

UN

UNITED NATIONS



NATIONS UNIES

Department of
Peace Operations

**Current and Emerging Uniformed Capability Requirements
for United Nations Peacekeeping**

March 2021

Executive Summary

The COVID-19 pandemic is still a major point of concern for strategic and mission-specific force and police generation efforts. The work and lessons learned by the UNHQ, Missions and Member States have helped to reduce delays in the rotation of individuals and units in our missions.

To support the stabilization of the security situation in MINUSCA before and after the presidential and legislative elections of 2020, timely intermission cooperation between UNMISS and MINUSCA allowed two Rwandan infantry companies to arrive in CAR on 24 December, as well as one Sri Lankan Mi-17 utility helicopter on 30 December and a second one on 5 January 2021. The collaboration from the involved Member States was crucial to the success of this temporary reinforcement.



Rwandan soldier from UNMISS in MINUSCA

On 12 March 2021, with the aim of enabling MINUSCA to enhance its capacity to prevent and reverse a further deterioration in the security situation, while creating space for the political process to advance, the Security Council authorized an increase to the size of MINUSCA's military and police components by 2,750 and 940 respectively. While some Member States pledges have already been selected for new deployment off the PCRS, the remaining needs are reflected in Annex C (p.12). Member States are encouraged to review these gaps and discuss any interest in potential pledges with the Secretariat.

MINUSMA's Adaptation Plan also remains as a critical force generation workstream. Despite some new pledges received recently there are still gaps, notably of armed or attack helicopters and unmanned aerial systems. Details of these can be found on page 5.

Finally, planning is underway for a major strategic force generation event in 2021, the next Peacekeeping Ministerial, to be held 7-8 December 2021 in Seoul, Korea. This paper is one guide to help Member States understand the UN's current and mid-term critical needs. Looking to the Ministerial, we urge Member States to consider pledging units that are in high demand and low supply, such as helicopter units and quick reaction force companies. It is important to highlight that at this stage no commitment from the T/PCC to deploy is required, nor can the Secretariat promise to deploy any pledged capability.

A summary of units registered in and deployed from the PCRS is available in Annex A (p.10).

Annex B displays the current capacity of deployable PCRS pledges (those at Level 2, 3 and RDL) as compared to the required number of units for a new medium-to-large-scale mission (p.11).

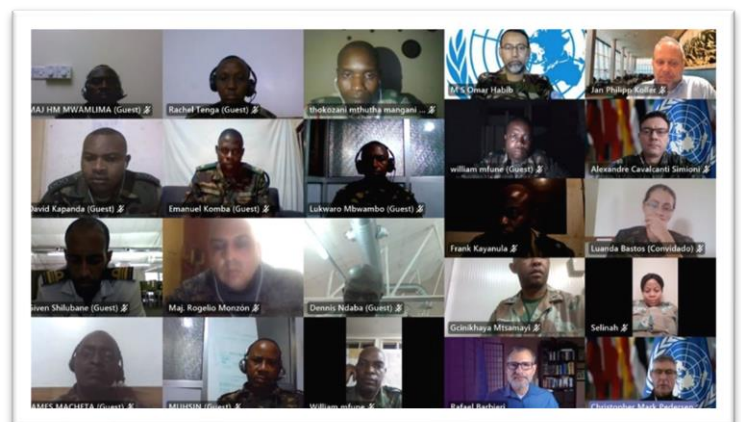
I. THE EVOLVING PEACEKEEPING ENVIRONMENT

While peacekeeper fatalities due to malicious attacks have been on a three-year decline, recent attacks in MINUSMA and MINUSCA have resulted in tragic loss of 13 peacekeepers. These actions have been overt and targeted to limit the freedom of movement of mission personnel and the local population. In MINUSMA, there has been an increase in attacks by remotely controlled improvised explosive devices. Complex attacks against well-protected UN camps have stopped; however, such type of attacks still pose a threat to less protected camps. In this context, the Secretariat, Member States and the Missions continue to identify ways to better protect peacekeepers through initiatives contained in Action for Peacekeeping (A4P), including through updating the Action Plan on the Security of UN Peacekeepers as well as identifying specific measures for MINUSMA and MINUSCA.

To address the military and police strategic requirements in this operational environment, we focus our efforts on the generation of critical capabilities; the conduct of capacity-building through training and mentoring, including for mission leadership; the introduction of new technologies to improve efficiency and effectiveness and protect personnel and facilities; and the enhancement of engagement with T/PCCs to address capability shortfalls, develop interoperability, encourage a proactive mindset, and remove or pre-disclose all operational caveats.

II. TRAINING AND CAPACITY BUILDING

Following travel restrictions imposed by the COVID-19 pandemic, the Integrated Training Service has suspended all face-to-face training. Work is now focused on training development and the delivery of remote training sessions. In the first quarter of 2021, work is underway on the development of new training materials for Operational Logistics Officers; Intelligence, Surveillance and Reconnaissance; UN Infantry Battalions; and seven UN police training programmes.



Remote Training for future MONUSCO FIB SO

In April, ITS and OMA will introduce the UN Peacekeeping Military Intelligence Officers training materials that were completed in 2020, but not rolled out due to COVID-19. Member States contributing intelligence officers to Force and Sector Headquarters, infantry battalions or other units with intelligence roles will be invited to participate in the on-line training.



TPP Training provided by Japanese Engineers

The **Triangular Partnership Programme (TPP)** is developing remote (and blended) engineering training to be rolled out in 2021. The training will cover thematic areas including physical security infrastructure and environmental management in peace operations. In collaboration with DHMOSH and OICT, the TPP will also be developing telemedicine capabilities in missions with pilots in MINUSMA, MINUSCA and MONUSCO. The TPP will continue to increase training in French language for francophone TCCs, in addition to the regular in-person engineering and medical courses, and the Command and Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) courses managed by OICT. The logistics of the courses is

conditional on the status of the pandemic.

The **Light Coordination Mechanism (LCM)** continues to facilitate partnerships between T/PCCs and Member States to provide support to address short- and medium-term needs and to help build sustainable national systems. The LCM also works to deconflict training and capacity-building activities. We invite Member States to share, on a voluntary basis, information regarding their bilateral capacity-building and training activities for peacekeeping T/PCCs planned for 2021.

Following a recommendation of the Special Committee on Peacekeeping Operations, the LCM organized between December 2020 and February 2021 three working group sessions with over 30 Member States with an interest in military mobile training support. The objective was to discuss the possible mechanisms and applicable legal status of **military Member State-led Mobile Training Team (MTT)** commitments, which will be reflected into a policy to be developed by the Secretariat.

Looking to the remainder of 2020, the following support is needed to strengthen performance:

- Specific and targeted pledges of training support, delivered in T/PCC home locations, focused on training of trainers in critical unit skills such as operating in an IED environment. Individual skills also need enhancement, particularly with regard to basic first aid training (in accordance with UN standards), as well as staff officer duties in both core military areas and areas specific to peacekeeping. The aim of this training should be to build national capacity, rather than to train contingents or individuals who will deploy. ITS is the point of the contact for this issue.
- Medical training is a priority. In addition to the Basic First Aid Course (BFAC), together with the TPP, the Division of Healthcare Management and Occupational Safety and Health (DHMOSH) has developed the United Nations Field Medic Assistant Course (UNFMAC). The course teaches how to deliver life-saving advanced first aid to sustain life for up to an hour until medical help arrives. This course is a critical step to build an integrated trauma care chain. Both trainings are on hold due to COVID-19 and travel restrictions. However, efforts are underway to build online training for some of their parts and to resume the courses when global travel and other restrictions are lifted. The development of a new course for TCCs' medical staff working in level 1 hospitals is also underway.

- The UN is currently working to ensure access to COVID-19 vaccines for UN personnel, including peacekeepers, in locations where there are challenges of vaccine access from local authorities. As part of the preparation, all T/PCCs must ensure that any of their healthcare providers that will deploy to the mission or are currently on mission complete required “WHO COVID-19 Vaccination Training Course for Health Workers”. Completion of this course is a requirement for all healthcare providers that will be involved in the COVID-19 vaccination campaign and administration of COVID-19 vaccine and or management of any adverse effects that may be associated with vaccine administration. The training package has six modules and was developed by WHO and UNICEF for frontline healthcare workers to ensure smooth implementation of COVID-19 vaccination efforts and ensure that all healthcare providers involved are equipped with adequate skills and knowledge for the safe delivery of vaccines. The training package is available at the link: <https://openwho.org/courses/covid-19-vaccination-healthworkers-en>. All T/PCCs should ensure that their healthcare personnel maintain proof of completion and or certificate of completion of this training.

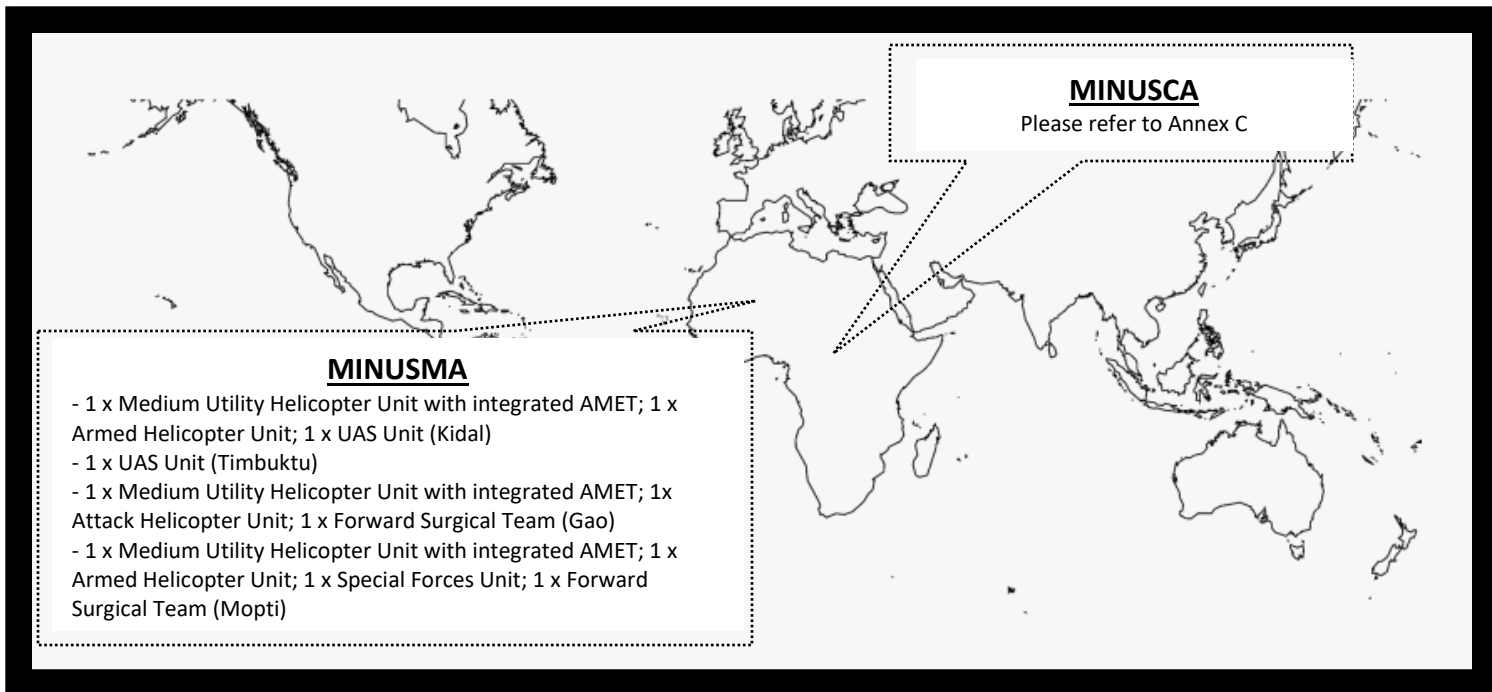


WHO Training - WHO/Blink Media – Giliane Soupe

- Translation of various training materials into the six official languages. It is preferred that Member States assume this responsibility themselves using national resources. ITS is the point of contact for this issue.
- Offers to host 50/50 male/female courses with all female participants being fully funded. Attendance should be linked to a commitment by participating T/PCCs to deploy the trained female personnel.
- Member States with resources and/or expertise related to engineering, medical and Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) are encouraged to join the Triangular Partnership Project as Supporting Member States and contribute funding, qualified trainers (including those fluent in English and French) and associated equipment.

III. MISSION-SPECIFIC UNIT GAPS

Field Missions continually revise their capability requirements, either to adjust to new challenges, strengthen existing capabilities or adapt to available resources. MINUSMA and MINUSCA both face critical gaps due to their respective enhancements. The below list of mission-specific critical gaps remains dynamic and will change. Member States are recommended to contact DPO’s Force Generation Service and/or Police Division for real-time updates or for more details, and then engage the PCRS manager to register the pledge. **Gaps are only removed from this list when existing pledges are officially accepted by DPO.**



IV. GENERAL CAPABILITY GAPS

This section highlights trends and capability requirements for the preparation and generation of units and individuals to be deployed to new or existing missions. These critical capability areas will require the sustained engagement and contributions of Member States, and should guide their future work:

- **Force Protection** remains a top priority in the face of malicious attacks against UN personnel. The following gaps have been identified in several missions, including base defence:
 - Day and Night vision surveillance equipment and tactical drones with real time inter-link to maintain detection capability, area transparency and situational awareness.
 - Advanced IED detection systems, including ground penetrating radar and hand-held explosive meters, electronic countermeasures and other alert systems linked to area or mission-wide peacekeeping intelligence resources. Explosive Ordnance Disposal (EOD)/IED disposal/Weapons Intelligence Teams and combat engineering.
 - Mine-resistant vehicles are still in demand in MINUSMA as part of the SURs.
 - Indirect fire detection and warning systems integrated with bases' C3-systems (UN operations centers) and increased accommodation protection measures (MONUSCO and



UK contingent deploying to MINUSMA

MINUSMA could benefit from more of these assets).

- Integrated Ground Security and Surveillance Response capability systems to integrate the sensors, decision makers and responders into a common operational picture, communication and response mechanism.
- Counter drone/UAS systems with the capability to detect, identify and take countermeasures in view of the recent incidents of UAS/drones overflying UN bases in Mali

- **Units that are agile and offer flexibility** to missions (Rapid Deployable Units, Force Reserve Companies, Special Forces, Quick Reaction Forces, Recce Companies and Formed Police Units)



Bangladesh QRF Coy in MINUSCA

are required for larger area domination as authorized troop ceilings decrease. These are necessary for contributing to the provision of a secure environment for the protection of civilians, to facilitate humanitarian access and to protect themselves and mission personnel. Missions such as MINUSMA, MONUSCO and MINUSCA are examples where larger units have been reorganized into smaller units such as QRF Coy. Some missions have also noticed that standard armoured personnel infantry carriers are not entirely suitable for urban areas, narrow

streets and mountainous terrain. Smaller vehicles, such as high-mobility light tactical vehicles (HMLTV) and reconnaissance vehicles, are more suitable and, in some cases, already part of units' SURs.

- **Peacekeeping-intelligence-led operations** have become more critical as UN missions expand into complex environments facing multiple threats. Military and police activity must be shaped by focused, coordinated and accurate intelligence to ensure effective operations. In the context of peacekeeping intelligence, it is critical to collect and use information acquired from human sources more effectively, which will require adequate nomination and training. We maintain the need for trained and experienced intelligence officers to be deployed in U2s and JMACs.

- The importance of **effective enabling units** (e.g. multi-role engineers, transport, signals, aviation, and medical) to a mission cannot be overstated. This has been a critical point for missions in regions with limited transportation infrastructure and scarce local resources. Improved medical care, especially night-flight-capable aviation assets for CASEVAC/MEDEVAC and AMET and forward surgical modules, is an obligation when peacekeepers are asked to operate 24 hours per day in dispersed and high-risk environments. Transportation units with integrated force protection elements, remote self-loading and unloading capabilities and rapidly deployable



Engineering unit in MONUSCO supporting mobility

engineering construction units with airfield rehabilitation expertise are required. Complex environments also require modern and capable signals elements that facilitate secure, interoperable communications throughout the mission area. Enabling units must be capable of protecting themselves autonomously. With the increasing number of demanding tasks, missions are not always able to spare infantry units or FPU to protect military enabling units.

- **Aviation** is one of the most critical specialized capabilities deployed to peacekeeping. Its multiple functions contribute to mandate delivery through operational and logistics tasks, including support to the safety and security of peacekeepers. Well-equipped aviation assets are in high demand and short supply. The categories of the aviation assets deployed are: class I, II and III UAS; fixed wing and rotary wing manned ISR aircraft; attack, armed, medium utility, and embarked helicopters; and tactical airlift aircrafts.



In-coming MINUSMA Armed helicopter cockpit

Member States have not registered many of these assets in the PCRS. Even though, each different unit's technical requirements are specified in the respective SURs, as a regular rule, due to the particular operating conditions and hostile environment in which we deploy, UN aviation units are required to be equipped and be capable to operate with i) night flying capability, including night vision sensors, ii) aviation transponder with mode S (TCAS II) and; iii) Ground proximity avoidance systems (GPWS) and/or terrain avoidance and warning system (TAWS). Regarding our Airborne ISR units, the UN normally requires a capable HD day/night EO/IR camera and optional additional sensors such as Synthetic Aperture radar with ground moving target indicator (SAR/GMTI) and Signal intelligence sensors (SIGINT).

- **Staff Officers.** There is a continuous requirement in peacekeeping for experienced and qualified officers in the fields of, inter alia, military planning, intelligence, UAS (including operations, data exploitation and analysis), C-IED, aviation, logistics, GIS and Image Analysts, defence sector reform and civil-military liaison.

The UN follows well-defined procedures which involve various administrative aspects prior to deployment and need sufficient time to take place. Hence, submitting complete nomination packages on time is critical to properly assessing professional standards, competencies and experience for the posts. TCCs need to ensure that nominated officers have met the stipulated professional standards as per the job description and have undergone pre-deployment training/MILOB and Staff Officer courses. Further, certain posts require a more detailed validation process, including interviews, for the candidate at mid-level to senior MSO/UNMEM.

Since 1 January 2021, only the updated version of the Personal History Profile (PHF) is accepted for nominations. The new format of PHF is available on the PCRS website. In this regard, TCCs are encouraged to follow the directions given and ask the candidates to fill the form correctly, detailing all the information requested. This information will not only avoid delays in the deployment and/or operational gaps in the FHQ, it also facilitates the clearance process of those posts where a Human Rights and/or Conduct and Discipline screening is conducted.

- **Technology.** To ensure that peacekeeping operations are able to work safely and effectively in their evolving operating environments, the UN and Member States are seeking to modernize UN and contingent-owned force protection, survivability and duty of care systems, equipment and supporting structures. Modernization in communications, CASEVAC/ MEDEVAC, and force protection measures are some of the notable areas where the use of technology is essential.
- **Environmental** responsibilities for uniformed components continue to be mainstreamed, aimed at facilitating the deployment of better prepared units and individuals. The most recent examples worth mentioning are:
 - All unit commanders must understand their role in reducing their mission's environmental footprint throughout the mission lifecycle. To support this task, DPO/OMA developed a Handbook for Commanders on Environmental Management, which is expected to be released March 2021.
 - A [pocket guide on the environmental duties of peacekeepers](#) was recently published and is available on the PCRS website. Each mission has received it and can share it with incoming units, but also before deployment upon request. This very practical pocket guide has recently been translated into French and Arabic. If interested in providing translation support for other languages, please reach out to DOS/OUSG/Environment Section at dos-ousg-envs@un.org
 - The [2020 Good Practice annual communication](#) is now published and available on the PCRS website. This document helps identifies environmental challenges and shares best practices which helps the continuous improvement of our field operations
 - It is also recommended that T/PCCs contact missions in advance of deployment and request any Directive or SOP on Environmental management issued by the Force Commander or the Police Commissioner. For example, mission-specific guidance has been promulgated in MINUSCA, MINUSMA and UNMISS.
- **French-speaking troops and police.** In many missions, the UN lacks the capability to deploy sufficient uniformed contingents that can effectively communicate with the local population, a critical element of the protection of civilians and peacebuilding. MINUSCA, in particular, requires more francophone military officers.
- **United Nations Formed Police Units' mid-term requirements.**

Current FPU pledges in the PCRS do not necessarily respond to envisaged future challenges. At present, most of the available FPU pledges are Anglophone and/or with a limited SWAT capacity. Member States are requested to explore their resources and work with the Secretariat to pledge in the PCRS Francophone and Anglophone FPUs at RDL (for beyond June 2021), Police Guard Units, Protection Support Units, Police Canine Units, Police Riverine Units, and more SWAT and rapid reaction capabilities, all of which comprise women and men police officers, in line with the targets of the Uniformed Gender Parity Strategy. These are the projected critical assets that PD would like to avail on stand-by for possible future deployment / reinforcements.

- **Gender**

The rate of women staff officers and military observers in the field has increased steadily from 6.4% in July 2017 to 18.7% in December 2020. For military units, the 2021 Gender Parity Strategy target is 8% and for individual positions it is 18% so it is crucial for Member States to continue nominating qualified and trained women personnel.



Female Nepalese Peacekeepers in UNIFIL

3.7% in July 2017 to 5.2% in December 2020. The new requirement for Engagement Platoons in all infantry units, which should have a minimum 50% composition of women troops, will help reach this goal.

Thanks to the continuous support and commitment of Member States, the Police Division made advances towards greater parity by moving closer to realizing and even surpassing the 2025 targets of the Uniformed Gender Parity Strategy. Accordingly, women police officers currently make up 36.4% of professional posts at UNHQ (1.4% above the 35% target for 2028), 20.6% of professional posts in missions, 29.1% of individual police officers (1% below the 30% target for 2028) and 13.7% of formed police units (6.3% below the 2028 target). To maintain momentum, the revised 2019 Standard Operating Procedure on Assessment for Mission Service (AMS) of Individual Police Officers, requires Member States to nominate 25% women candidates of the total number of candidates for the AMS, as opposed to the previously requested 20%. Current achievements are a snapshot in time and are affected by systemic and external challenges. For example, COVID-19 has resulted in the postponement of dedicated preparatory initiatives, which will likely impact the number of nominations of women police officers for service in UN Peace Operations. Dedicated efforts are underway to address some missions' limited gender-sensitive absorption capabilities, particularly in FPU camps. Sustained efforts in support of gender parity are therefore required moving forward.

ANNEX A

CURRENTLY PLEDGED CAPABILITIES

The PCRS is the sole entry point to commit uniformed capabilities to UN peacekeeping. The system supports the Secretariat's selection process for deployments. The status of pledges in the PCRS (Level 1, Level 2, Level 3 and RDL) is shown in the table below.¹ Level 1 indicates a pledge of a formed unit that has included all the required information. Level 2 indicates a successful AAV and that the unit assessed is deemed available for a potential deployment. Level 3 indicates that the pledged capability has the contingent-owned equipment and personnel in alignment with a specific or generic UN military/police statement of requirement (SUR) and this equipment is accurately reflected in a load list. In addition, the Member State has agreed on a specific timeframe for readiness and identified the port of embarkation. Level 3 does not mean a T/PCC has made a final commitment to deploy. A unit at the RDL has been pledged and verified as ready for deployment to any UN field mission within 60 days of a formal invitation from the Secretariat. A "Registered" pledge (e.g. for Staff Officers, IPOs and training pledges) is one for which the various PCRS Levels are not relevant.

The PCRS and the RDL Guidelines will start their respective revision process in the coming months and some T/PCCs will be contacted to support this process.

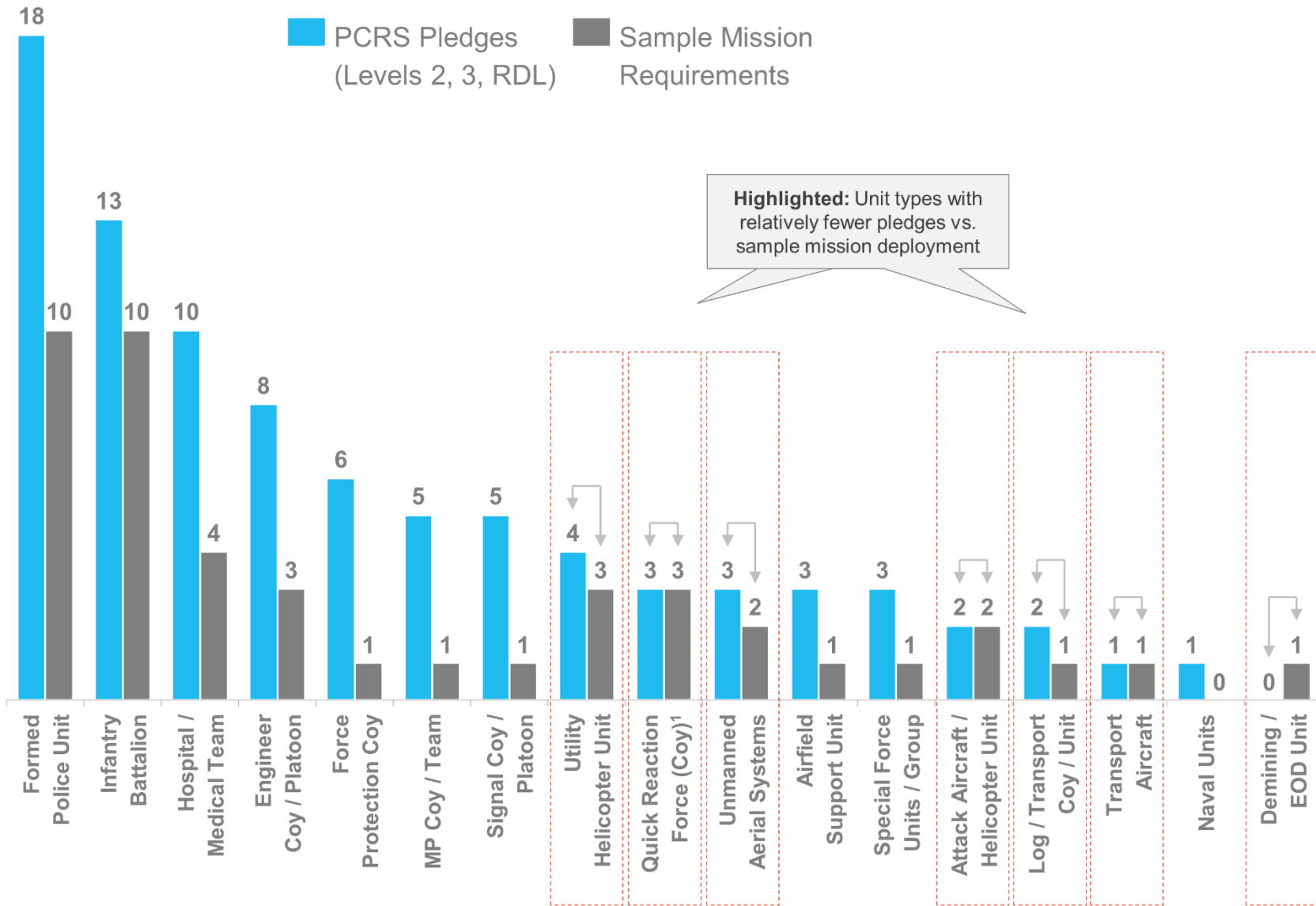
Type of units	# of units in PCRS Level 1	# of units in PCRS Level 2	# of units in PCRS Level 3	# of units in PCRS RDL	Deployed/ Deploying units
Infantry Battalions	15	7	3	3	9
Infantry Company/Platoon	7	-	-	-	4
Recce Company	-	-	-	-	1
Special Force Units/ groups	8	2	-	1	3
Force Protection Company	9	3	2	1	-
Quick Reaction Force (Coy)	16	5	-	1	3
ISR units	2	-	-	-	-
Engineer Companies/ Platoons	16	4	3	1	6
Demining/EOD Units	9	-	-	-	5
Hospitals/ Medical Teams	9	5	4	1	4
Utility Helicopter Units	4	4	-	-	2
Attack Aircraft/Helicopter Units	1	2	-	-	9
Transport Aircrafts	3	1	-	-	1
Unmanned Aerial Systems	2	2	1	-	-
MP Companies/ teams	9	1	3	1	-
Signal Companies/platoons	2	3	1	1	-
Log/Transport Companies/Units	4	1	1	-	2
Formed Police Units	11	14	3	1	6
Police Guard Units	2	-	-	-	-
Naval Units	5	1	-	-	-
Air Lift	6 Registered				
Training Pledges	24 Registered				
Total	134	55	21	11	55

¹ The figures represent all pledges that were confirmed by T/PCCs in the PCRS website on 11 March 2021.

****NOTE:** For pledge registration please visit the PCRS website: <https://pcrs.un.org>. PCRS registration issues may be directed via email to pcrs.maager@un.org **

ANNEX B

Overall capacity of PCRS pledges from Level 2, 3 and RDL vs. requirements for a medium-to-large scale mission

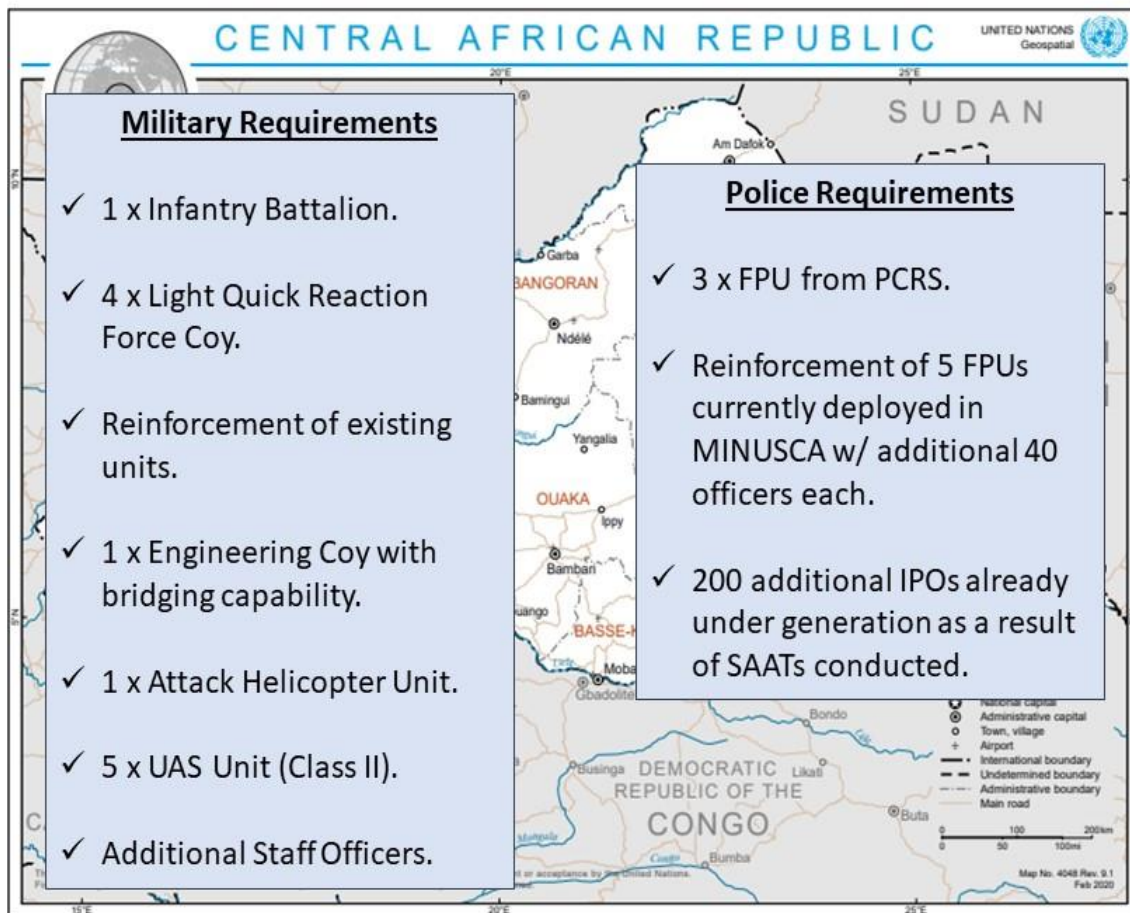


¹ Three additional QRF Coy from Level 2 and RDL are in the process of deploying to field missions.

ANNEX C



Security Council Resolution 2566, dated 12 March 2021, has authorized the increase in the size of MINUSCA's military component by 2750 and MINUSCA's police component by 940.



These are the initial priorities for the Force and Police Generation efforts.