

# United Nations Institute for Training and Research (UNITAR)

What is the name of your organization

UNITAR

Does your organization have any field presence?

No

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

UNITAR Training Programme for Civilian Personnel of UN Peacekeeping Operations on the Special Needs of Women and Children in Conflict (acronym: UNITAR WCC). Where applicable, relevant information regarding other UNITAR programmes has been included in this survey.

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

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Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

UNITAR is a training institute, which does not itself carry out any conflict prevention and early warning activities.

Progress and results In the Field

Indirectly, certain UNITAR training activities (especially those in international relations and international law) may enhance the conflict prevention skills of training participants and foster a culture of peace in the target countries where UNITAR delivers training.

Lessons learned and good practices At Headquarters

n/a

Lessons learned and good practices In the Field

n/a

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

n/a

Please describe any activities not included in the Action Plan

UNITAR operates almost 20 different training programmes in the areas of international relations, law, diplomacy, economics, environment, technology etc. Obviously, gender aspects play a role in most of these areas.

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

UNITAR's "Programme in Peacemaking and Preventive Diplomacy" (acronym UNITAR PPD) holds training programmes in conflict prevention and resolution and trains participants in negotiation and mediation, including UN staff and diplomats. The programme makes a special effort to include women in all of these activities, including a special appeal for women nominees in our letter inviting governments and UN departments to submit nominations.

Progress and results In the Field

n/a (The UNITAR PPD training programmes do not take place in the field.)

Lessons learned and good practices At Headquarters

n/a

Lessons learned and good practices In the Field

n/a

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

n/a

Please describe any activities not included in the Action Plan

n/a

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

Most planning for the following programme takes place at UNITAR Headquarters: in 2001, UNITAR launched its "Training Programme for Civilian Personnel in Peacekeeping Operations on the Special Needs of Women and Children in Conflict" (UNITAR WCC = the only UNITAR programme almost exclusively devoted to gender issues) to deliver awareness-raising training on gender and child protection to UN Peacekeeping Operations. All costs of the training are covered by UNITAR; the

seminars are essentially a benefit donated to DPKO by an external service provider, namely UNITAR. One of the stated aims of the programme is to expand the role and contribution of women in peacekeeping operations by delivering the message that (and why) this development is important, and by encouraging women already employed in mission. By definition ("...civilian personnel...") the UNITAR training does not target military and police personnel, who until early 2006 fell under the responsibility of DPKO/TES, although a few representatives from these two groups are often invited to join the training as observers. This reflects the peacekeeping reality in which military personnel frequently works alongside their civilian colleagues and has close contacts with the local population.

#### Progress and results In the Field

The programme is now a well-known and well-respected feature of United Nations peacekeeping training. By December 2005, twenty-five seminars and four special briefings had been held in eight peace operations (UNMIBH, UNMEE, MONUC, UNMIK, UNMISSET, UNAMA, MINUSTAH, ONUB). Feedback from those who have attended UNITAR's courses continues to emphasize the usefulness and importance of this type of "eye-opener" training.

#### Lessons learned and good practices At Headquarters

n/a

#### Lessons learned and good practices In the Field

Based on tests, experience and feedback the following formula has been developed: the seminars consist of distinct training modules, each of which covers a particular topic and can last from an hour to half a day. The courses combine concept learning (through brief presentations, lectures and visual aides), role-playing (through gaming and simulation exercises), real-world exposure (through case studies, illustrations of good practice, lessons learned and videos) and experience sharing (through working group exercises, discussions and participant interaction). At the beginning of each course, each participant receives a set of background reading material for further self-study, which contains academic essays, official UN documents, fact sheets, reports, case studies, public information material, printed versions of visual presentations used during the seminars, etc. In addition to the full-length seminars, "wrap-up briefings" are sometimes offered to peacekeeping operations that request one. These briefings take the seminars' key messages to the leaders of a peacekeeping mission, who cannot (or say they cannot) attend a training event lasting several days. They last two or three hours, during which the seminars' training modules are summarized and the major findings presented and discussed with the aim of formulating recommendations for concrete action by the peacekeeping operation. Most participants are junior or mid-level civilian staff members of the mission. Men and women are equally targeted. Increased efforts are being made to attract participants among the senior management because they are the ones who can take policy decisions that support women and children. Many, but not all participants (which is intended) cover women's or children's issues as a part of their professional duties. UNITAR particularly encourages locally recruited staff to attend the seminars. A limited number of UN staff members working for other parts of the UN system in

the mission area are also admitted, as are often some representatives of local NGOs or government.

Gaps and challenges At Headquarters

UNITAR depends solely on voluntary contributions and has no guaranteed sources of income. Fundraising is done for individual programmes, of which the "Special Needs of Women and Children in Conflict" is one. A marked growth of this programme (to serve more peacekeeping operations) could only be achieved through a massive increase in funding. Since early 2006, the ongoing, unfinished and open-ended reform process in DPKO's training structures (which led to a standstill in certain activities) has meant that UNITAR has temporarily lost a cooperation partner that used to be reliable, fast and flexible.

Gaps and challenges In the Field

Occasional practical, field-specific constraints: overstretched cooperation partners, less than ideal functioning of some peacekeeping missions, demand for training too high for UNITAR's resources (i.e. far more training applicants than places available), sometimes training placed very low on mission leadership's list of priorities.

Please describe any activities not included in the Action Plan

n/a

Area of Action D. Humanitarian response

Progress and results At Headquarters

No UNITAR activities take place in this thematic area, though some training activities deal with humanitarian topics, and UNITAR's peacekeeping distance learning programme (UNITAR POCI) includes one correspondence instruction course on humanitarian work.

Progress and results In the Field

n/a

Lessons learned and good practices At Headquarters

n/a

Lessons learned and good practices In the Field

n/a

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

n/a

Please describe any activities not included in the Action Plan

n/a

## Area of Action E. Post-conflict Reconstruction and Rehabilitation

### Progress and results At Headquarters

No UNITAR activities in this area, though some training on post-conflict reconstruction and rehabilitation (or related topics) takes place: see immediately below

### Progress and results In the Field

Of the hundreds of training programmes that UNITAR organizes annually (with tens of thousands of participants), one prominent project worth mentioning here is the "Afghan Fellowship Programme," a long-term training and mentoring programme for Afghan officials, administered by UNITAR's Hiroshima Office for Asia and the Pacific (UNITAR HOAP).

### Lessons learned and good practices At Headquarters

n/a

### Lessons learned and good practices In the Field

n/a

### Gaps and challenges At Headquarters

n/a

### Gaps and challenges In the Field

n/a

### Please describe any activities not included in the Action Plan

n/a

## Area of Action F. Disarmament, Demobilization and Reintegration

### Progress and results At Headquarters

No UNITAR activities in DDR, and no UNITAR training activities in DDR so far - but the Institute has been approached by UNDP and DPKO to play a role in the training component of the nascent "Integrated DDR Standards." Multi-agency talks about possible cooperation are continuing at this stage. UNITAR WCC seminars (see: Area of Action C) often include a training module on gender aspects of DDR.

### Progress and results In the Field

n/a

### Lessons learned and good practices At Headquarters

n/a

### Lessons learned and good practices In the Field

n/a

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

n/a

Please describe any activities not included in the Action Plan

n/a

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

The previously described UNITAR "Training Programme for Civilian Personnel in Peacekeeping Operations on the Special Needs of Women and Children in Conflict" (see: Area of Action C) covers gender-based violence as one key aspect of a much wider topic. The programme's premier objective is to make peacekeeping personnel aware that women are not only victims and that empowered women can play a vital role as partners in post-conflict situations. Simultaneously, this programme supports the United Nations' efforts to raise awareness for the rights and needs of children in situations of armed conflict.

Progress and results In the Field

See previous entry describing the main programme (Area of Action C). Gender-based violence is a key, recurrent topic in all training modules and discussions.

Lessons learned and good practices At Headquarters

n/a

Lessons learned and good practices In the Field

n/a

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

n/a

Please describe any activities not included in the Action Plan

n/a

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

Since 2005, the previously described UNITAR "Training Programme for Civilian Personnel in Peacekeeping Operations on the Special Needs of Women and Children

in Conflict" (see: Area of Action C) covers SEA and a substantial amount of time is set aside for this topic.

Progress and results In the Field

Fruitful cooperation with Gender Units and Code of Conduct officers in peacekeeping operations in bringing SEA training and awareness to UN peacekeepers.

Lessons learned and good practices At Headquarters

n/a

Lessons learned and good practices In the Field

Training participants so far have been found to be receptive to SEA messages and genuinely interested in this timely and controversial topic, but some - depending on their background - seem to remain confused, skeptical or reluctant. This would indicate that UN staff have far from internalized and universally accepted the SEA message.

Gaps and challenges At Headquarters

n/a

Gaps and challenges In the Field

see "Lessons Learned"

Please describe any activities not included in the Action Plan

n/a

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

No

If yes, please describe:

If not, please explain:

This is due to the small size of UNITAR. When comparing Res. 1325 with UNITAR's mandate, the self-evident area in which UNITAR can contribute meaningfully is by making training on 1325 available to the UN system. This is exactly what is happening. In fact, in the area of training UNITAR was one of the organization whose reaction to Res. 1325 was quickest: A little over a year after Res. 1325 UNITAR's WCC training programme was fully operational.

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Yes

If yes, please describe:

UNITAR designed, created and implemented a separate training programme precisely as a result of Res. 1325.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Yes

If yes, please describe:

YES, in order to design specific training events. UNITAR coordinates its training activities with DPKO and cooperates with other parts of the UN system, particularly UNICEF and UNHCR (but also with partners outside the UN).

Have any specific challenges been encountered?

Only since 2006, the ongoing restructuring process in the "training" part(s) of DPKO has led to delays, contradictory messages from DPKO and a "wait and see" attitude that hampers the speedy implementation of training projects.

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Don't know

If yes, please describe:

YES, peacekeeping operations, UNICEF, UNHCR, UNHCHR, UNIFEM (occasionally) - all for the purpose of implementing training projects.

Have any specific challenges been encountered?

Only the usual challenges linked with operating in a field environment - occasional lack of resources, overworked staff, mild disorganization.

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Don't know

If yes, please describe:

YES. Government actors and civil society activists often teach at UNITAR-organized training events and/or are allocated a few seats as participants. UNITAR also has a standing, well-functioning cooperation agreement with the International Committee of the Red Cross.

Have any specific challenges been encountered?

No

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?



YES

If yes, please describe:

YES. To the best of our knowledge, UNITAR offers the only intensive, wide-reaching, long-term, consistent peacekeeping training programme on Res. 1325 in the UN system.

If not, please explain:

#### Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Don't know

If yes, please describe:

NO. UNITAR is too small. In all questions of accountability, simple and direct communication between UNITAR's Director and Section Heads (and between Section Heads and Section staff) achieves the desired results.

Have any specific challenges been encountered?

#### Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

Don't know

If yes, please describe:

Don't know. Not all Sections and programmes of UNITAR use RBM Frameworks.

If not, please explain:

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

Don't know

If yes, please describe what indicators:

Don't know.

#### Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

YES. All UNITAR training programmes (including the one on Res. 1325) are systematically monitored and evaluated, the latter either by training beneficiaries or by independent evaluation teams/mechanisms.

If not, please explain:

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Not applicable

If yes, please describe:

Not applicable.

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Don't know

If yes, please describe:

YES. Sex and age for staff statistics; sex only for participant statistics.

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Don't know

If yes, please describe:

YES, in the sense that all official UNITAR reports covering the whole Institute (and not just one Section) include a chapter on UNITAR's WCC (Res. 1325) training programme.

If not, please explain:

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

If not, please explain:

NO. While training on Res. 1325 is what the UNITAR WCC programme is all about, the training is a service to the UN system (especially to UN peacekeepers) and does not target our own UNITAR staff.

What categories of staff are being trained? [Senior Management]

No

What categories of staff are being trained? [Professional Staff]

No

What categories of staff are being trained? [Technical Staff]

No

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Don't know

What categories of staff? [Senior Management]

No

What categories of staff? [Professional Staff]

No

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Don't know

If yes, please describe how information technology is used in that process.

YES. Due to UNITAR's small size, information is shared informally and effectively, e.g. at staff meetings (which all UNITAR staff attend) or through direct communication between staff.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Don't know

If yes, please describe [differentiate between RB and XB]:

If not, please explain:

NO. Training demands placed by peacekeeping operations on UNITAR are enormous. It is estimated that, funding permitting, UNITAR could increase its Res. 1325 training activities by the factor 10 without running out of target audiences. UNITAR depends solely on voluntary contributions and if funding is not forthcoming, whole programmes and Sections of UNITAR will simply be closed down (as has happened in the past).

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Don't know

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Don't know

If yes, please describe and specify level/s of staff:

YES. The Head of the UNITAR/WCC training programme (P-4) acts as informal GFP for the Institute, at HQ level.

If not, please explain:

How many other staff members are directly involved in implementation? Please indicate professional level.

None

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Don't know

If yes, please describe:

YES. UNITAR is already the UN organization with the highest percentage of female staff, as well as the only UN organization where more women than men occupy posts in the professional category.

Have any specific challenges been encountered?

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Not applicable

If yes, please describe:

Not applicable

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007? You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

UNITAR cooperates with DPKO at HQ level, and with individual peace operations in the field. Although both sides are part of the same structure, we sometimes receive contradictory information from the field and HQ - not helpful!

#### Accountability

Senior-level commitment in peace operations to training, gender and child protection is still inadequate in certain missions - "hard facts" and "traditional" topics like military issues, security questions or DDR are still given priority.

#### Results-based Management

#### Monitoring, Evaluation and Reporting

#### Capacity-Building

See "accountability" above, particularly with regard to the importance of training in peace missions. While integrated training in peacekeeping is something UNITAR fully supports, the disappearance of the Civilian Training Section in DPKO could send out the wrong signals.

#### Human and Financial Resource Allocation

Quite obvious: funding for gender training is still insufficient, in particular given the rapid rotation of certain categories of peacekeepers (military).

#### Gender Balance

#### Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

Multiply training activities in this area (since the need is there), if we had the resources.

Are there any other comments you would like to make?

Do you have any suggestions for improving this questionnaire for use in subsequent years?

Yes: Please return to a "Word" rather than on-line format! On-line surveys are really only useful if you need to process hundreds or thousands of surveys. This on-line questionnaire is very difficult to share with colleagues and moving back and forth

through the pages is tedious (can only go to previous or next page, not jump). I have also noted that in some sections of this survey when I clicked buttons my choice was never saved, but the system reverted back to the default reply when I opened the unfinished questionnaire the next time. Lastly, will senders be able to save a copy of the completed questionnaire for their own records? (Guess I will find out when I submit it.)