represents a fertile training and working ground for an advisor, in a fluid environment with daily new challenges and a wide array of situations to analyze, in continuous expansion generating the feeling that work is never done. Despite all challenges and sometimes frustrations suffered by those who work to help re-establishing a safe and secure environment in Somalia, dialogue and supporting efforts have never stopped.

When I joined the EU Delegation as Police adviser of the Head of Delegation and of the Chief of Somali Police force (SPF), the Somali Police stood at the beginning of a reform process, determined by a strategic policy document called “New Policing Model” (NPM), agreed in 2016 between the international community of supporters and donors and Somali political leadership. That happened in a pre-election period, where commitments and attention of the convened politicians were not there, but intensely focused on other institutional and personal interests, related to the incoming general elections which took place between the end of 2016 and beginning of 2017. The NPM passed by disinterest rather than positive acknowledgment, and the consequences of such underestimated circumstance affected and affected the following strategies. The NPM was designed to radically reform the Country-wide inefficient and dysfunctional Somali Police Force (SPF) into a two-tier structure, in adherence with the Federal model adopted as Institutional setup of the Country. The model envisages the creation of: (i) a Somali Federal Police service, from the former SPF, carrying out federal tasks throughout the Country, like: border security; fight/tackle major organized crimes, and crimes against the sovereignty, religion, culture and economy; migration, passports and naturalization; extended support to policing in the Federal Member States; prevent and address inter-state territorial conflicts; international cooperation such as with Interpol; protect foreign embassies/missions, corporates and international organizations. (ii) brand new Federal Member State Police services (FMS-P) for regular internal policing in each of the newly created Somali States (South-West State, Jubaland, Hirshebelle, Galmudug and the semi-autonomous with special status Puntland). Somaliland as self-declared non-recognized independent state was not included in the process. The FMS-P are not placed under the hierarchical line of command of the Federal Police Commissioner, but they are meant to report directly to their respective Ministries of Internal Security (MoIS) in each FMS. A mechanism to coordinate and share information between Federal Police and FMS-P should be established at the SPF (now Federal) Police HQ in Mogadishu. In 2017, just after the release of the NPM and the London Conference presenting the Security Pact with the revised National Security Architecture, the Comprehensive Approach to Security mechanism (CAS) and the Mutual Accountability Framework, the only significant EU-funded project was the payment of top-up “stipends” to Federal Somali Police officers deployed throughout the Country. At that time there were some 7500 eligible individuals, biometrically registered by UNOPS, taking over from AMISOM which initiated a registration process that included different categories like retired officers, widows and disabled. Stipends were therefore conceived as a motivational boost or a sustainment, to ensure that police officers are adequately compensated for providing increased security, law and order. For those in active service it was a means to integrate the low salaries paid by the government, often affected by suspensions and interruptions. The stipends were regularly administered involving the financial Country system and directly transferred into individual electronic accounts, conferring EU a degree of visibility and credit. It
is universally agreed that security forces adequately paid and motivated represent a prerequisite and foundation for the subsequent steps towards an effective rebuild and reform, while failure to do so is one main cause of inefficiency, corruption, abuse and disrespect of the principles of integrity and codes of conduct. That was the reason why EU in the beginning, where concrete reform projects were not clearly defined and not coherent with a long-term reform process. Against this scenario, a constant dialogue with the counterparts was always conducted about the salary issue, which is an institutional responsibility and duty of a government, and differently from stipends cannot be legally replaced by foreign assistance. In general, support to Federal Somali Police by development partners and donors was based on a simplified technical “train and equip” approach with no ownership, uncoordinated and ill-managed, with UN (UNSOm) trying to coordinate the different efforts and initiatives through a set of working groups on strategic reform, funding and professional development. Partners like US, EU, European Countries, UN development agencies and Country Team actively contributed to UNSOM initiatives. Donors coming from other directions like UAE, Qatar, Egypt and Turkey, besides the political conflicts within that group, were not really transparent nor accounted for, with some exceptions for Turkey that was more open to dialogue. The main western bilateral contributors to EU in support to Somali Police at that time were UK DfID, through the UK Somali Security Sector Reform and Governance agenda, and Germany. After months of brainstorming, discussions, analysis and exchanges with counterparts, we agreed on the urgent need to enable a more efficient allocation of resources against set priorities, bringing together donor funding for police into one place for a more inclusive, comprehensive and coordinated delivery of international support. A governance structure involving Somali Authorities in a joint decision-making process with partners would have ensured mutual accountability for resource and asset management. Under these auspices, we started developing a plan. In mid-2018, the “Joint Police Programme for the implementation of the NPM” (JPP) was launched as a cooperative effort, with EU as the main donor, UK and Germany as first contributors. Initial budget was a total of 40-million-euro instalment open to further contributions, under the political oversight of UN and Somali Federal MoIS co-chairing the management executive board. It was a multi-level approach covering all dimensions, strategic reforms, development, capacity building and material support, addressed both at the Federal level and FMS. A system of periodical reporting and third-party monitoring was established to ensure transparency. Even though the NPM was a binding document, SPF as backbone of the Somali Federal Police to be established, supported by the Federal MoIS, covertly or overtly opposed the implementation process, with inevitable impact on a smooth and fair implementation of the JPP.

“\textbf{I LEFT AU AND ADDIS ABEBA WITH REGRET, BUT CARRYING AWAY WITH ME THE AWARENESS OF HAVING LIVED AN INVALUABLE EXPERIENCE FROM THE PROFESSIONAL AND HUMAN STANDPOINT, FULL OF SATISFACTION AND PERSONAL FULFILMENT.}”
West State, although contested: in the field, higher ranks officers from dominant clans deployed in the respective areas psychologically overwhelm the newly formed constables in the FMS, and those officers do not report to local governments, but to the Federal Police Commissioner. It is quite complicated, but this is how it worked. SPF in the FMS maintain a cautious and wary relations with local law enforcement entities or local militia, mostly presidential guards, or forces for community protection and control of the territory. Those groups are the so-called Regional Forces, organized at local level, generally brave and loyal to their people but poorly trained, equipped and armed, with a not clearly defined status (police or military or hybrid). Regional Forces were submitted to biometric registration within the conduct of an Operational Readiness Assessment (ORA), for their recognition and subsequent integration in the FMS Police. Such activity running under the force generation process envisaged by the Somali Transition Plan is not completed, excluding them from the provisions of the JPP supported by the International Community for the moment.

**In conclusion:**

(i) In the FMS, a thorough reform enforced by a concrete political agreement is needed, starting from the scratch, supported by an effective force generation process at the local levels and the progressive establishment of structured hierarchical lines of command through training and leadership programmes.

(ii) At the central level, a smooth transition of the SPF into a Federal service is equally needed, whose process is technically easier as structures are existing and human resources are available. Due to the considerable external support still required with an incalculable financial effort, in the absence of political will and sense of ownership by local stakeholders, including implementation of the federal model on both sides, any viable and credible reform is still far from a concrete implementation.

My invaluable adventure in Somalia ended in the beginning of 2020. At that time, I was working in support to the deployment of Federal Special Police Formed Units (called Darwish) selected and trained by the Italian Carabinieri mission in Djibouti, to the area of “Operation Badbaado”. The operation, involving the Somali National Army (SNA) and AMISOM, was launched within the Somali Transition Plan as operational and tactical instrument for the fight against al Shabaab, aimed at clearing the areas still infested by the group, starting from the Lower Shabelle area, south west of Mogadishu. An institution building process shall follow, by means of community recovery and re-establishment of State Authority, including the deployment of robust police initially for community defense tasks, and community police when conditions allow (in an ideal indefinite future). Good news is that in the newly released 2021 Somali Transition Plan, a role for the Regional Forces is en-
visaged and recognized for local protection. That would hopefully pave the way for the establishment of State Police Darwish, expressly outlined in the NPM together with the Federal Darwish, as long as the ORA continues including vetting, selection, training and provision of equipment and weapons. As I said, work in Somalia is never done, and whenever it is time to leave, it is the wrong time.

CHAPTER 4 – Considerations and recommendations

Q: Would you like to formulate some final considerations?

With some few exceptions, I built my expertise and professional solidity in the international environment on my own and on the job, as most of the opportunities happened by fortunate coincidence. In sum, referring to what I personally experienced so far, I may share the following thoughts:

(i) Access to international positions open to secondment is often unpredictable, because vacancies publicly advertised are occasional, and candidatures are subject to assessment of institutional interest by the seconding Authority. Moreover, the numerous experts applying from different Countries further challenge the competition that a national candidate must face.

(ii) Sometimes the process presents internal challenges, e.g. when a qualified potential candidate is currently holding a national position from where cannot be removed, or even because of lack of available qualified candidates at the moment, just to mention some.

(iii) Mandates are designed for a limited amount of time (normally from few months to maximum 4 years, sometimes renewable), requiring the incumbent to come back and resume national work at the end of a mandate, waiting to be deployed to another mission with some chance when conditions are met.

(iv) Ideally, after return in Country, skilled officers with international experience are facilitated if filling national posts from where they could be easily disengaged. That would ease their prompt availability for a next international candidature. On the other hand, this might impact on the national career progression, due to frequent absences and suspensions from national tasks, but I believe it is a responsible choice that individuals with due competencies should legitimately take, as long as they possess skills and will to undertake such “parallel careers” abroad.

With regards to what is happening “in-house” to respond to the requirements and overcome the challenges, secondment procedures within the Carabinieri are becoming more and more structured and based on well-defined criteria of certified proficiency and gathered experience, strengthening the catching area and securing a solid international offer of candidates as much as possible. An important lesson I learned is that training before deployment is extremely important, especially for the most sensitive and high responsibility roles. Training is a priority, as self-learning cannot always grant success in an increasingly complex environment, hence the assistance and support by the relevant organs of the seconding Institution comes to play its fundamental role. In our national system, CoESPU is the ideal venue to develop this strategy, in synergy with the Carabinieri HQ, combining high level pre-deployment training with sound management of human resources. Work is in progress to finalize such perspectives, including the study on the design of a strategic advising course at CoESPU.
As a growing demand for sustainable peace around the globe, various police and troops contributing countries have served in more complex environments and Sierra Leone Police is not an exception. In examining the recent records of Sierra Leone participation in peacekeeping and peace building activities, even though the factors affecting its patterns of contribution to peace-support operations differs according to conflicting regions, there are success stories to be told. Sierra Leone Police has in recent years Deployed High Profile and professional police officers to various Peacekeeping Mission as such, Assistant Inspector General Kadi Facondo who was among the many police officers to serve in the joint UN-African peacekeeping mission in Darfur (known as UNAMID) who worked assiduously helping local women deal with sexual and gender-based violence and other challenges in the mission area.
As an institution, Sierra Leone has participated in the United Nations peacekeeping missions in Haiti, South Sudan and Darfur as Individual Police Officers (IPO), the country has also participated in the African Union Mission in Somalia where currently the Sierra Leone Police has a contribution of both Individual Police officers and Formed Police Unit (FPU).

Deployment pattern of Formed Police Unit (FPU) in Somalia

On the 18 April 2018, Sierra Leone deployed its first Formed Police contingent of 145 officers to Somalia as part of a surge capacity that will implement policing programmes in south central Somalia to join an advance team of 15 officers who had arrived earlier making it 160 peacekeeping personnel. That was Sierra Leone’s biggest police contingent to Somalia since it started deploying peacekeepers to the Horn of Africa specifically Somalia.

The first SLFPU contingent received by the late police commissioner

In a quest for excellence, the Sierra Leone Police rotated its contingent on April 2019 which gave way for the second deployment. During their tenure of deployment, the African Union Mission in Somalia (AMISOM) on September 7, 2020 awarded service medals and certificates to 159 outgoing officers from the second contingent of Sierra Leone Formed Police Unit in recognition of their contribution towards the achievement of the AMISOM Police mandate on the peacekeeping mission which gives pride to not only the institution, but the country at large.
During the recruitment phase, adverts are released for able-bodied men and women within the ranks and files force-wide to apply. They are later shortlisted, screened and sent for medicals for proper vetting.

Cross section of police medical examination team
Immediately after the medical examinations, the successful candidates are arranged for physical drill to ascertain fitness.

Guard of Honor Parade Juba Land State and certification of Sierra Leone Formed Police Unit
Recruitment and training phases of FPU

The current police commissioner of AMISOM AIGP Augustine Magnus Kailie certifying the second SLFPU contingent
Composition of a Formed Police Unit (FPU) contingent
The composition of the Sierra Leone Formed Police Unit contingent deployed in Somalia is 160 and are drawn from all facets of policing with distinctive roles ranging from Medics, Mechanics, Drivers, support staff, and operational units with six command elements i.e. Contingent Commander, Deputy, Admin officer, Logistics, Operations and liaison officer.

Capabilities of the FPU Contingent
The contingent has three operational platoons and one support staff platoon totally to four platoons. They are trained to carry out tasks exceptionally well, especially when given critical roles to perform. The trainings are also geared towards joint patrols with their counterparts in the mission areas. They are trained to partake in joint stop-and-search operations with the host police officers. The training covers crowd control, VIP escorts, provision of 24/7 camp guard duties. With the experienced of trainers that will be deployed along the contingent, they can provide monitoring and mentorship for the SPF when requested by the mission. The contingent has specialized personnel trained in SWAT movements for swift operations.

The Training of the Formed Police Unit can be best described as such, Teaching, Demonstrations followed by practices. The core theme of our training is centered on respect of Human Rights and also on the Mission Mandates as specified. At first, the lead facilitator introduces the topic, goes through the slides, discussion followed by team of demonstrators in the view of trainees which will later be practiced by all trainees.
ALUMNI

Giving lecture on Public Order Management

Demostration and practice no Public Order Management/ Unarm Combat Drills
Weapon/Firearms Handling Training
Personel are trained on the use semi and automatic rifles like Pistols, light and heavy machine Guns such as 7.5, 12.5 Mn automic guns and sniper rifles

Trainees practicing on the use of sniper rifles
Assessment
At the end of every training Session, all trainees are compelled to an assessment that will qualify them for deployment. Successful candidates are processed and ready for the Mission final assessment on the readiness of the contingent after our final screening.

Trainees on shooting assessment
Even though in foreign land being out for some considerable period of time, as a matter of stress management, personnel are involved in the assimilations and exportations of cultures in a bid to coexists with others.

An Independence Day celebration in Mogadishu

“ON THE 18 APRIL 2018 SIERRA LEONE DEPLOYED ITS FIRST FORMED POLICE CONTINGENT OF 145 OFFICERS TO SOMALIA AS PART OF A SURGE CAPACITY THAT WILL IMPLEMENT POLICING PROGRAMMES IN SOUTH CENTRAL SOMALIA.”

Septimus Siaka Vandi
Insp. Septimus Siaka Vandi
Head of Training
Sierra Leone Police
Peacekeeping Department
IN DEPTH

PK ENGAGEMENT WITH COMMUNITIES

FOR STRONGER ROL

Peacekeeping Engagement with Communities for Stronger Rule of Law: A Win-Win Approach

by Jérôme Mellon

Introduction

While the adage “finding local solutions to local problems” might have become somewhat of a cliché, it remains an indispensable mantra for any peace operation and should continue to inspire the way international organizations approach peacekeeping and conflict resolution.

Indeed, the need for peacekeeping operations to engage local populations, especially outside main urban areas, seems increasingly well-recognized and always of crucial importance. Already in 2000, the Panel on United Nations Peace Operations, chaired by Lakhdar Brahimi, was emphasizing how the raison d’être of the United Nations was “to help communities engulfed in strife.”

Still today, that need for community engagement remains but is too often elusive and not sufficiently internalized.

More recently, in 2015, the High-level Independent Panel on Peace Operations was recognizing that “peace operations have some way to go to create strong channels of communication with local populations”, recommending that they “move beyond merely consulting the local population to actively include it in their work.”

“The need for peacekeeping operations to engage local populations, especially outside main urban areas, seems increasingly well-recognized and always of crucial importance.”
The United Nations is addressing that gap, including through the recent development of community engagement guidelines, issued in August last year. In fact, there is a growing sense of awareness within United Nations field missions that community engagement should not be just the by-product of outreach activities and “winning hearts and minds”, but a critical and necessary element of mandate implementation.

**United Nations guidance on community engagement**

Throughout the years, community engagement activities by the United Nations have contributed to sustaining peace through three broad ranges of interventions:

1. supporting community-based mechanisms to address threats to civilians that increase community resilience;
2. promoting inclusive processes that can best address the roots of societal grievances; and
3. supporting opportunities and avenues for dialogue between state authorities and local populations to promote institutional responsiveness and accountability.

As highlighted in a detailed practice note, United Nations peace operations community engagement goals rely on strategies of consultation, goal-setting, and communication:

1. through consultation, the United Nations aims at developing a clear and up-to-date picture of community priorities, and how current trends are perceived;
2. through goal-setting, the United Nations seeks peace processes and political dialogues that address community priorities alongside those of elite stakeholders; and
3. through communication, the United Nations tries to ensure that the Organization and its partners are first, right and credible on issues that are important to local people.

The United Nations system-wide Community Engagement Guidelines on Peacebuilding and Sustaining Peace, mentioned above, aim at supporting United Nations field presences develop country-specific community engagement strategies, and at providing them with operational guidance on how to more effectively engage with civil society actors at the local level. To do so, the guidelines list seven recommendations for the United Nations to engage with local civil society actors and their communities more effectively:

1. deeper understanding of local context through respectful, coherent and flexible engagement;
2. operational and strategic coherence and effective coordination in community engagement across the United Nations at the country-level;
3. safety and protection in restricted environments through conflict-sensitive and risk-informed approaches;
4. inclusive and meaningful participation of local civil society actors;
5. community-based capacity-building, including flexible financing for peacebuilding;
6. meaningful participation of local women and women civil society actors in peacebuilding and sustaining peace; and
7. meaningful youth engagement in peacebuilding and sustaining peace at the local level.

That useful guidance emphasizes how the primacy of political solu-
tions in peacekeeping can only be sustained if they are truly inclusive and if they generate a shared societal agreement about what peace means and what it entails and for who. This means true national ownership, and not just government- or elite-ownership of processes, resources, and reforms.

Engaging on rule of law and security institutions issues

On that question, the Office of Rule of Law and Security Institutions (OROLSI), within the United Nations Department of Peace Operations, has mostly focused on how missions can engage with communities in strengthening national security and justice institutions.

In the area of justice and security, peacekeeping missions have a particular opportunity to bring communities closer to their authorities and institutions in conflict-affected settings where trust between the two has been eroded and the legitimacy of those institutions is often disputed. The United Nations Security Council has repeatedly asked missions to seize that opportunity.

In resolutions 2151 and 2553 on security sector reform, resolution 2382 on United Nations policing, and resolution 2447 on police, justice and corrections, the Council reiterated the centrality of national ownership for strengthening security and justice, encouraging the definition of a truly inclusive national vision that is informed by the needs and aspirations of the whole population. Missions therefore try to engage broadly with local populations to enhance the chances of justice and security sector reform taking roots.

For example, United Nations police officers implement community-oriented policing, helping to enhance public trust in the police, working to establish and strengthen protective environments, and building capacity to re-establish the rule of law. Through their community-oriented approach, those officers aim to prevent and change the conditions that lead to criminality in addition to responding to incidents, but “this approach is only effective when it is grounded in two-way communication that builds mutual trust, fosters transparency, manages expectations, and helps the mission understand existing protection mechanisms”.

Judicial affairs experts work with local civil society actors, such as women, youth, transitional justice and human rights non-governmental organizations, to support community-level justice, enhancing both the access to and delivery of justice at the community level, thereby bringing justice to remote and often insecure areas and helping to avert future local-level conflicts. They do so through, among other things: the establishment of rural courts; public information campaigns; and the facilitation of citizens’ access to legal services. It is worth noting that, increasingly, peacekeeping missions are called upon to engage with non-state justice actors, such as the cadis in Mali. In that case, colleagues thread carefully between the need to support the state, as the official interlocutor of the United Nations, and the relevance of supporting non-state actors that might have greater legiti-
Disarmament, demobilization and reintegration (DDR) officers accompany community-based reintegration efforts whereby both the ex-combatants and the communities benefit on equal footing. They also implement community violence reduction (CVR) initiatives that precede, accompany or follow the DDR programme and are aimed at reducing the violence that the presence of the combatants can cause. The United Nations quickly understood that the successful reintegration of ex-combatants depends as much on the individualized support to the ex-combatants as on the actions taken to the benefit of communities of reintegration. And by working with both the community and armed actors, especially local militias and criminal groups, and by incentivizing them not to participate in armed conflict or criminal behaviour, “DDR and CVR personnel can reduce community-level violence and build a protective environment by reducing access to arms and providing alternatives to violent conflict”.14

Mine action specialists deliver risk education to communities – 15.9 million individuals worldwide received risk education between 2014 and 2019 – and they rely on the information gathered from local populations to assess explosive ordnance contamination. The United Nations mine action work provides a good example of how missions can, and have, integrated community priorities for security across uniformed and civilian mission components.

Cases in point

Such work on engaging local communities on rule of law and security institutions issues is featured in many of the nine United Nations peacekeeping missions currently equipped with expertise on rule of law and security institutions.15 While the Civil Affairs Section of the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) actively supports the development of social and civic conditions conducive to sustainable peace and popular engagement and confidence in the peace process, DDR specialists support ex-combatants to become active participants in the peace process by removing weapons from the hands of combatants, taking the combatants out of military structures and integrating combatants socially and economically into society. In addition, judicial affairs officers provide support for the organization of public hearings at the community level.

“THERE IS A GROWING SENSE OF AWARENESS WITHIN UNITED NATIONS FIELD MISSIONS THAT COMMUNITY ENGAGEMENT SHOULD NOT BE JUST THE BY-PRODUCT OF OUTREACH ACTIVITIES AND “WINNING HEARTS AND MINDS”, BUT A CRITICAL AND NECESSARY ELEMENT OF MANDATE IMPLEMENTATION.”
In the meantime, the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) focuses on providing support to local-level efforts and bottom-up approaches to protection, political dialogue and the promotion of social cohesion. Its civil affairs component is deploying largely at the local level to engage with communities, develop local networks and partnerships and promote social cohesion, conflict resolution, support to civil society organizations (including youth and women) and confidence building. In complement, the 2,080-strong police component of MINUSCA, recently authorized to reach 3,020 personnel, focuses on, inter alia, operational support to national security forces, including through community policing.

The United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) works to strengthen community-level engagement and early warning, and engages and promotes community reconciliation, including dialogue and mediation. In addition, the mission supports efforts to strengthen local participative security governance, and seeks to mitigate the risk of election-related violence through targeted engagement with and assistance to civil society in its role to mobilize support for dialogue. MONUSCO implements a community violence reduction strategy, featuring a community-based approach to reduce the high levels of violence within communities and, correspondingly, increase security and stability. MONUSCO fosters community dialogue among local and national actors, along with the perpetrators of violence, to collectively mitigate armed conflict and build social cohesion and accountability mechanisms.

In most cases, mission components working on strengthening the rule of law and security institutions, such as rule of law and United Nations police, need to work alongside other field colleagues involved in institutional support and engaged in protecting civilians, promoting good governance and supporting state institutions, such as political, human rights and humanitarian specialists, and most importantly civil affairs of-
ficers. Indeed, the latter can use their field-level presence “to liaise with local institutions and actors in order to understand and identify their needs, while using their central-level presence to engage with governance partners and raise awareness of local-level needs”.

Conclusion

The work of OROLSI in strengthening justice and security capacities and in promoting inclusivity can ultimately create a stronger bond between the state and its citizens, reinforce the social contract, and enhance the responsiveness and accountability of justice and security institutions at the central and local levels. By working simultaneously with the government and local authorities, as well as civil society and local communities, peacekeeping missions can bridge the gap between the justice and security institutions and the population they are expected to serve.

PICTURES:

-United Nations Photo

1. The views expressed herein are those of the authors. The author wishes to thank Lucas de Belmont for background research assistance.
6. United Nations, Peacekeeping Practice Note: Community engagement, March 2019, p. 18, https://peacekeeping.un.org/sites/default/files/practice_note_-_community_engagement.pdf. The practice note gives an example (p. 18) where a major initiative on a sensitive issue like citizenship or land rights will certainly require consultation at the grass-roots level on how communities will be impacted and whether the process is unfolding as planned. It is equally certain that careful communication efforts will be important to minimize rumors, misperceptions, and manipulation by spoilers. For some geographic areas, finally, the initiative may benefit communities unequally or be simply of little relevance in local conditions. Here, we must look at goal-setting and what can be done about other drivers of conflict.

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SALIVA TESTING FOR COVID-19

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Introduction

One of the most important components of public health strategies to contain SARS-CoV-2 pandemic is maintaining a high level of testing. Testing is prioritized for persons with symptoms of coronavirus disease 2019 (COVID-19) and contacts of those with confirmed SARS-CoV-2 infection, but it should be offered to persons at increased risk for exposure (such as health care workers)\(^1\). However, as economies and schools reopen, the pool of persons who may be at increased risk for SARS-CoV-2 exposure will grow, placing strain on testing systems. Reverse transcriptase polymerase chain reaction (rRT-PCR) on nasopharyngeal swabs is the reference method to detect SARS-CoV-2\(^2\). Yet, nasopharyngeal swabs present several barriers to reaching the level of testing required to meet demand and optimally control SARS-CoV-2. Their collection requires a trained health care professional (for example, a nurse), who must be in extensive personal protective equipment\(^3\). Further, although more prominent early in the COVID-19 pandemic, supply chain issues\(^4\) for nasopharyngeal swabs—and the transport media used during their transportation—still exist. Saliva-based sampling for SARS-CoV-2 detection via rRT-PCR has the potential to address many of the barriers associated with na-
sopharyngeal swab sampling. Saliva samples can be collected by the persons being tested themselves, with instruction from lower-cadre health care professionals or other personnel. This reduces exposure to health care workers and the need for personal protective equipment during collection. Saliva can be collected in sterile containers, removing the need for swabs. These practical advantages reduce human resource needs and could expand the number of persons who can be tested. In addition, main advantages of saliva as a sample are: a) a non-invasive approach, b) painless (no patient discomfort and anxiety for sampling), c) easy collection, storage and shipping, d) suitable for children, anxious, disabled and elderly individuals, e) cost-effective applicability for screening large populations.

As convenient, non-invasive, repeatable, large-scale molecular testing for SARS-CoV-2 is a key issue to allow the control of the COVID-19 pandemic, we decided to organize an active program of surveillance of the employees of the University of Padova on saliva samples.

Program of active control
We developed a program of active control for the employees of the University of Padova for SARS-CoV-2 detection on salivary samples using molecular testing (rRT-PCR). The program was offered to all employees (n=6500) on a voluntary basis, receiving 86% of adherence. This was the first and unexpected excellent outcome as this percentage of adherence is a sign of great appreciation of the initiative. Each employee received at work place a kit containing the device for saliva collection, a barcoded label, and the electronic code for report download. In addition, a video tutorial with specific instructions was developed and made available on the University website. At the beginning (October 8th, 2020) a 20-days interval monitoring frequency was established but it was rapidly shortened to 15 days due to the increasing number of infections observed in the population. Saliva was self-collected by the Salivette device (SARSTEDT AG & Co, Nümbrecht, Germany), the cotton swab being chewed at wakeup for at least one minute. Eight collection points were identified and equipped with collection boxes for samples drop off. Once a day, boxes were transported to the lab for the rRT-PCR. Saliva, obtained by salivette centrifugation (4000 g for 5 minutes) within 3 hours from collection, was mixed (2:1, v:v) with Nuclisens® easyMAG® Extraction buffer immediately before RNA extraction by automated platform (Magna Pure 96 Instrument, Roche Diagnostics, USA). The RNA was used for Orf1ab, N and S SARS-CoV-2 genes rRT-PCR (TaqPath COVID-19 RT-PCR kit) by QuantStudio™ 5 Real-Time PCR Systems (Applied Biosystems, USA).

Results
Starting from October 8th until December 24th 2020 total of 19850 salivary samples were evaluated by rRT-PCR for SARS-CoV-2. Only a small percentage of employees dropped out the program after first saliva collection (229/5579=4.1%). The remaining 5350 employees repeated saliva testing from a minimum of 3 to a maximum of 5 times over the period of 11 weeks (median=4 times; range 1-12). In the observed time frame, 62 positive samples were identified, the overall frequency being 0.31%. All employees with positive saliva results were subjected within 24 hours to nasopharyngeal swab (NPS) collection and molecular testing, which gave concordant results in 98% of the cases. The patient with positive saliva result but negative NPS had low viral load (Ct>33). Within 24 hours from positive results, contact tracing was activated for employees and students attending the same Department. This strategy allowed to identify three further positive employees, which were immediately isolated. In the described time frame, no cluster has been detected in the University. In the same time frame, 102 employees received a diagnosis of SARS-CoV-2 infection by NPS performed because of COVID-19 suggestive symptoms or close contact with positive subjects. 32/102
employees actively participated in the surveillance program. Considering these 32 employees, the time interval between the last salivary test and the positive NPS result for symptoms/close contact ranged from a minimum of 5 to a maximum of 25 days (median=11 days). The weekly incidence of SARS-CoV-2 infection was calculated among employees participating in the active surveillance program (n=5350, excluding those who performed the test only once) and among those not subjected to surveillance (n=1150), comparing the results with data of the Veneto Region and Padua populations. The overall incidence among employees in active surveillance was 1.8% (62 positive cases on saliva test and 32 identified by symptoms/close contact). Among the employees not subjected to surveillance, the overall percentage of positives for symptoms/close contact was 6.1% (70/1150).

Conclusions
Self-collected saliva allows to overcome many bottle-necks related to the more invasive, cumbersome and costly collection of NPS maintaining diagnostic accuracy as previously demonstrated 9. The program based on self-collection of salivary samples and molecular testing was found to be a reliable, well-accepted and effective tool for an early detection of SARS-CoV-2 in asymptomatic subjects, immediate contact tracing and containment policy to avoid further virus spread in the community, thus creating a protected island. The active control program is still in progress and recently we have evaluated and validated a chemiluminrescent assays for SARS-CoV-2 testing using a high throughput platform that should be allowed us to expand the program to other settings and populations (e.g. grammar and high class schools, prisons, residential home) 10.

References
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CoESPU training
A Train-the-Trainer 5-day course was held by Psychologists from the Carabinieri Applied Psychology Center at the Center of Excellence for Stability Police Units’ Campus. The activity, addressed to experienced trainers from CoESPU, European Gendarmerie Force Permanent Headquarters and NATO Stability Policing Centre of Excellence, was aimed at further elevating their professional skills in view of future training projects.
Stability Policing Day

On April 27, 2021, within the framework of the Trilateral Technical Arrangement among CoESPU, Eurogendfor PHQ and NATO SP CoE regarding the cooperation in the area of Stability Policing, signed in 2016, CoESPU will host a conference, entitled “Stability Policing Day”, in the presence of LTG Enzo Bernardini, Carabinieri Deputy Commander General.

Trilateral meetings will take place in the form of workshops, round-tables, seminars, in order to consolidate the partnership among the three Stakeholders as an International Stability Policing Hub, discussing specific issues in the different doctrinal areas of reference and, in particular, about United Nations, NATO and European Union.

Conclusions and outcomes of the Stability Policing Day will be announced on our Social Media pages.

Stay tuned!
We welcome your contributions!

Should you wish to collaborate with our Magazine, please send your articles, tales or pictures from the field to coespurivista@carabinieri.it

Visit: www.coespu.org
The New CoESPU Gender Protection in Peace Operations Course was presented, early March, to the Center leadership and academic staff by Lt. Col. Marco Sutto, CoESPU Chair of International Humanitarian & Human Rights Law.

The newly designed 5-day training activity, developed by a dedicated team of CoESPU experts, was inspired by the manifest need for a renewed training offer, tailored to support the capacity of UN police peacekeepers to implement gender equality and the WPS mandates. Indeed, since the adoption of resolution 1325 and the nine subsequent resolutions, which established the Women Peace and Security (WPS) agenda, it has been more and more emphasized the importance of putting women at the heart of peacekeeping, recognizing their central role not only as victims but as change agents in contributing to international peace and security. The implementation of WPS agenda has been further strengthened becoming one of the eight priority commitment areas in the Secretary-General’s Action for Peacekeeping (A4P) initiative. With these premises, the structure and contents of the course, whose first edition is scheduled for the second half of 2021, were designed with the purpose of preparing experienced Police Officers, selected to be deployed in UN Peace Operations’ key positions, to efficiently address gender related issues and properly implement the United Nations (UN) gender mainstreaming policies, providing concrete guidance and good
practices across a variety of functional areas in a complete, challenging and interactive training opportunity. The delivery of up to date contents by means of the dynamic combination of modern training methodologies will make the trainees become familiar with the main aspects of gender mainstreaming and develop their knowledge and skills to integrate gender in their daily work. In line with the gender equality and women, peace and security principles, they will be able to achieve tangible and measurable results and to increase operational effectiveness and efficiency of peacekeeping operations by responding to the differentiated needs, concerns and contributions of women and men. To develop an understanding of how conflict affects the lives of women as compared to men, and girls as compared to boys, has been identified as an essential objective of the training to help police personnel better comprehend the context in which they are working and, ultimately, assume more well-informed decisions and effective implementation of mission mandates. In the context of the expanded and multidimensional nature of contemporary peace operations, which may have far-reaching impact on the host country’s population, the UN Police component has demonstrated the capability to bridge the gaps between the military and the civilian capabilities. Certainly, UNPOL has an extremely favorable position to advance gender equality and WPS standards that must be capitalized on. Given both its extensive field presence and its strategic access to senior leadership of national governments, its role could be pivotal to advocate for gender integration in national policies and reform.

Within this background, the vision, principles and strategies, necessary to implement DPO gender equality and WPS mandates, have been embedded in the CoESPU Gender Protection Course content, thus reflecting the increased emphasis on knowledge management, transparency, accountability and improved demonstration of results required by the Gender Responsive United Nations Peacekeeping Operations Policy (2018).
Center of Excellence for Stability Police Units

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