

No.21023/01/2014-PMA
Government of India
Ministry of Home Affairs
PMA Cell

New Delhi, dated the 27th May, 2014

To

1. **The Chief Secretaries** of All States / UTs.
2. **Directors** – IB/CBI/SVP NPA/SPG/NEPA/NICFS/CFSL/ DCPW /NCRB .
3. **DsG** - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB/NCB/ NIA/NDRF & Assam Rifles.

Subject :- All Female UN Selection and Assessment Team [SAAT]

Sir,

I am directed to refer to the subject and to say that UNDPKO through PMI to UN has intimated that they are emphasizing the recruitment initiative to enhance gender balance within the United Nations Police Components in peace operations. The initiative is in line with the implementation of UN Security Council Resolutions that recognized the equal participation of women in peacekeeping process. Accordingly, UNDPKO has planned at least 20 percent representation of female police peacekeepers by 2014. As part of the initiative, UNDPKO has planned to deploy at least 250 female individual police officers during 2014, in addition to the current figure of 785 women police in the field.

2. In coming months, UNDPKO will organize All-female Selection Assistance and Assessment Team (SAAT) visits to Police Contributing Countries [PCCs] who would be ready to nominate at least 50 female police officers pre-screened by the Police Division, for the examination. The SAAT visits will also be enhanced with special training session related to SAAT procedures for candidates. Police Division, UNDPKO, will also give priority

for deployment of SAAT visits to PCCs whose nominations include at least 20 percent qualified female officers or show steady improvement in increasing their female nominations as compared to previous SAAT submission.

3. In view of the above, State Govts, UT Administration, CAPFs and CPOs are requested to nominate at least **05 [five]** lady police officers eligible and willing [as per the skill sets and experts; profile of UNDPKO – Annexure - I] in the rank of Head Constable/Assistant Sub Inspector/Sub Inspector /Inspector/Dy SP/ Addl. SP and SP rank officers by **27th June 2014** as per the details given at **Annexure-II & III**.

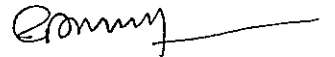
4. The eligibility criteria for attending All Female Selection Assistance and Assessment Team (SAAT) are as under :-

- a) The candidate should be Graduate
- b) Possesses four wheeler valid driving license
- c) Must have completed 08 years of actual police experience including training period as on the date of issue of this circular.
- d) Above 25 years of age as on the date of issue of this circular.
- e) Must have good command over English Language (Spoken & Written).
- f) Lady IPS officers up to the rank of SP having 08 years of Police Service will be considered. (IPS officers should not be debarred from Central Deputation, Foreign training)
- g) Nominated officers should be clear from Cadre /Vigilance angle. The Officers against whom disciplinary/vigilance cases are pending, not be nominated.
- h) The officers having previous UN experience must have completed a cooling off period of three years as on the date of issue of circular starting from the date of repatriation/end of previous UN Mission
- i) Officers proceeding on retirement/superannuation within a period of three years from the date of issue of circular may not be nominated.

5. The officers whose names are received through proper channel will be further short listed depending upon the Policy Guidelines for considering officers for various UN assignments circulated vide this Ministry's letter No. 21023/30/2012-PMA dated 27th February 2013 so that a panel of lady police officers is prepared. These short listed officers will then be called to undergo one week training in English, driving and shooting skill and subsequently to appear before the All-female Selection Assistance and Assessment Team (UN SAAT).

6. It will be the responsibility of the sponsoring organization to ensure that the nominated officers fulfill the eligibility conditions **and free from disciplinary/vigilance/human right issues**. Failure to meet the above guidelines may result in the cancellation of the candidature. **Nomination received after due date will not be entertained. No direct application will be entertained.**

Yours faithfully



(G C Yadav)

Under Secretary to Government of India

☎:23093443

☎:23093750/23092398

✉:uspma@nic.in

Copy to

1. Directors General of Police of All States/UTs.
2. Under Secretary (UNP), Ministry of External Affairs, South Block, New Delhi - For information please.
3. DIG(Trg), ITBP, CGO Complex, Delhi.- For information and necessary action
4. Commandant, 22nd BN ITBP, CIVPOL Centre, Tigri Camp, New Delhi.- For necessary action
5. SO(IT), MHA - With the request to upload the above communication on MHA website.



(G C Yadav)

Under Secretary to Government of India

☎:23093443

☎:23093750/23092398

✉:uspma@nic.in

85

1/10

UNITED NATIONS
CONFIDENTIAL OPERATIONS

NATIONS UNIES

2013 DEC 24 A 11: 20

007468

B
JK
MA

DPKO/DKOLSID/2013/1902

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and wishes to announce Gender Mainstreaming Initiative in the Recruitment of UN Police Officers for UN Peace operations. The initiative aimed to enhance the gender balance within the United Nations Police components in peace operations.

In line with the implementation of UN Security Council Resolutions 1325 (2000), 1320 (2008), 1888 (2009), 1889 (2009) and 1960 (2010) that recognized the equal participation of women in peacekeeping processes, the United Nations has launched in 2009 a Global Effort to increase the representation of female police peacekeepers to at least 20 per cent by 2014. By January 2011, 10 per cent representation of female police officers benchmark was achieved which marked halfway of the stated goal.

In order to reach the targeted goal of 20 per cent female representation, the Police Division of the United Nations Department of Peacekeeping Operations plans to deploy at least 250 female individual police officers during 2014, in addition to the current figure of 785 women police in the field. Such an increase will require a number of actions to be undertaken by Secretariat in close coordination and cooperation with Member States.

One of the core activities during the coming months would be the organization of All-female Selection Assistance and Assessment Teams (SAAT) visits to those Police Contributing Countries (PCCs) who will be ready to nominate at least 50 female police officers pre-screened by the Police Division, for the examination. Those visits will be enhanced with special training sessions related to SAAT procedures for candidates, with the support of already available donors' funds. At the same time, Police Division will be giving priority for deployment of SAAT visits to PCCs whose nominations include at least 20 per cent qualified female officers or show steady improvement in increasing their female nominations as compared to previous SAAT submissions. The deployment of police officers to the field missions will be organized in such a way that PCCs who nominate female officers for deployment will be given priority over those PCCs who do not. This may entail shifting of numbers among PCCs in favour of female deployment to the extent possible.

By this Note, the Secretariat requests Permanent Mission of Member States to submit the request for All-female SAAT visit, by 28 February 2014, to

(B)

2/10

the Selection and Recruitment Section/ Police Division/ORLSI/DPKO. Such a request should be supported with a list and application forms of at least 50 female police officers with the relevant profile as per the attached Skill sets table for further pre-screening. Member States will be then approached individually to coordinate related issues.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Mission of Member States to the United Nations the assurances of its highest consideration.



23 December 2013

83

Concept paper

Gender Mainstreaming Initiative in the Recruitment of UN Police Officers for UN Peace Operations

Background

The participation of female police officers in peacekeeping provide role models to the female population in post-conflict societies encouraging them to join their police services and to report cases on sexual and gender-based crimes. They help restore trust and confidence in the police service, especially from the perspective of women and children, as the police institution is reformed, restructured and rebuilt. Female police peacekeepers bring a diverse set of skills and competencies that are useful in policing such as mediation, communications, investigations etc. Therefore, increase in the representation of female police officers in peacekeeping has a positive impact on operational efficiency and effectiveness.

Based on the above, and in accordance with the UN Security Council Resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009) and 1960 (2010) that recognized the equal participation of women in peacekeeping processes, the United Nations has launched in 2009 a Global Effort to increase the representation of female police peacekeepers to at least 20 per cent by 2014. As part of this Effort, United Nations Police Division is launching the campaign to enhance the gender balance in Police components of UN Peacekeeping Operations. The main campaign activities will include training, selection and recruitment of qualified female police officers, targeted deployment, outreach to the Member States, creation of Women Network at field mission level, and the Police Division's newly launched website.

Main Objective

This initiative is aimed to increase the representation of individual female police peacekeepers in support of the at least 20 per cent target of the Global Effort campaign by 31 December 2014 by deploying 250 additional individual female police officers to the UN field operations.

Implementation

In order to fill the gaps described, the initiative looks to pre-screen at least 625 individual female police officers who will be nominated for Assessment of Mission Service (AMS) examinations within nine months. It is expected to deploy to UN peace operations at least 250 additional individual female police officers who successfully pass the AMS examination by 31 December 2014.

The following activities and methods will be used for the project implementation:

- Outreach activities in sensitizing PCCs on the need to increase female representation in support of mandate implementation;

(82)

4/10

- Holding thematic meetings with Police and Military Advisers from the Permanent Missions informing them about the project and its importance;
- Monitoring of SAAT requests of the PCCs in an effort to increase their nomination of qualified female officers;
- Organizing all-female SAAT visits for those PCCs who will present at least 50 female police officers pre-screened by the Police Division, for the examination;
- Enhancing these all-female SAAT visits with special training sessions for candidates, with the support of already available donors' funds (see Attachment 3);
- Giving priority for deployment of SAAT visits to PCCs whose nominations include at least 20% qualified female officers or show steady improvement in increasing their female nominations as compared to previous SAAT submissions;
- Increasing the participation of female AMS instructors in upcoming SAAT visits with focus on PCCs with less or no female deployment in field missions;
- Encouraging PCCs who do not request SAAT to intensify their efforts in nominating more female police officers with the required skills and providing adequate pre-deployment training;
- Prioritizing the deployment of police officers to the field missions in such a way that PCCs who nominate female officers for deployment will be given priority over those PCCs who do not. This may entail shifting of numbers among PCCs in favour of female deployment to the extent possible;
- Liaising with all the Member States and individuals concerned, including through recently launched "International Network of Female Police Peacekeepers Website" (www.womenspolicepeacekeepers.org);

The all-female SAAT visits will be organized the following way:

- The PCCs are expected to submit their nominations for all-female SAATs with attached application forms duly completed, together with disciplinary clearance and indication of the peace operation(s) they wish the successful candidates to be deployed, by 28 February 2014.
- The Police Division will pre-screen the nominations to select the candidates that fit the profiles required.
- Up to four top PCCs with the highest selected candidates (amounting to a total of 300 female officers) will be chosen to each host pilot all-female training and UN SAAT examination.
- The female police officers who have passed the pre-screening but are not nationals of the selected four PCCs will be integrated in the regular SAATs conducted in their countries.
- The selected PCCs will be asked to sign the formal Exchange of Letters (EOL) with the United Nations in order to host a two-week all-female training followed by one week UN SAAT examination, with donors' funds already available to support this initiative. This EOL will also include the PCCs' guarantee of successful officers' deployment.

(8)

B/10

261

- The Police Division will organize a two-week training including language, driving and firing exercises and a mock test in selected PCCs. The instructors will include female officers and will come from the UN field missions and the selected Member States to ensure sustainability.
- Following the above training, the Police Division will organize a one-week UNSAAT examination in each PCC. The SAAT examiners will be an all-female team.
- The Police Division will deploy successful candidates to the field missions in accordance with the ECLs and the rotations schedule.

Outcome

Host-State agencies:

The initiative will directly benefit host state law enforcement organizations and local population through the increased deployment of qualified female UN Police officers that will result in increased effectiveness of the United Nations police integrated approach to local police support.

Member-States:

The Police Contributing Countries will be given a chance to increase their participation in UN Peacekeeping operations through the targeted deployment of qualified female officers. Their law enforcement agencies will benefit from the enhanced pool of female police officers with the international exposure.

UN and the Missions:

UN field missions will benefit from the enhanced gender balance to better deliver the service to most vulnerable groups of population and host-state agencies.

Contacts

The contact details of the Police Division Coordinators of this initiative are provided below.

Ms. Regina Tengey
tengeyr@un.org
212-963-7615
DC1-0778

Mr. Denis Tikhomirov
tikhomirovd@un.org
917-367-3682
DC1-0782

Mr. Eyas Mahadeen
mahadeen@un.org
917-367-4936
DC1-0784

07

SKILL SETS AND EXPERTS' PROFILES
Updated in August 2013

Skill Sets	Required Experts' Profiles	UN Missions where listed skills are required
1 Management	• Supervision/command of police units	UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNFICYP, UNISFA, MINUSMA, UNSOM,
	• Project/program management	UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNAMA, UNMISS, UNISFA, MINUSMA, UNSOM,
	• Institutional building	UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNMISS, UNISFA, MINUSMA, UNSOM,
	• Organizational planning	UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, MINUSMA, UNSOM,
	• Police Reform and Restructuring	UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNISFA, MINUSMA, UNSOM
	Other	
	- Liaison functions in various areas	UNMIK, UNAMID, UNFICYP
	- Strategic planning	UNAMID, UNOCI, MONUSCO, UNSOM, UNOCI
	- Police vetting	UNAMID, UNMIL, UNOCI, MONUSCO, UNIOGBIS, MINUSMA
	• Police infrastructures administration	UNAMID, UNMIL, UNOCI, MONUSCO, UNAMID, UNMIL, UNOCI, MONUSCO, UNMISS, MINUSMA
2 Administration	• Fiscal management, budget development, payroll system management, financial auditing.	UNAMID, UNMIL, UNOCI, MINUSTAH, UNIPIL, UNMISS, MINUSMA, UNFICYP,
	• Procurement logistics, asset management, fleet management, tenders and contracts.	UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNMISS, MINUSMA, UNMIK, UNFICYP,
	• Human resources management.	

TO: PERMANENT MISSION OF

FROM: DPKO/PD/SRS

DATE: Tue Dec 24 2013 11:13 EST

9/10

88

82
14

<ul style="list-style-type: none"> Internal affairs, discipline management 	<p>UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNMISS, MINUSMA</p>
<ul style="list-style-type: none"> Audit/inspection of police units; 	<p>UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNMISS, MINUSMA</p>
<ul style="list-style-type: none"> Legal support, drafting of police acts, policies and guidelines. 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, MINUSMA</p>
<ul style="list-style-type: none"> Other 	<p>MINUSMA</p>
<ul style="list-style-type: none"> - UNPOL related internal administrative procedures - Police reporting 	<p>MINUSTAH</p>
<ul style="list-style-type: none"> Planning and running critical police/security operations in regard to elections, demonstrations, public events etc. 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNFCYP, UNISFA, MINUSMA, UNSOM</p>
<ul style="list-style-type: none"> Public order (FPU-related) 	<p>UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNMISS, UNSOM</p>
<ul style="list-style-type: none"> VIP protection and security 	<p>UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNMISS, UNSOM</p>
<ul style="list-style-type: none"> Traffic management, including all vehicles related policing issues 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNISFA, MINUSMA, UNSOM</p>
<ul style="list-style-type: none"> Security of Airports and other large strategic infrastructures 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNISFA, MINUSMA, UNSOM</p>
<ul style="list-style-type: none"> Border security, customs, riverside police, immigration etc. 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPIL, UNISFA, MINUSMA, UNSOM</p>
<ul style="list-style-type: none"> Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings 	<p>UNMISS, UNMIL, UNOCI, MINUSTAH, UNIOGBIS, UNIPIL, UNMIK, UNAMID, MINUSMA, UNSOM</p>
<ul style="list-style-type: none"> Special police (SWAT, rapid reaction units, antiterrorist, undercover operations) 	<p>UNMIL, MONUSCO, UNAMID, MINUSMA, UNSOM, MINUSTAH</p>
<ul style="list-style-type: none"> Other (please describe): - FPU/Police Coordination, COE Logistics and FPU Administration. 	<p>UNAMID, MINUSTAH, ONUCI, MONUSCO, UNMIL</p>

3 Police Operations/ Security

7/10

22

<ul style="list-style-type: none"> - Bomb/explosives experts - Livestock protection - Special/paramilitary police experts with experience in close quarter battle, land navigation, water borne operations and rappelling tactics - Incident control and Search and Rescue Operations - Fire Prevention and Fire Fighting 	<ul style="list-style-type: none"> • Crime scene management • Suspect/witness interview • Investigation of crimes (serious crimes, fraud, homicide, burglary, SGBV, etc.) • Criminal records/data base management • Crime/data analysis, crime trend recognition • Criminal intelligence analysis and management • Forensic, including, crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc. • Community policing • Traditional policing (paramount, tribal, nomad-focused, etc.) 	<p>UNMISS, UNISFA, MINUSMA UNMIL</p> <p>UNMIL MINUSTAH</p> <p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNFICYP, UNIOGBIS, MINUSMA, UNISFA, UNSOM, UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNFICYP, UNISFA, MINUSMA, UNSOM, UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNFICYP, UNISFA, MINUSMA, UNSOM, UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNFICYP, UNISFA, MINUSMA, UNSOM, UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNISFA, MINUSMA, UNSOM</p> <p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPSIL, UNFICYP, UNAMA, UNISFA, UNSONM</p> <p>UNAMID, UNMIL, UNOCI, UNIOGBIS,</p>
--	---	--

4
Crime
Management/
Crime
Prevention

8/10

67
 13

	<p>Other (please describe)</p> <ul style="list-style-type: none"> - Investigation of - Narcotic Offenses, - Economic Offenses - Mine Policing - Cyber Crime - Vehicle Theft - Arson/Fire 	<p>UNIPSIL, UNSOM, UNMISS, UNMIL, UNMISS, UNMIL, MONUSCO UNOCI, UNMISS UNMISS, MINUSMA</p>
	<ul style="list-style-type: none"> • Training organization and management; 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPSIL, MINUSMA, UNSOM,</p>
	<ul style="list-style-type: none"> • Curriculum and training plans development 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPSIL, UNFICYP, UNISFA, MINUSMA, UNSOM,</p>
	<ul style="list-style-type: none"> • General training (including in-service training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc. 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNIOGBIS, UNIPSIL, UNFICYP, UNISFA, MINUSMA, UNSOM,</p>
	<ul style="list-style-type: none"> • Tactical training: self defense, police formations, procedures such as arrest, search, detention, etc. 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNISFA, MINUSMA, UNSOM,</p>
	<ul style="list-style-type: none"> • Weapons handling training (non lethal and fire arms) 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSTAH, UNISFA, MINUSMA, UNSOM,</p>
	<ul style="list-style-type: none"> • Language training: English French 	<p>UNMISS, UNAMID, UNMIL, UNOCI, MONUSCO, MINUSMA</p>
<p>5 Training</p>	<p>Other: - Public Order management/ Specialized Police Interventions/ Close protection services, FPU-STM. - Training need assessment/analysis</p>	<p>UNMIL, UNAMID, MINUSTAH, ONUCI, UNSOM, MONUSCO, UNMISS, UNAMID, UNISFA, UNSOM, UNMIL</p>

92
92

	<ul style="list-style-type: none"> - Computer literacy and basic driving skills - Data base development, management and usage - Traffic management, VIP escorting, vehicle and drivers licensing - Train-the-trainers - Diplomatic Protection - Community policing - Hostage situation - Aviation security - Organized/Transnational Crimes - Swim training (sea) - Dog handling (sniffing dogs) 	<p>UNFCYP, UNSOM UNOCI, UNMISS, UNAMID, UNSOM UNMISS, UNSOM UNMISS, UNISFA, UNSOM UNMISS, UNSOM UNMISS, UNISFA, UNSOM MINUSMA, UNSOM UNMIL UNMIL UNOCI UNOCI</p>
<p>6 Technical Support</p>	<ul style="list-style-type: none"> • Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives • IT: database development and administration, system design, computer programming, network specialists. • Communication: radio and data communication system establishment and management, police radio network installation and maintenance. • Police Surveillance: equipment installation, running operations, use of evidence. • Public Information • Civil engineers: construction projects, building standards, architecture, building plan developing. • Medical doctors Other - medical technicians 	<p>UNMISS, UNMIL, UNOCI, MONUSCO, UNAMID, MINUSMA UNMISS, UNAMID, UNMIL, UNOCI, MINUSTAH, MINUSMA UNMISS, UNAMID, UNMIL, UNOCI, MINUSTAH, MINUSMA UNAMID, UNMIL, UNOCI, MONUSCO, MINUSMA UNAMID, UNMIL, UNOCI, MONUSCO, UNPSIL, MINUSMA UNAMID, UNOCI, MINUSTAH, UNIOGBIS, MONUSCO, UNMIL UNOCI, UNOCI</p>

BIO-DATA PROFORMA

1. Job specification as per UN Police Skill Set of UNDPKO.
2. Name of the Officer
3. Designation/Rank/organisation with present place of posting.
4. Date of Birth
5. Education/Qualification
6. Date of Joining Police Service
7. Service/Cadre/Batch
8. Educational Qualification
9. Previous UN experience

Telephone No.

- a. Office
- b. Residence
- c. Mobile No
- d. Fax No.
- e. E-mail id

I hereby certify that, I fulfill the eligibility requirement notified for the post applied for.

(Signature of the applicant)

Name
Rank
Force/Police Number
Identity Card No
Present place of posting
State/Organization
District Name
Pin-Code