

6th edition, January 2011

# UN POLICE MAGAZINE



United Nations  
Department of Peacekeeping Operations



*Sustainable Peace through Justice and Security*



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**Photo caption:** Officers with their Certificates of Completion after ceremony to mark successful completion of SWAT and VIP protection training course in Sudan. (UN Photo/Paul Banks)

**Cover caption:** United Nations Police Adviser Ann-Marie Orlor visits Timor-Leste. (UN Photo/ Martine Perret)



## FOREWORD TO 50-YEAR ANNIVERSARY EDITION

In the half-century since the first UN-mandated police officer served in Congo, UN Police have played a vital role in helping countries to emerge from conflict. They have aided countries in re-establishing law and order, thereby enabling refugees and displaced people to return to their towns and villages and economic activity to begin again. They have helped to re-build security institutions, providing crucial impetus for judicial systems and respect for human rights to take root. Today, more UN Police are serving in international missions than ever before. Provided by 86 Member States, they are present in 17 missions, offering a concrete sign of the global community's commitment – including that of the UN Security Council – to fulfil its responsibilities to maintain peace and security. UN Police uphold the finest traditions of international public service, and I am proud of the work they do.

I am especially pleased that almost 10 per cent of today's UN Police are female, and that the Organization's "top cop" is a woman: Ms. Ann-Marie Orlor. We are working hard to ensure that women make up 20 per cent of UN Police by the end of 2014. Of course, our goal should be complete parity, in national and international police services alike, but reaching even the lesser objective will take a concerted effort. I continue to urge all UN Member States to support the Police Division in this effort and, more broadly, the "Power to Empower" campaign launched by the Department of Peacekeeping Operations in 2009. Advancing the cause of women, peace and security, in keeping with the landmark Security Council resolutions 1325 and 1889, must be integral to our peacemaking, peacekeeping and peacebuilding efforts, not an afterthought.

This 50-year anniversary edition of the UN Police Magazine sets out a road map for success in the period ahead — in meeting our goals for gender empowerment and, more broadly, in bringing safety and hope to men, women and children in conflict zones around the world. I commend this magazine to a wide global audience.

BAN Ki-moon, United Nations Secretary-General  
December 2010



*The Secretary-General of the United Nations, BAN Ki-moon, visits an IDP camp in Port-au-Prince. The Secretary-General greets Haitian National Police who are being assisted by MINUSTAH Police to begin to provide security in the camp. (UN Photo/Sophia Paris)*

## STANDARDIZING AND PROFESSIONALIZING UNITED NATIONS POLICING

The United Nations has deployed police since 1960 when police monitors served under military command in the United Nations Operation in the Congo (UNOC). UN Police have been serving under their own chain of command in the United Nations Peacekeeping Force in Cyprus (UNFICYP) since 1964. In Namibia, in 1989-1990, hundreds of UN Police officers played an important role in helping the United Nations Transition Assistance Group (UNTAG) ensure public order and facilitate free and fair elections.

As peacekeeping operations grew in scope and scale in the 1990s, the role of United Nations Police likewise began to grow and adapt to the increasingly complex mandates that peacekeepers were asked to implement. In 2000, when Member States reviewed peacekeeping to make it more efficient and effective, great emphasis was placed on the role of the United Nations Police in reinforcing the rule of law and help build local capacity to strengthen public security in post conflict situations.

Today, United Nations Police are a central component of modern peacekeeping. Their legitimacy and moral authority are established. They stem from their broad diversity, their impartiality and commitment to the values of the United Nations Charter. At present, the United Nations has deployed almost 14,000 police officers from 86 police-contributing countries with as many diverse cultures, languages, systems of government and laws.

For United Nations Police to be able to contribute to the implementation of complex multi-dimensional mandates, one key requirement is the existence of appropriate guidance material, procedures and training. The Police Division is continuing to develop the Strategic Doctrinal Framework for International Police Peacekeeping (SDF) that would place individual guidance documents into a meaningful context. This effort aims at enhancing the effectiveness of UN police work through more consistent and harmonized approaches to the provision of public safety, police development and support to host-state police services as well as through a more sophisticated staff recruitment system that generates the necessary specialized skills and experience. The development of the SDF fully reflects recommendations made in the “New Horizons” initiative with regard to elaborating standards for international police, developing capacities and engaging Member States from the outset of the process.



With the assistance of United Nations Member States and partner organizations such as the African Union and the European Union, the Department of Peacekeeping Operations is working to ensure that all peacekeepers are well prepared, trained and equipped to implement United Nations Security Council mandates. Within the Department, the Police Division is leading this effort.

As we mark the 50th anniversary of UN police peacekeeping, I remain grateful to all of the men and women who have served or are currently serving in our operations for their continued dedication and hard work. I also remain grateful for the unwavering commitment of Member States, who continue to support the United Nations Police to undertake their important work for long-term stability and development in post conflict areas.

Alain Le Roy  
Under-Secretary-General  
for Peacekeeping Operations  
December 2010



*9 November 2010. El Fasher: Under-Secretary-General for Peacekeeping Operations, Alain Le Roy, on official visit to UNAMID.  
(UN Photo/ Albert Gonzalez Farran)*

## PROFESSIONAL SERVICE – LASTING IMPACT

Last year marked the 50-year anniversary of the first deployment of United Nations Police officers. Over the years there were many developments in mandates and police roles to meet the needs of evolving peacekeeping operations. Given the recent strengthening of the Police Division, my focus this upcoming year will be to concentrate on consolidating and professionalizing the work of the United Nations Police. This focus takes into account the lessons learned and experience gathered throughout the years. It aims at enhancing our work at UN Headquarters and more importantly our support to the 12 peacekeeping operations and five special political missions where police are deployed today.

While peacekeeping may currently be in a consolidation phase, the demands on UN policing have continued to grow and there is no indication that either the demands or the increased range of expertise required will wane. Indeed, today we are deploying almost 14,000 UN Police officers.

This 6th edition of the UN Police Magazine, which will also be published in French, highlights many initiatives that are underway as part of the Division's efforts to become more professional, more specialized, more efficient and better able to serve Member States in their quest to ensure peace, stability and security around the globe. It highlights the 50-year history of UN policing and describes work UN Police are doing today in Timor-Leste, Sierra Leone, Sudan and the Democratic Republic of the Congo.

The strengthening of the Police Division, while not yet complete, has set us on the path to carry out our tasks more effectively and efficiently with enhanced capacity to plan missions, select and recruit



Ann-Mari Oler visiting Sudan. (UN Photo)



qualified police experts and well-equipped Formed Police Units for peacekeeping operations, as well as to liaise closely with Member States. With this enhanced capacity, the Police Division can now better fulfil its main functions of providing strategic direction and oversight over policing issues in the field, and serving as the primary focal point and global lead for police and other law enforcement matters within the UN system.

Central to its responsibilities, the Police Division has augmented its communications with Police Contributing Countries. It is also now able to provide better service to missions and at Headquarters with selection and recruitment. We are looking into creative ways to make sure that more female and more French-speaking officers are able to participate in UN missions. In fact, thanks to the support of Member States, we have today reached a milestone: 9.8% of UN Police are female. The UN goal is to reach at least 20% by 2014. Last year 80 assessment visits were made to Member States to assist in the selection of UN Police, including Formed Police Units. The Police Division also developed a portfolio of profiles that streamlines identification of specialized police skills.

Assessing potential future roles as mission environments and needs evolve—ranging from preventive deployments, smaller advisory deployments, and specialized rule of law missions—is in its early stages, but requires more work.

The Standing Police Capacity greatly strengthened the operational support we can provide to the field and now that this was enhanced by 14 additional UN Police officers and staff and is partnering with justice and corrections experts, the police as part of the Office of Rule of Law and Security Institutions can provide a broader spectrum of rule of law field support.

There are a host of other initiatives being developed in the Police Division, all with a view to strengthening field support and communicating with Member States. A symbol of this professionalization is our now standardized UN Police emblem (see page 48). The United Nations emblem takes into account the types, colours and shapes of badges and shields used by police services all over the world. It has a modern design and is intended to reflect the philosophy that United Nations Police are deployed to promote peace and security.

Consistent with the standardized UN Police emblem would be a standardized UN Police uniform that still keeps the individual Member States identity while making the individual wearing it instantly recognizable as a UN Police officer with all the positive messages that that conveys. It is my intent to discuss this idea with Member States.

At a time when our police components continue to grow and are deployed to a wide variety of operations, I am acutely aware of the challenges we face. I continue to have regular telephone and video conferences with the UN Police leadership in all our missions. But a real understanding of the situation on the ground can only be achieved by visiting our deployed personnel. Since becoming Police Adviser, I have visited six missions: Haiti-MINUSTAH, the Democratic Republic of the Congo-MONUSCO, Sudan-UNMIS and UNAMID, Timor-Leste-UNMIT and the Western Sahara-MINURSO. I am planning to visit other missions in the coming months. If I haven't already visited your mission, I look forward to the opportunity to meet you in the not-too-distant future.

Ann-Marie Orlor  
United Nations Police Adviser  
December 2010

# BRIEF HISTORY

## First 50 years of deployment

The United Nations Police have undergone a tremendous development in the course of their first 50 years of deployment to conflict areas around the globe. From early thoughts on standing capacities in 1948 to more than 17,600 authorized staff in 17 missions, the UN Police Magazine takes a brief look back at their iridescent history.

## First Thoughts about a UN Police Service

In 1948, three years after the Charter of the United Nations was signed, Secretary-General Trygve Lie proposed that the General Assembly establish a UN Police service consisting of at least 800 officers to perform policing duties in UN field missions. A special committee studied this issue but in 1949 the proposals of this committee were rejected by UN Member States.

In the absence of a UN Police, UN military forces had to carry out law enforcement tasks where they occurred in peacekeeping operations, which was the case in the First United Nations Emergency Force in Egypt (UNEF I/1956-1967) in 1956-1957.



*Ghanaian Police on duty in Leopoldville as part of the UN Force in the Republic of the Congo, helping to restore order and calm in the country. (UN Photo/HP)*

## Congo

In 1960 the United Nations deployed police for the first time when a contingent from Ghana was sent to the United Nations Mission in the Congo (ONUC/1960-1964) to support military components and to assist with the restoration of law and order.

This Ghanaian police unit was a paramilitary entity under military command. Apart from traditional law enforcement functions, this police unit was involved in training and developing a new Congolese police force. It guarded key installations and patrolled in its area of operation.



BRIEF HISTORY

West New Guinea



Members of the Nigerian Police unit. (UN Photo/BZ)

In 1961 the unit was replaced by a 400-member Nigerian police contingent that functioned under a tripartite agreement among the United Nations, the Congo and Nigeria.

While the UN Mission in the Congo (ONUC) was the first UN operation with police participation, the United Nations Security Force in West New Guinea (UNSF/1962-1963) established under the United Nations Temporary Executive Authority for West New Guinea, became the first mission where the United Nations hired police experts to perform law enforcement tasks in a peacekeeping mission.



Picture shows Peter Cameron of the United Nations Temporary Executive Authority (UNTEA), Resident Manokzan District, disembarking from RCAF amphibious Otter on a visit to Wasior, one of the outlying villages of his district. (UN Photo)

## Cyprus

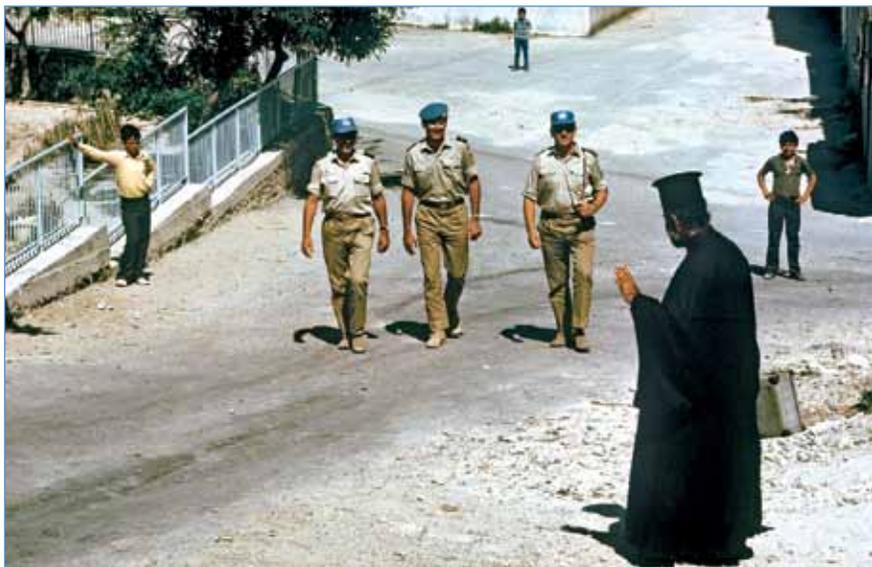
# BRIEF HISTORY



*Landing of United Nations troops in Fak-Fak. Pakistan supplied the major part of the UN Security Force in the Territory. Troops arriving from Pakistan landed first in northern ports, and were then deployed along the South Coast of the territory of West New Guinea. (UN Photo/MS)*

This mission was established to monitor the ceasefire and to help ensure law and order in the former Dutch colony, pending transfer from the Netherlands to Indonesia. While the local Papuan police were generally responsible for the maintenance of law and order, the responsibilities of UNSF Police ranged from monitoring the ceasefire to supervising the build-up of a local police force. Philippine and British police officers were recruited to work in this operation. It would be over 40 years before the UN would return to a law enforcement role.

In 1964 the United Nations established the Peacekeeping Force in Cyprus (UNFICYP/1964-today). The mandate of the mission stipulated that UNFICYP should prevent a recurrence of fighting and when necessary contribute to the maintenance and restoration of law and order and oversee a return to “normal conditions.”

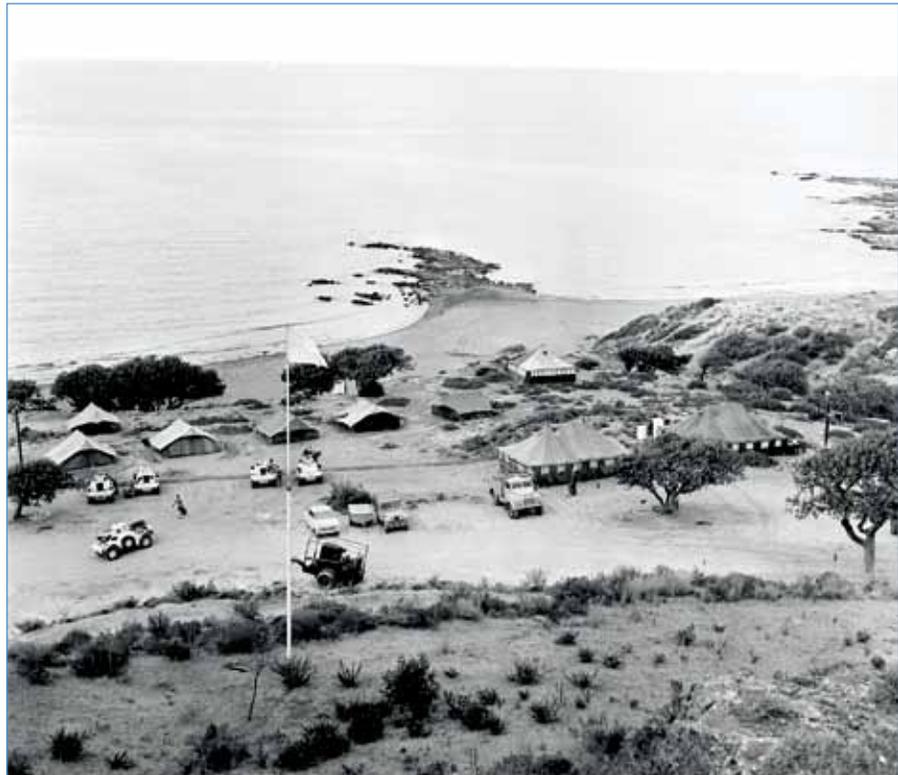


*Three members of the Danish Civilian Police patrolling a street in Ayios Theodoros, Larnaca District, Cyprus. (UN Photo/Yutaka Nagata)*



# BRIEF HISTORY

## Focussing the Role of the UN Police



*General view of the UNFICYP Swedish 1st Company camp at Kato Pyrgos, east of Kokkina.  
(UN Photo/Sergey Bermeiev)*

UNFICYP was the first UN peacekeeping operation where the UN Police were deployed as a contingent referred to as “civilian” police. This police component became operational on 14 April 1964. By June 1964, 173 UN Police officers had arrived: 40 from Australia, 40 from Denmark, 40 from Sweden, 33 from Austria and 20 from New Zealand. Unlike later operations, UN Police in Cyprus operated as national units, with each contingent being assigned responsibility for one district.

Each of these missions contributed to the development of the role of United Nations Police as a tool in peacekeeping and each of these experiences introduced elements that would reappear when the deployment of UN Police became a standard feature of UN operations from 1989 onwards. ONUC in the Congo was the first mission to use what became known as Formed Police Units (FPUs), a contingent of police that work as a group on public order management; UNSF in New West Guinea laid the foundations for the United Nations to hire police personnel; and UNFICYP in Cyprus introduced police components as the organizing principle for UNPOL activities to support and implement a Security Council mandate. It was in 1963 that the United Nations Secretary-General U Thant, when giving a lecture on the need for standing UN uniformed capacities, stated: “Personally I have no doubt that the world should eventually have an international police force which will be accepted as an integral and essential part of life in the same way as national police forces are accepted. Meanwhile we must be sure that developments are in the right direction and that we can also meet critical situations as and when they occur”.

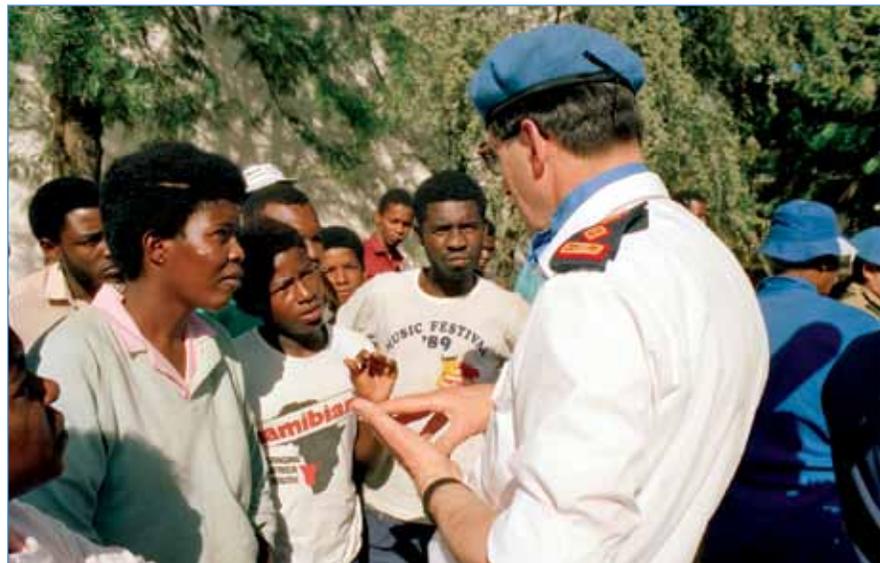
## BRIEF HISTORY

### UN Police Deployments Expand



*Secretary-General U THANT is seen as he tapes a United Nations Day message for UN Radio and Television at UN Headquarters. (UN Photo/Saw Lwin)*

From 1964 to 1989 there were few new peacekeeping operations and there was little development in UN Police mandates. The UN deployed seven new operations in this 25-year period and there were no large police contingents. Beginning in 1989 peacekeeping operations again became an important tool for international peace and security and UN Police mandates grew. The UN Transition Assistance Group in Namibia (UNTAG/1989-1990) was mandated to deploy 1,500 UN Police officers. They came from 25 countries and were instructed to provide assistance to the authorities of Namibia with the transition to independence. UN Police monitored the activities of the national police, reported misconduct and assisted the electoral component of the mission with security and monitoring at election time.



*A UN Transition Assistance Group (UNTAG) police monitor talks with a resident of Katutura, a black township in Windhoek. (UN Photo/Milton Grant)*



BRIEF HISTORY

When UNTAG withdrew, a small international contingent of police from Ghana, India, Nigeria, Pakistan and the United Kingdom remained in the country under bilateral agreements with the newly elected Namibian Government.

Similar missions with growing mandates followed in Western Sahara (MINURSO 1991-today), Angola (UNAVEM II 1991-1995), El Salvador (ONUSAL 1991-1995), Cambodia (UNTAC 1992-1993), Mozambique (ONUMOZ 1992-1994), Former Yugoslavia (UNPROFOR 1992-1995), Somalia (UNSO II 1993-1995), Rwanda (UNAMIR 1993-1996) and Haiti (UNMIH 1993-1996).



*A civilian police officer from Portugal (left) and an International Electoral Observer from the Netherlands, monitor the polling in a school in a suburb of Maputo, Namibia. (UN Photo/P.Sudhakaran)*



*ONUSAL police from Mexico (second from left) and Spain (second from right) observing a Salvadoran police officer (far right) making a traffic stop. (UN Photo/J. Bleibtreu)*

## Cambodia

The largest of these operations was the United Nations Transitional Authority in Cambodia (UNTAC 1992-1993), which deployed 3,600 UN Police. UNTAC was one of the first multidimensional missions mandated to provide an interim administration for Cambodia. The duties of the UN Police were multifaceted. Apart from traditional monitoring, they had some executive powers giving them the right to investigate crimes and to arrest or detain suspected criminals. Although UNTAC did construct a prison, it was never used. This experience demonstrated the innate links between police, justice and corrections and the importance of addressing the rule of law holistically.



*An UNTAC Police officer from Ghana holding a baby from the Krung-Brau tribe, Cambodia. (UN Photo/John Isaac)*

The UN Police in UNTAC were also called upon to train Cambodian police. By the end of the mission 9,000 Cambodian police officers had participated in the UN Police training programme.



## Mandates: Strengths and Weaknesses

# BRIEF HISTORY

Though deployed on four different continents in many different contexts, one common feature of all of these missions was that the UN Police were responsible for monitoring and assisting the local police. A clear limitation or weakness of this mandate derived from the fact that progress and cooperation depended on the good will of all the parties involved. United Nations mandates did not give UN Police a lot of authority to more robustly reinforce law and order. Moreover, as a general rule that is still valid today, individual UN Police officers were not authorized to carry arms. Some exceptions have been made to this rule and Formed Police Units are equipped and armed for public order management. Apart from monitoring UN Police were also engaged in assisting with elections, training national police and facilitating the delivery of humanitarian assistance. All of these missions had challenges in common, including ambiguous mandates, slow deployments, uneven pre-deployment training and different understandings of “international policing standards”.



*Refugees talking to a Polish United Nations Civilian Police (CIVPOL) officer in Dvor, which is on the north-west border with Bosnia and Herzegovina. (UN Photo/John Isaac)*

Another large and complex mission, which was important in defining the work of UNPOL, was the UN Mission in Bosnia and Herzegovina (UNMIBH 1995-2002) with its 2,000 strong International Police Task Force (IPTF). The police component was the largest component in UNMIBH. The IPTF had a clear and unprecedented mandate aimed at developing the existing police into a democratic, multiethnic police service that would serve all the people of Bosnia and Herzegovina, including the selection, vetting and training of the officers. At the later stages of the operation, the IPTF was also responsible for advising and mentoring Bosnian police officers and had special responsibilities relating to the investigation of allegations of human rights abuses by police officers or other law enforcement officials.

## Executive Mandates: Kosovo and Timor-Leste

The gradually increasing authority that characterized UNPOL operations from 1989–1999 culminated in the United Nations establishing missions in Kosovo (UNMIK 1999–today) and Timor-Leste (UNTAET 1999–2002). In both of these unique missions UN Police officers were armed and had full executive mandates under Chapter VII of the UN Charter. Both operations had Formed Police Units (FPUs) that were deployed to maintain public order and support UN policing activities. Because both operations were deployed into territories where the police had either departed or were unable to be a viable policing authority, the UN Police were responsible for undertaking regular policing duties including restoring and maintaining law and order. In parallel with this work, UN Police were mandated to help establish police services. This work included selecting, vetting, training, advising and mentoring new police officers and helping host authorities to develop the infrastructure, management and institutions needed to ensure public safety and security.



*Secretary-General Kofi Annan (centre) and Bernard Kouchner (left), the Secretary-General's Special Representative for Kosovo, walking with a crowd of children at the opening of a school in Peç. (UN Photo/Milton Grant)*

## BRIEF HISTORY

In the last 10 years, UN Police have regularly been given capacity-building mandates. In Sudan (UNMIS 2005–today), Liberia (UNMIL 2003–today), Sierra Leone (UNAMSIL 1999–2005), and the Democratic Republic of the Congo (MONUC 1999–2010 and MONUSCO 2010–today), UN Police, including formed units, have worked with local authorities to strengthen their policing capacity. All of these missions are/were aimed at developing post-conflict host-state police services. These tasks clearly show the nexus between peacebuilding and peacekeeping.

## African Union/ United Nations Police Deployment

In 2007 UN policing passed another important milestone in its development. In July the United Nations Security Council authorized the African Union/United Nations Hybrid Mission in Darfur (UNAMID). This was the first time that UN Police were deployed in a joint operation with the African Union and it was the largest authorization of UN Police personnel ever (authorized strength 6,432, including 19 FPUs). In part, the mission was established to assist in the promotion of the rule of law, through supporting and strengthening independent judicial and corrections systems and to develop a greater capacity for the national police services operating in this region of Sudan. This was the first time a UN Police



# BRIEF HISTORY

component was mandated to be a central part within a rule of law concept. This occurred at the same time that the Office of Rule of Law and Security Institutions was established inside of the Department of Peacekeeping Operations.



UNAMID Police patrol in IDP Camp, Darfur, Sudan.  
(UN Photo/ Albert Gonzalez Farran)

## Standing Police Capacity

The second landmark event for UNPOL was the creation of the United Nations Standing Police Capacity (SPC). In 2004 the General Assembly endorsed the proposal of the “High Level Panel on Threats, Challenges and Change” for a Standing Police Capacity of 50 to 100 officers. In 2006, UN Member States approved an initial operational capacity of 25 professional police officers and in October 2007 the SPC became operational. Since 2007 the SPC has successfully provided start-up capability for the new mission in Chad (MINURCAT 2007 – 2010). They have worked with UNPOL components in most UN missions and have worked extensively in Western Africa, Somalia and Haiti. This standing capacity of police expertise is a great asset for the United Nations and its Member States and allows the UN Police Adviser to quickly deploy and rely on highly qualified specialists to provide operational support. Underlining a comprehensive approach to the rule of law, the UN is currently adding standing justice and corrections expertise to the SPC.

## Headquarters

A Civilian Police Unit was formed at UN headquarters in 1994, but the growing importance of UN Police deployments led to the creation of a new “Police Division” in 2000, which was separate from the UN Military Division. In 2005 the name of UN Police changed from Civilian Police or CIVPOL to UN Police or UNPOL – now the internationally recognised symbol of the United Nations Police. In 2007 the Police Division became a part of the Office of Rule of Law and Security Institutions.

The United Nations Police Division has expanded over the last two years. Today it is made up of three Sections, one for mission management, one for selection and recruitment and one for planning and policy development. It has specialists working on issue ranging from transnational organized crime to community-

## Consolidation

based policing and Formed Police Units. As part of the Office of Rule of Law and Security Institutions the Police Division has strengthened its ties to and cooperation with other components of the Department of Peacekeeping Operations that work on re-establishing the rule of law in post-conflict environments. It works with the Security Sector Reform Unit and the Disarmament, Demobilization and Reintegration Section on coordinating policies and approaches to issues of mutual concern.

Today's post-conflict policing challenges require close collaboration and partnership between the UN Police and other actors on the ground, notably regional organizations such as the African Union and the European Union. The whole context of security has broadened and policing challenges are part of a wider security system reform process. The United Nations Police Division aims to become a more effective and professional organization, through enhanced selection and recruitment, the development of a strategic doctrinal framework for international police peacekeeping and through achieving greater gender parity.

When reading through this 6th edition of the UN Police Magazine, a magazine that was first published in December 2006, you can see traces of the work that was undertaken by UN Police since 1960. Many best practices are now routine. Addressing and building capacity in the entire rule of law sector has become the standard approach of the United Nations and concentration on building professional and accountable national police services is an over-arching goal of almost all UN Police deployments.

The United Nations relies more and more on UN Police and has mandated more than 17,600 officers, and as of the publication of this magazine almost 14,000 were on active duty. The need for high-quality police and law enforcement officers is constant and the Department of Peacekeeping Operations, with the support of Member States and partner organizations, will continue to seek assistance to fulfil these mandates in the most efficient and effective manner.



*UNPOL and PNTL officers are seen here together during a brief before early morning joint operation in Comoro, Timor-Leste. (UN Photo/Martine Perret)*

## THE INDISPENSABLE CONTRIBUTION OF THE OFFICE OF RULE OF LAW AND SECURITY INSTITUTIONS

Peacekeeping in the 21st century aims to build foundations for long-term sustainable peace through a dynamic, comprehensive process and multiple, modern tools. As peacekeepers, United Nations Police take on a wide range of responsibilities. They protect civilians, support humanitarian workers providing aid, assist in political processes, monitor and support elections, help establish judicial systems and train police and other security officials.



*Dmitry Titov arriving at the Manatuto PNTL UNPOL headquarters, Timor-Leste, 25 November 2008. (UN Photo/Martine Perret)*

The United Nations has learned that it can enhance the prospects of peacebuilding and development only by working closely with host-state authorities on the three main pillars of rule of law — the police, judicial and corrections — and on professional police services, security forces and the judicial apparatus. As Secretary-General BAN Ki-moon said in his report to the General Assembly’s Special Committee on Peacekeeping in 2010: “Multidimensional peacekeeping operations are frequently tasked, along with partners, to support national authorities in providing basic security and safety, including through mandated disarmament, demobilization and reintegration, mine action, police, corrections, justice and security sector reform activities as well as in restoring core government functions and in delivering basic services.”

The Office of Rule of Law and Security Institutions established in 2007 in the Department of Peacekeeping Operations is dedicated to creating an integrated, coherent approach with all relevant United Nations and non-United Nations actors, including regional organizations, bilateral donors, non-governmental organizations and others. The United Nations Police Division is an important component of

the Office which helps to address the multiple challenges mandated to peace operations and special political missions. This section of the UN Police magazine demonstrates a range of operational issues that OROLSI and the Police Division are putting into practice. Together with other elements of OROLSI, it is a highly dedicated, operational, flexible, learning and evolving organization with global impact. While implementing an impressive range of policing tasks in the field, the UN Police also serve to enable and empower legitimate local authorities and international partners.

Dmitry Titov, Assistant Secretary-General  
Office of Rule of Law and Security Institutions  
December 2010

## SELECTION AND RECRUITMENT SECTION UP-AND-RUNNING

In early 2010 the Police Division established a Selection and Recruitment Section headed by Mr. Ata Yenigun, a veteran of the Division who was the former Chief of the Mission Management and Support Section and the Special Assistant to the Police Adviser for two years (2007 – 2009). The new Section will eventually have 16 staff members. The work of this Section is a critical tool for the on-going efforts to specialize and professionalize UN Police.

A comprehensive review and evaluation of the Police Division undertaken in 2008 recommended that the Department of Peacekeeping Operations create a dedicated capacity for selection and recruitment of UN Police personnel, including Formed Police Units (FPU). These recommendations were reinforced by the Under-Secretary-General Alain Le Roy's New Horizon document.

The work of selecting and recruiting UN Police is daunting. Today, more than 7,100 United Nations Police officers are recruited individually and are deployed for six-24 months. The other 6,900 are recruited as Formed Police Units, whose officers are individually evaluated while the Units are evaluated as a whole. These Units are on average deployed for one year. The United Nations has mandated the De-



UNHQ Police Division staff. (UN Photo)



partment of Peacekeeping Operations to deploy up to 17,600 UN Police officers, of which some 14,000 are deployed today. As suggested by the length of deployments, there is a never ending demand for new police and with the multidimensional mandates that the UN Police are given, there is a constant demand for officers with specialized training.

The primary goals of the new selection and recruitment capacity are to facilitate recruitment so that it is faster and more flexible, to improve procedures and guidance, and to develop systems to ensure that information about recruitment is shared quickly with the Police Contributing Countries and field missions.

Since it began working the new Section has identified and begun to address the specialization gaps that often arise in UN missions, the imbalance in national and linguistic groups deployed, the gender imbalance, in support of the UN Global Effort and difficulties in recruiting senior personnel. It is also working to find specialized police officers to work in the area of peacebuilding. The Selection and Recruitment Section has been able to reduce the vacancy rate in UN Police services from 30% to 18.5%, increased the representation of national and linguistic groups, assisted with the UN Global Effort goal of ensuring that 20% of UN Police deployed by 2014 are female and addressed difficulties in recruiting senior personnel.

It has increased the number of assessment visits to UN Member States from 24 assessment visits and 7,147 police officers evaluated in 2009, to 44 assessment visits and the evaluation of 14,127 officers in 2010. The new Section almost doubled the number of Formed Police Units evaluated in 2010 with 36 assessment visits completed by November 2010.

“The challenges are enormous, but as we continue to recruit highly-qualified police personnel and put into place systems and procedures in close consultation with Member States, we will be able to make this process even more effective and efficient in 2011,” explained Ata Yenigun.

## PROTECTION OF CIVILIANS: THE ROLE OF UN POLICE

Although protecting civilian populations in conflict areas has been at the core of the United Nations’ activity since it was founded, it has gained renewed traction since 1999 when the phrase “protection of civilians” began to be included in peacekeeping mandates. Today, eight UN peacekeeping operations have explicit mandates to protect civilians.

What does protection mean in our field missions? Only a few months ago, hundreds of women and children were raped in the Democratic Republic of Congo. In Darfur and in Haiti, hundreds of thousands are still in camps, where violations and attacks take place almost on a daily basis. These civilian populations need immediate physical protection, but most of all the underlying causes of threats need to be addressed in a wider approach that also includes resolving political tension and ensuring that national authorities are able to protect their own citizens.

The United Nations Police face the challenge of being professional protectors but in most missions not having the mandate or the resources that they need. In almost all of the UN missions, UN Police officers are unarmed and serve in an advisory function. How then can they protect a village, a camp or a family?

In the face of imminent threat, UN Police in most cases can provide deterrence through patrols and presence; UN Formed Police Units can at times do more as part of their efforts to manage public order.



Here are some of the best practices and key principles guiding the work of UN Police:

- Security support should be planned and provided in close coordination with the electoral component.
- Support should focus on building capacity in national police service.
- Support should focus on the entire electoral cycle.
- Security in electoral processes should be provided by police and other law enforcement agencies.
- Security in electoral processes must be provided impartially.
- Security in electoral processes must be provided in compliance with international human rights norms and standards.
- Security in electoral processes must be gender, culture and group-sensitive.
- Elections can and should be planned and prepared for well in advance.
- Planning for security in electoral processes needs to be flexible.
- Coordination of post-conflict security in electoral processes is complex but of high priority.
- Security in electoral processes is an opportunity for development.
- Elections conducted in post-conflict environments should take into account the presence of displaced electorates.

component in the mission. As a rule the UN Police assist in public order management during campaign rallies or other demonstrations and support the host-state police in their planning and preparation for elections. As an exception, which was the case in Cambodia, the UN is in charge of the entire process.

Elections are seen as a process and part of a cycle. In the immediate aftermath of elections, governments are formed, power is redistributed and the scene that will lead to the next election is set. This means that thorough planning and assessments of needs and risks to the election process should start early and that UN Police must aim to help build the capacity of the national police service before and after elections.



*Journalists photograph the delivery of electoral material. United Nations Police in Haiti delivered electoral material to camps for displaced people ahead of November 28, 2010 elections. (UN Photo/Logan Abassi)*



*ONUCI UNPOL officer from Cameroon gathers information about an incident on the road between Blaquain and Toulepleu, Côte d'Ivoire. (UN Photo/Ky Chung)*

UN Police focus more on protection in the medium and long-term. They support the host-state police in their efforts to protect civilians by working with them to strengthen relationships with communities, to build investigative capacity, to develop operational plans, to gather information or to provide public information that will help them be proactive rather than just reacting to an incident.

The Department of Peacekeeping Operations works with partner agencies and field missions to develop guidance to help missions develop strategies on how to protect civilians in their area of operation. The DPKO approach underlines the fact that protection cannot simply be about facing physical threats, but that any strategy for protecting civilians has to address the political situation from which threats arise in the first place and the lack of national security capacity.

## SUPPORTING ELECTIONS: THE ROLE OF UN POLICE

In virtually all missions where UN Police are deployed, elections take place sooner or later. Over the last months UN Police have worked with national authorities to help facilitate and secure elections in Afghanistan (UNAMA), Côte d'Ivoire (ONUCI), Guinea-Bissau (UNIOGBIS) and Haiti (MINUSTAH), have been preparing for the referendum in Sudan that will take place in January 2011 and are readying themselves and their national counterparts for upcoming elections in the Democratic Republic of the Congo, Liberia and Timor-Leste. The Police Division is publishing guidelines to help clarify the UN Police role and to ensure that their support is based on the lessons that the UN has learned in the course of assisting many electoral processes over the years.

Supporting elections involves many parts of the UN and the UN Police often have a mandate to support the overall effort. The world-wide lead for supporting host states in their elections lies with the Department of Political Affairs, and more precisely their Elections Assistance Division. Any activity that the UN Police undertake in connection with elections is closely coordinated with the electoral

## SYNERGY IN THE OFFICE OF RULE OF LAW AND SECURITY INSTITUTIONS

Within the Office of Rule of Law and Security Institutions (OROLSI), the Criminal Law and Judicial Advisory Service (CLJAS) and the Police Division work together on planning justice and corrections aspects of peace operations, advising and supporting mission components, developing operational tools and guidance materials and reaching out to Member States and other partners to optimize the rule of law support available to national authorities.



### Rule of Law Indicators

The Department of Peacekeeping Operations and the Office of the High Commissioner for Human Rights, in cooperation with other United Nations entities and the World Bank, are finalizing the development of United Nations Rule of Law Indicators.

The United Nations Police has played a lead role in this initiative since it began and the project was initiated by former United Nations Police Adviser Mark Kroeker, based on his extensive international policing experience. The objective of this initiative is to develop indicators that can be used to identify the strengths and challenges of the rule of law sector in a given country in order to assist national authorities in their reform efforts, in support of the police, the judiciary and prisons, including the development of national rule of law strategies. The project consists of more than 100 indicators, an implementation guide, a set of questionnaires and checklists and a country fact sheet template. This process was piloted in Haiti and Liberia and will be implemented in Liberia and two other countries in 2011-2012.

### Standard Procedures for Detention

In 2010, the DPKO/DFS Interim Standard Operating Procedure (SOP) on Detention in United Nations Peace Operations as approved by the Under-Secretary-General for Peacekeeping Mr. Alain Le Roy. This procedure was developed in partnership with the Police Division and with the participation of a broad array of United Nations expertise from various departments and agencies. The purpose of the Interim SOP is to ensure that persons detained by United Nations personnel in United Nations peace operations are handled humanely and in a manner that is consistent with applicable international human rights, humanitarian and refugee law, norms and standards. In addition, it requires relevant mission personnel to keep proper records of detentions that are undertaken and to systematically inform the leadership within the mission and at Headquarters regarding such detentions. The implementation and effectiveness of the Interim SOP will be reviewed after 12 months and finalized.



## Standing Police Capacity Expanded

The General Assembly in June 2010 approved 14 additional posts (12 professional and two field service staff) for the Standing Police Capacity, which is based in Brindisi, Italy and is an on-call reserve of UN Police capable of being deployed quickly. The new posts will strengthen core functions of this capacity such as police reform, public order, police logistics and planning and will provide it with additional expertise in the fields of police human resources management, gender, project management and budgetary and financial issues. The total number of UN Police officers in this capacity will be 41. The process of recruitment started in October 2010. The General Assembly also approved a Justice and Corrections Standing Capacity to complement and operate alongside the Standing Police Capacity. The Justice and Corrections Capacity will consist of five professional posts and will be colocated with the UN Standing Police Capacity in Brindisi.



*Standing Police Capacity members Cesar Zorzenon (left) and Souad Abbas (right) working in Guinea-Bissau - UNIOGBIS. (UN Photo)*

## Democratic Republic of the Congo

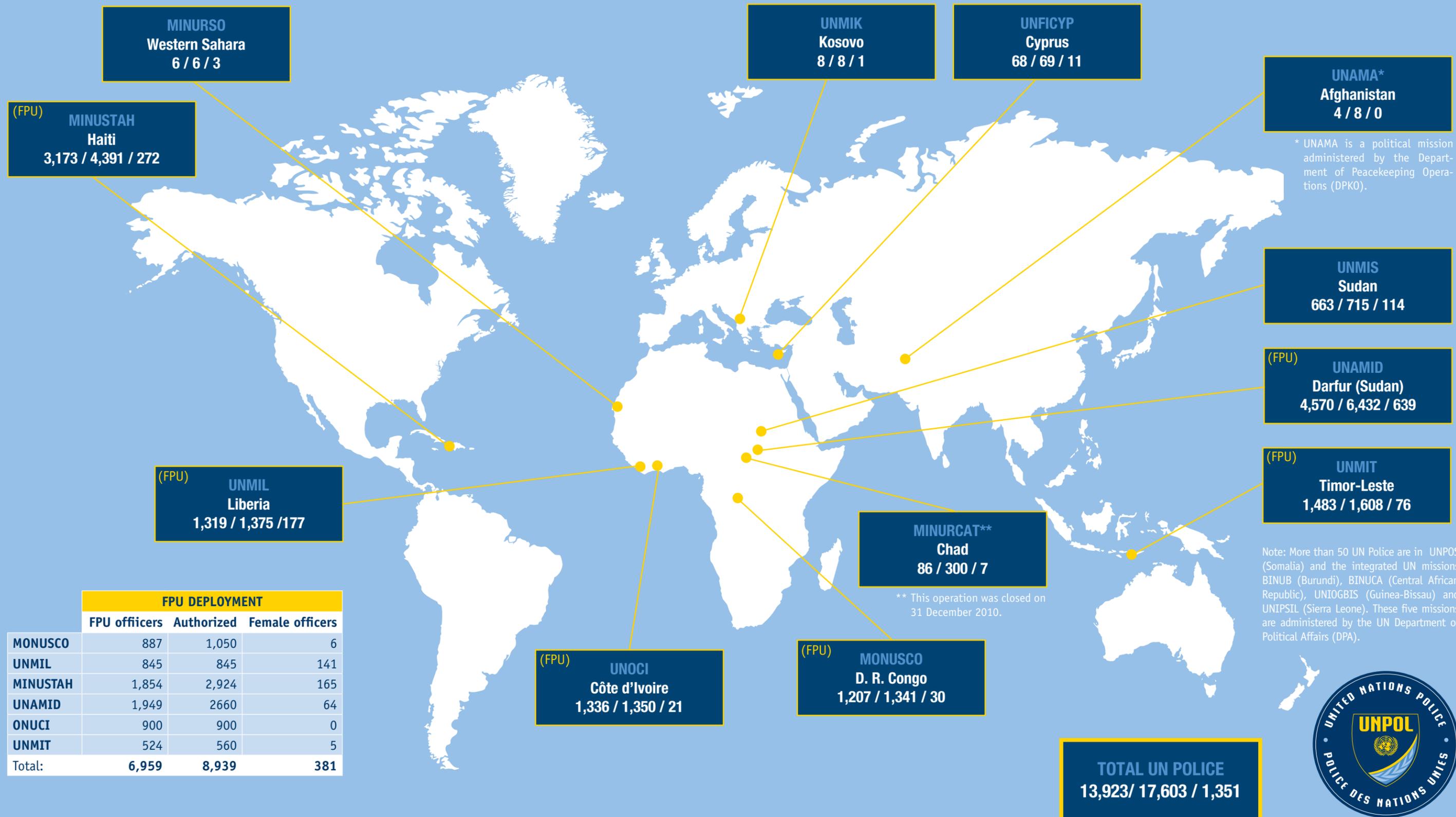
In the Democratic Republic of the Congo (DRC), the holistic approach of the United Nations to address the rule of law is an integral part of the UN and DRC Government strategy. As supported by Security Council resolution 1925 (2010), the United Nations peacekeeping operation (MONUSCO), the United Nations Development Programme and the United Nations Office on Drugs and Crime, in close consultation with the authorities of the Democratic Republic of the Congo, worked together to develop a multi-year (2010-2012) joint United Nations justice support programme focused on developing the criminal justice chain, the police, the judiciary and prisons in conflict-affected areas. A preliminary draft outlining five institutional pillars was completed in August 2010. This document was prepared in close collaboration between UN Police, judicial and corrections personnel of MONUSCO under the overall guidance of the Deputy Special Representative of the Secretary-General for the Rule of Law in the Democratic Republic of the Congo.

With regards to corrections, a close working relationship has been forged between MONUSCO Police and corrections personnel to provide support to the Central Prison in Goma. In 2010 an emergency

*(continues on page 26)*

# ACTUAL / AUTHORIZED / FEMALE DEPLOYMENT OF UN POLICE IN PEACEKEEPING MISSIONS (DECEMBER 2010)

(FPU) — includes Formed Police Units



\* UNAMA is a political mission administered by the Department of Peacekeeping Operations (DPKO).

\*\* This operation was closed on 31 December 2010.

Note: More than 50 UN Police are in UNPOS (Somalia) and the integrated UN missions BINUB (Burundi), BINUCA (Central African Republic), UNIOGBIS (Guinea-Bissau) and UNIPSIL (Sierra Leone). These five missions are administered by the UN Department of Political Affairs (DPA).



FPU DEPLOYMENT			
	FPU officers	Authorized	Female officers
MONUSCO	887	1,050	6
UNMIL	845	845	141
MINUSTAH	1,854	2,924	165
UNAMID	1,949	2660	64
ONUCI	900	900	0
UNMIT	524	560	5
<b>Total:</b>	<b>6,959</b>	<b>8,939</b>	<b>381</b>

response plan was adopted by the security committee consisting of the Congolese National Police (PNC), a Formed Police Unit, the MONUSCO North Kivu Brigade and the national army or FARDC. On a voluntary basis, the Indian Formed Police Unit, is continuing and increasing the regularity of medical visits to the Goma Central Prison.

### DEMOCRATIC REPUBLIC OF THE CONGO: POLICE TRAINING RESOURCES NEEDED

One of the priorities identified by the Government of the Democratic Republic of the Congo in early 2010 was to ensure that national institutions are able to assume responsibility for maintaining law and order. The Government of the Democratic Republic of the Congo requested MONUSCO to assist with the training and equipping of 20 national police battalions, more than 100,000 police officers.

In response to this request MONUSCO drafted a pilot project to train, equip and deploy three specialized crowd control police battalions. The project is within the framework of a 3-year National Police Reform Action Plan and aims at strengthening the National Police known as the Congolese National Police or PNC. This project has not yet received funding and the United Nations Security Council in resolution 1925 (2010) requested donors to provide equipment and resources for this pilot training.

While resources are being sought for this project, MONUSCO Police, in partnership with the PNC, designed and initiated three supplementary basic training projects for PNC cadets in Kapalata-Kisangani, Kasapa-Lubumbashi and Kasangulu-Kinshasa training centres. These trainings are conducted by UNPOL and PNC trainers and the cadets are chosen from former combatants who have worked as police, though they were never trained. In September, with funding from the Japanese International Cooperation Agency (JICA) and in close cooperation with UNDP, the first group of 500 cadets began a basic six-month training in the Kapalata training centre in Kisangani. This course will conclude in March 2011 and the Government is planning to deploy these cadets to the eastern part of the country.



*MONUSCO Police provide physical training to Congolese police cadets in Kapalata-Kisangani. (UN Photo)*



*MONUSCO Police also provide classroom instruction on policing to Congolese cadets. (UN Photo)*

One special aspect of all training that involves MONUSCO Police is a screening and vetting process. MONUSCO Police in cooperation with the UN Joint Human Right Office (UNJHRO), screen and investigate every trainee in order to exclude from PNC service individuals who do not demonstrate the integrity required, or who have been implicated in gross human rights violations or serious crimes under international law as set forth in the “Policy on support for vetting of police and other law enforcement personnel, DPKO/PD/2008/ 00013 12 February 2008”.

In July 2010, during the training of 20 PNC officers selected for the Inspectorate General of Audit (IGA), the vetting undertaken by MONUSCO Police and UNJHRO identified three senior officers who had been involved in serious human rights violations (rape, illegal arrest and detention). The Ministry of Interior and Security was immediately notified and the concerned officers were dismissed and prosecuted.

MONUSCO Police monitor all new police officers being deployed and work with the Congolese authorities through the Inspectorate General of the Congolese National Police (IGPNC) to promote the regular payment of salaries, provision of equipment and sustenance to newly-deployed officers. The PNC Reform process as a whole and the training programme in particular are in need of support from the international community and stakeholders. Funding for the interim basic training is also being sought.

## POLICE ADVISER VISITS TIMOR-LESTE

United Nations Police Adviser Ann-Marie Orlor visited Timor-Leste in October 2010. Commissioner Orlor met with the President, the Prime Minister and head of the PNTL and listened closely to their views on progress being made as the complete handover or resumption process comes close to its conclusion. She also exchanged information about what post-resumption challenges they foresee. The UN expects to finish handing over remaining districts and units in the coming months. She discussed the issues of



*Ann-Marie Orler inspecting a police station on her visit to Timor-Leste. (UN Photo/Martine Peret)*

accountability mechanisms in place and the preparation required for the elections that are scheduled for 2012. She also discussed the implementation of a new law against domestic violence, its promotion and socialization throughout the country and learned more about the establishment of victim protection units that are being put in place around the country.

During the visit Commissioner Orler visited Baucau District, which was handed over in April 2010 and Liquica District, handed over in September 2010, to speak with officers of Polícia Nacional de Timor-Leste, individual police officers and Formed Police Units. The visit to the Liquica District HQ of the PNTL carried a special political message. Commissioner Orler met with Timor-Leste's first female PNTL District Commander Natercia Eufracia Martins and discussed measures for increasing women's involvement in policing. Of the 3,147 officers in the PNTL, 576 are female a little more than 18%.

"I am pleased that there is a female District Commander. It demonstrates that women are not only victims, they also provide security and it is important that female officers are given an opportunity to serve and to lead," stated Commissioner Orler. "Our role is to support, guide and build the capacity of the PNTL and when the PNTL resume responsibility for districts and units it shows that we are making progress," she explained.

In order to help with institutional development after the PNTL has resumed responsibility, UNMIT is in the process of hiring 19 specialized advisers who will work with national police service. These advisers will assist with development of specialized expertise in areas ranging from finance, procurement, operations, planning, budgeting, explosives and weapons to public information and transnational crime.

On 15 November Police Adviser Orler briefed experts of the Security Council regarding the situation in Timor-Leste as part of their preparation for a visit to the country at the end of November 2010.



## ONE DISTRICT AT A TIME, TRANSFER OF POLICING RESPONSIBILITY

“Today we are turning another corner,” Luis Carrilho the Commissioner of the United Nations Police in Timor-Leste said with a wide smile on his face. Commissioner Carrilho had just arrived at the airfield of Same the district capital of Manufahi with the Deputy Special Representative of the Secretary-General of the United Nations for Timor-Leste (DSRSG), Shigeru Mochida and the Secretary of State for Security, Dr. Francisco da Costa Guterres.

“This the last act of the ‘long march’ of September,” (2010) stated the Commissioner, referring to the fact that Manufahi would be the fourth district where the Policai Nacional de Timor-Leste (PNTL) will takeover executive policing responsibilities from the United Nations Police of UNMIT. Between May 2009 and October 2010, 10 of 13 districts and six of 12 specialized police units were handed over to the PNTL.

PNTL’s nine-year history has had its ups and downs. In 2005, as a result of an earlier process that began in 2000, the Timorese police assumed full authority. Then in 2006 the country drifted towards a total breakdown of law and order. In order to find a sustainable solution the United Nations Security Council established and mandated the United Nations Mission in Timor-Leste (UNMIT) to rebuild and reorganize the National Police Service.

On the nicely trimmed lawn of the Regional Police Headquarters PNTL officers are already lined up and waiting for the arrival of Commissioner Carrilho. Crisp blue uniforms and well rehearsed formalities. On the command of the staff sergeant the whole group moves as one. The ceremony starts according to plan. In his speech Commissioner Carrilho highlights the growing capacity of PNTL, which is assisted by UN Police officers from more than 40 countries.



*Luis Carrilho the UN Police Commissioner in Timor-Leste hands out donations from the Turkish police contingent of UNMIT to children in the Dili Mosque orphanage. (UN Photo/Martine Perret)*

“This provides a unique opportunity for PNTL officers to work side by side with their UNPOL colleagues, to gain valuable knowledge and experience. We all have the same goal and that is the development of the PNTL into a dedicated and professional organization,” says Commissioner Carrhilo. “Each and every police officer has to be part of the community. We can’t afford to be bystanders, we have to be respected and liked by the community. We can only achieve this if we have full respect for human rights,” the Commissioner explained.

Before UNMIT hands over a Unit or a District to the PNTL certain benchmarks, which were established jointly by UNMIT, PNTL and the Government of Timor-Leste, must be met. These include:

- Security situation: This entails an analysis of the previous 12 months crime statistics and public disorder incidents, as well as an assessment of the PNTL readiness to respond to these types of situations.
- Certification of staff: 80% of PNTL Staff in the District or Unit are required to be cleared of any internal and criminal matters and/or involvement with the events of 2006.
- Logistical capacity: The PNTL must be able to effectively carry out their duties; each District/Unit must have a minimum of material, technical expertise and budgets to meet the initial logistical requirements.
- Institutional stability is measured across three core areas:
  - Core institutional readiness (Ethics and Values, Command and Control, Leadership and Management);
  - Operational readiness (Communication, Information Systems, Reception and processing of complaints, Crime Scene Management, Traffic Control) and
  - Administration Readiness (Administrative Structures and functions, Human resources, Financial Budget Planning, Procurement and Logistics and Training).

## HAITIAN AND UN POLICE PERSEVERE DESPITE MANY CHALLENGES

The devastating earthquake that struck Haiti on 12 January 2010, left more than one million people homeless, killed hundreds of thousands including 75 National Police officers and destroyed the Haitian National Police headquarters, 28 police stations and the Haitian Police Academy. Since then, considerable progress has been made to rebuild and get the development of the Haitian National Police (HNP) back on track.

Despite the enormous tasks that the HNP have faced since the earthquake struck, they have managed to provide public security assisted by the United Nations Police working in the peacekeeping operation MINUSTAH.

Following UN Security Council resolution 1927 (June 2010) which called on the peacekeeping operation to reinforce efforts to provide safety to camp populations, MINUSTAH deployed an extra 500 UN Police officers to support and assist the HNP in providing security for the hundreds of thousands of internally displaced persons living in these camps. UN Police have helped to facilitate information campaigns in the camps, set up 24-hour security points and assisted with the arrest of many suspected criminals.

The Haitian Police Academy was re-opened and in September 2010 the 22nd class of 900 cadets (836 men and 64 women) began their seven-month basic training. This class will join various law enforce-



A MINUSTAH Nigerian Formed Police Unit patrols with the Haitian National Police. (UN Photo/Pasqual Gortz)



Mark Taraskevicius, one of two Lithuanian police officers seconded to MINUSTAH by the Government of Lithuania is seen here talking to some children in an IDP camp in Haiti. (UN Photo)



*Haitian National Police crowd control section, CIMO, along with United Nations peacekeepers put on a demonstration of crowd control techniques at the graduation of the CIMO officers at the police academy in Port au Prince, Haiti, November 12, 2010. (UN Photo Logan/Abassi)*

ment services (police, corrections and coast guard) in 2011 for specialized training. UNPOL and the HNP are already working on the process of screening candidates including administering written, physical and medical examinations and will interview each candidate before they are chosen for the 23rd class that will enter the Academy in 2011. Twenty-eight UN Police officers and 73 HNP officers are working at the Academy.

Some 600 HNP officers working in special public order units were trained from July to November 2010, following a bilateral agreement between France and Haiti with assistance from UN Police. The training aimed at optimizing effectiveness of different components on the ground and developing coordination and cooperation between the UN Formed Police Units (FPU) and the Haitian police.

More than 3,200 UN Police and 4,500 HNP maintained public order and security on November 28, 2010, during the first-round of the Presidential elections. UNPOL and the HNP have been working together to safeguard public order as political tensions rose following the announcement of the election results.

The Norwegian Government is funding a unit and seconded specialized police officers to Haiti to help the HNP investigate and prevent sexual and gender-based crime. This unit will start working in February 2011.

As a part of the process of establishing the rule of law, the HNP demonstrate considerable professionalism and the goal of creating a national police service with 14,000 HNP officers by 2012 remains in sight. This is testament to the important work that was done before the earthquake and the strong commitment that the Haitian Government, the United Nations and Member States continue to maintain.



## STRENGTHENING TIES BETWEEN THE MILITARY AND THE POLICE IN SIERRA LEONE

Although in recent years both the Sierra Leone army (RSLAF) and its police service (SLP) have been largely restructured and given redefined roles, animosity lingers in the relationship between the two organizations.

A series of disturbances on the Freetown peninsula have heightened the possible underlying tension between some members of both organizations. There have been a series of conflicts involving members of the two services, in places like Congo Cross, Lungi and most recently, Waterloo, where two soldiers sustained serious injuries. This friction threatens to undermine the security situation in Sierra Leone. A number of factors were identified including envy by RSLAF of resource allocation, which heavily favoured the SLP, and misconceptions by both sides on their role. In the past the Government of Sierra Leone endeavoured to address this recurring problem, but due to a lack of funds, all such efforts were either abandoned or not fully implemented. It was therefore proposed that the two organizations undertake joint trainings and a request was made to the Emergency Window Peace Building Fund for support. The Fund provided almost one million USD for the joint training of 7,200 personnel of both services in five locations throughout the country. UN Police working in the special political mission UNIPSIL assisted with the preparation of training modules and a training handbook. In October 2010 a total of 2,942 RSLAF and SLP personnel participated in the first of these courses.

Some of the subjects taught included national security architecture, perceptions of RSLAF/SLP relationship, RSLAF and SLP codes of conduct, leadership and management, communication skills, discipline, arrest procedures, roles at checkpoints, joint prison and security forces, human rights, rights of detainees, the role of women in the security sector, crowd dispersal tactics, domestic protection of human rights and elections security.

Feedback from a sampling of the first group suggested that this type of programme was useful and welcome. This training is the first of its kind in Sub-Saharan Africa. Two UN Police officers provided technical support to ensure the overall success of the training and a UNOPS National Logistics/Procurement Officer assisted.



*UN Police officers at the opening ceremony of the joint military and police training at the Police Training School in Hastings, Sierra Leone. (UN Photo)*

### OPERATIONAL ASSISTANCE FROM POLICE DIVISION

#### Somalia

The United Nations Police Division's Standing Police Capacity (SPC) ended its assistance mission to the headquarters of the United Nations Political Office for Somalia (UNPOS) in October 2010. During the deployment the SPC team provided advice to the Office on strategic issues related to development of the police and they established contacts with police organizations inside Somalia to discuss future programmes and projects. The SPC team, jointly with UNPOS military advisers, organized a Joint Security Committee (JSC) and helped to develop a coordination mechanism for policing among the main stakeholders.

#### Guinea-Bissau

In Guinea-Bissau the special political mission UNIOGBIS has been assisted by the SPC since June 2009. Apart from the establishment of the Police Reform Unit of UNIOGBIS, including the induction training for incoming UNPOL, the establishment of procedures for this unit and the development of the 2010 and 2011 security sector reform work plans, the SPC provided assistance with the development and design of the first Model Police Station, including associated training and assisted national partners in the establishment of a computer training lab. The SPC has assisted the UN Office of Drugs and Crime in its work to help reestablish a functional corrections system.



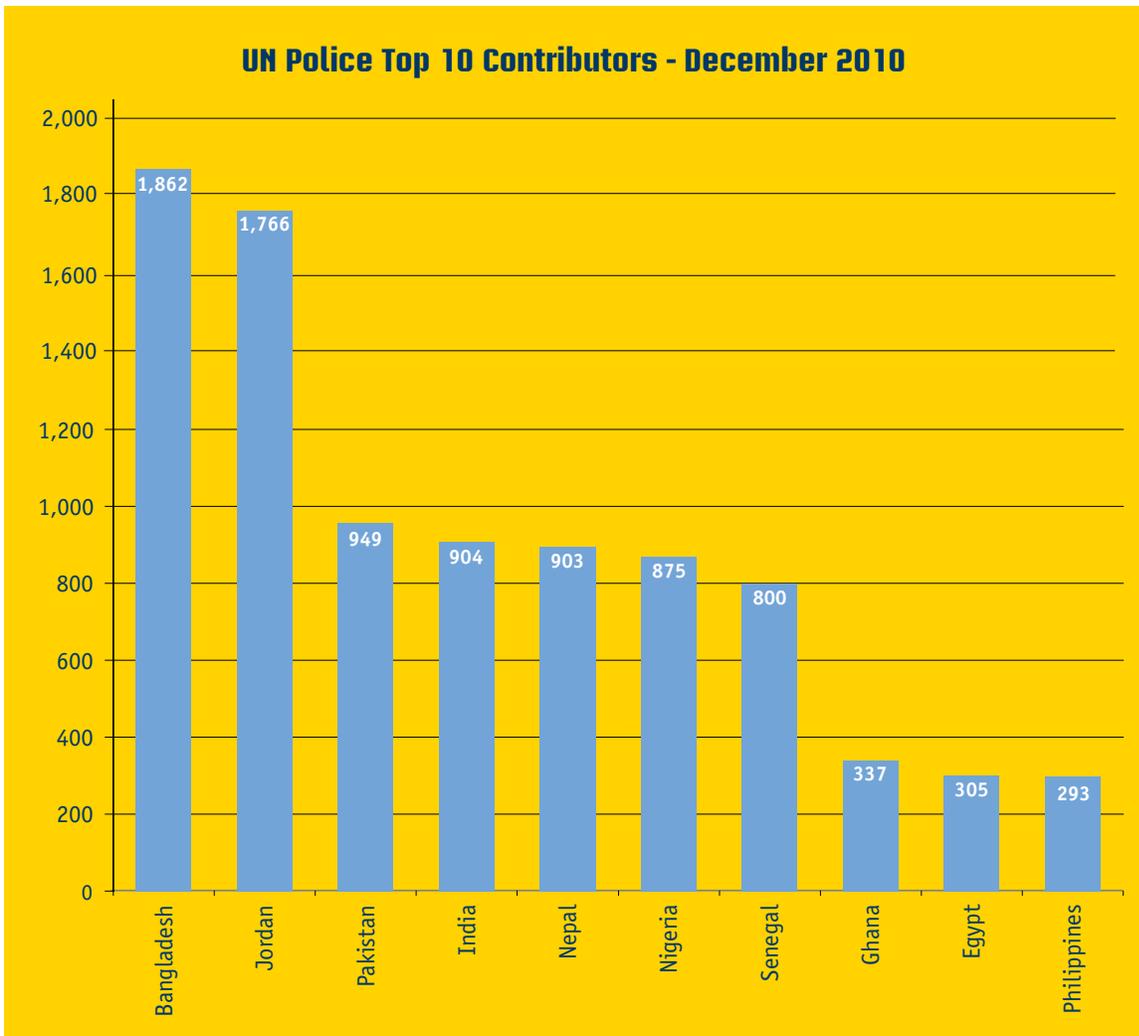
*UN Police participated in a National parade promoting women as part of the security sector of Guinea-Bissau. (UN Photo)*

#### Sudan

A Standing Police Capacity team was deployed to the UN peacekeeping operation in Sudan (UNMIS) in September and October 2010, to provide support and technical assistance to UNMIS Police. The SPC team worked on a compendium of policies and plans for UNMIS geared towards revitalizing the operational and administrative processes of UNMIS Police. This compendium addressed training issues, a co-location framework to be applied to the Southern Sudan Police Service, logistics support, personnel management, gender mainstreaming and the UNMIS Police Referendum Security Operational Plan.



*Sudanese police officers demonstrating techniques learned during VIP protection training course. (UN Photo/Paul Banks)*



# POWER TO EMPOWER

## BEYOND BUSINESS AS USUAL: FROM RECOGNITION TO ACTION IN ENDING SEXUAL VIOLENCE

*Following the adoption of Security Council resolution 1888 in 2009, Margot Wallström was appointed the first-ever Special Representative of the Secretary-General (SRSG) on Sexual Violence in Conflict. In December, she briefed the Security Council for the fourth time since taking up office in April 2010. She made this contribution to the UN Police Magazine.*

Sexual violence in conflict is, I am often told, unavoidable. That it should be considered collateral damage. That the phenomenon is nothing new. The latter is certainly true: Already Homer in the Iliad has described how Trojan women were treated as war prizes during the Trojan War. But sexual violence in conflict is neither cultural nor sexual. It is criminal. And we are now beyond business as usual: Security Council resolution 1820 acknowledges that sexual violence in conflict is a matter of international peace and security and therefore within the Council's mandate. The resolution also requires us to expose the claims that fuel continued sexual violence. No other human rights violation is routinely dismissed as inevitable.

The nature of armed conflict has changed dramatically in recent times. War could traditionally be described as a fight over territory between two countries through the instruments of well-trained, disciplined armies facing each other on the battlefield. Modern warfare, however, is predominantly



*Margot Wallström on mission to the Democratic Republic of Congo in October 2010. (UN Photo)*



intrastate or domestic, waged by non-state actors and triggered by issues of identity, ethnicity, religion and competition for land or resources. This has also led to a transformation in terms of who is most affected by the hostilities: Today more than 75 percent of those killed or wounded in wars are non-combatants. And women have ended up on the front-line – not as soldiers but as victims.

We as the United Nations are often criticized for our shortcomings and mistakes. Rather than trying to present excuses, we need to look at explanations, and at what we can improve. But it is also important that we start looking at what we already do well, and how these actions can be further strengthened. One means is to start operationalizing promising practices to protect civilians from sexual violence – which we did earlier this year for military peacekeepers in “Addressing Conflict-Related Sexual Violence – an Analytical Inventory of Peacekeeping Practice”. I want to urge Member States to help improve the gender balance by contributing more women to peacekeeping missions; today women only comprise approximately 10 percent of police, which limits the outreach of peacekeeping operations to host communities, particularly women at risk.

States bear primary responsibility for protecting their citizens from violence. I see my role as helping to build the capacity of governments to meet their obligations. The United Nations and no number of peacekeepers or police can ever substitute a state. But our aim must be to uphold international law, so that women – even in war-torn corners of our world – can feel safe.

Margot Wallström  
Special Representative of the Secretary-General  
on Sexual Violence in Conflict  
December 2010

## UNITED NATIONS FEMALE POLICE GLOBAL EFFORT

The United Nations Global Effort to increase the number of female police officers in national and international services was launched in August 2009. The foundation for this Effort stems from the United Nations aim to promote female police officers so that they can empower women to play an active role in providing security, reaching out to male and female victims and influencing other women to become police officers. From experience the Police Division has learned that having more female UN Police in missions has positively impacted on the effectiveness of the UN Police service as a whole.

Though addressing sexual and gender-based crimes is pivotal and is a problem UN Police must confront in most areas of operation where they are deployed, it is not the primary goal of this Effort. The UN needs more women because women’s participation in policing — at the international and national levels — is essential to ensure that women’s security priorities are reflected and police services are accessible to all victims.

As role models, female police peacekeepers empower the female population to report cases of sexual and gender-based crimes as well as inspiring many to become police officers themselves. For women in many societies recovering from conflict, female UN Police officers demonstrate that women have a role to play in their security – protecting and serving in some of the most demanding environments. In that way, female police officers help build trust and confidence in the police, especially in the female population. Female police bring many skills and qualities to law enforcement, community policing and reinforcing the security of the populations they serve and they positively impact on the *esprit de corps* of UN Police services.



*UNMIS Police Captain Veronica Agustim of the Philippines with Sudanese police officers during a ceremony to mark the successful completion of a SWAT and VIP protection training course. (UN Photo/Paul Banks)*

To learn more about this Global Effort and the impact of female police officers in national and international services, visit our [Webpage](#) and [Facebook](#) (see below).

## GLOBAL EFFORT PLANS FOR 2011- 2012

The Police Division has developed a strategy for the next two years to ensure that this Effort stays on track. Among other actions the Division aims to facilitate regional training programmes for female police officers to raise awareness about the requirements for deployment as UN Police officers.

The Division will increase its effort to monitor ratios of female police officers in Member States, and will continue to look for innovative ways to support Member States with their own efforts to increase the number of female officers in their national services.

The Division is presently working with a number of organizations, including the International Association of Women Police, the Pearson Peacekeeping Centre and many Member States, with financial support from the Governments of Italy, Germany and the United States of America, to establish an international female police network, to reach out to more female officers who could participate in international policing and to promote guidance for UN Police when working on issues related to sexual and gender-based violence.

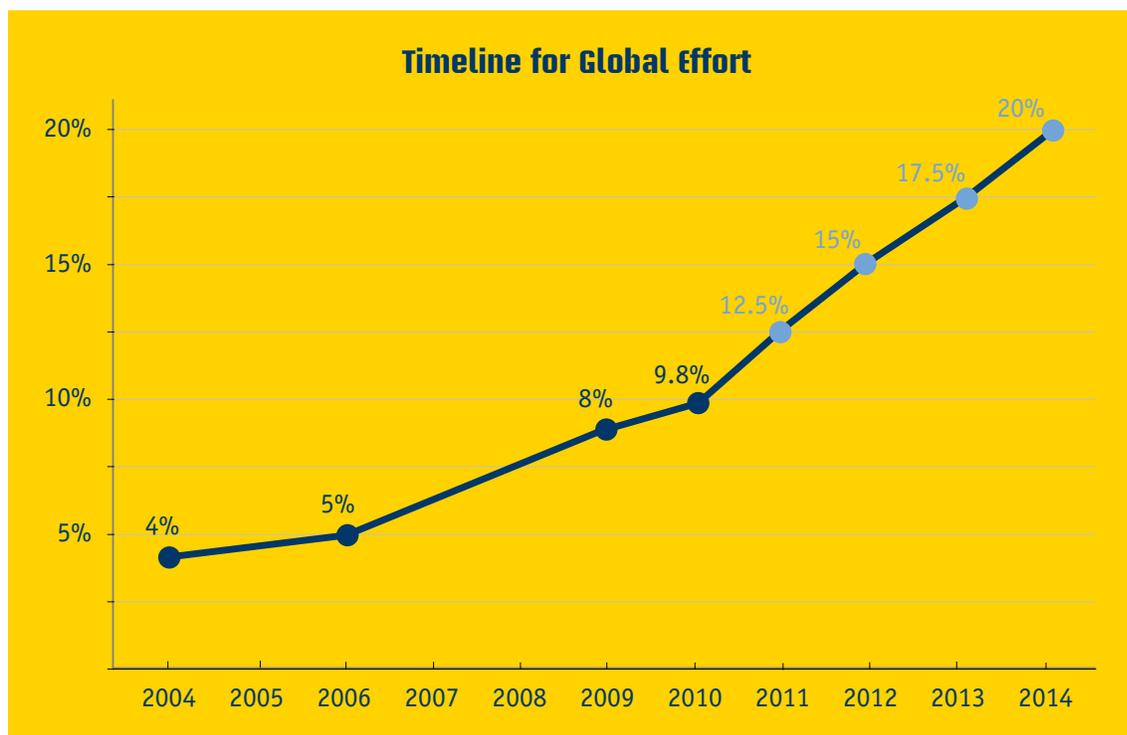
The Selection and Recruitment Section of the Police Division is looking at innovative ways to make service in United Nations missions easier to organize for wives and mothers and more attractive to female officers.



## RECENT ACTIVITIES

### Almost Halfway There

Since 2009 the United Nations has noted a substantial increase in the number of female UN Police officers deployed in the 17 missions where UN Police are working today. The graphs and maps in this magazine show the number of female officers clearly. Since then UN Police deployments have risen from almost 11,000 to more than 14,000, while at the same time the number of female UN Police officers has gone from just under 8% to almost 10%, and continues to increase. What the statistics demonstrate must be seen in the context of constantly rotating officers, which can be both helpful to increase the number of female UN Police, but also represents an on-going challenge.



### UN Police Gender Toolkit Workshop

The second UN Police Gender Toolkit workshop was held in September 2010. This workshop aimed to validate the content of the toolkit which is based on best practices and lessons learned from field missions. The modules covered tools on implementing gender mainstreaming within UN Police policies and procedures and assisting host-state police in integrating gender perspectives into police reform, setting up specialized police units on sexual and gender-based violence, mentoring on investigations and referral services. The workshop was attended by 38 participants from field missions including police from countries where UN Police are deployed and from Police Contributing Countries. The Gender Toolkit, which has been developed with the generous support of the Swiss Government, will be launched in 2011.

### UN Delegation at the IAWP

The Police Division participated at the 48th annual training conference of the International Association of Women Police (IAWP) from 26-30 September with 47 officers from 42 countries. The Police

Adviser Ann-Marie Orlor led the delegation which included nine officers from countries where UN Police are deployed, 15 UN Police and 23 officers from Police Contributing Countries. The UN delegation made a big impact during the annual parade and at the opening ceremony of the conference. The Police Division together with the Criminal Law and Judicial Advisory Service, another OROLSI component, held six UN panel sessions during the conference. UNPOL events were held on the Global Effort, recruitment, policing vulnerable groups, re-building post-earthquake Haiti, creating a female police peacekeepers network and corrections. The Government of the United States of America provided funding for the UN delegation.

## UN Police Workshop on a Training Curriculum on SGBV

The Police Division held a workshop on a Training Curriculum on Sexual and Gender-based Violence (TC-SGBV) at the end of September 2010. The workshop marked the first meeting of the Curriculum Development Group (CDG) which will develop the objectives and content of a UN Police standardized training curriculum on investigating and preventing sexual and gender-based crimes. The workshop was attended by 32 experts from UN field missions, from countries where UN Police are deployed and Police Contributing Countries. The Government of Germany hosted an opening reception for this development group. The training curriculum will be launched in 2011.

## United Nations Police Division female Global Effort facebook Page

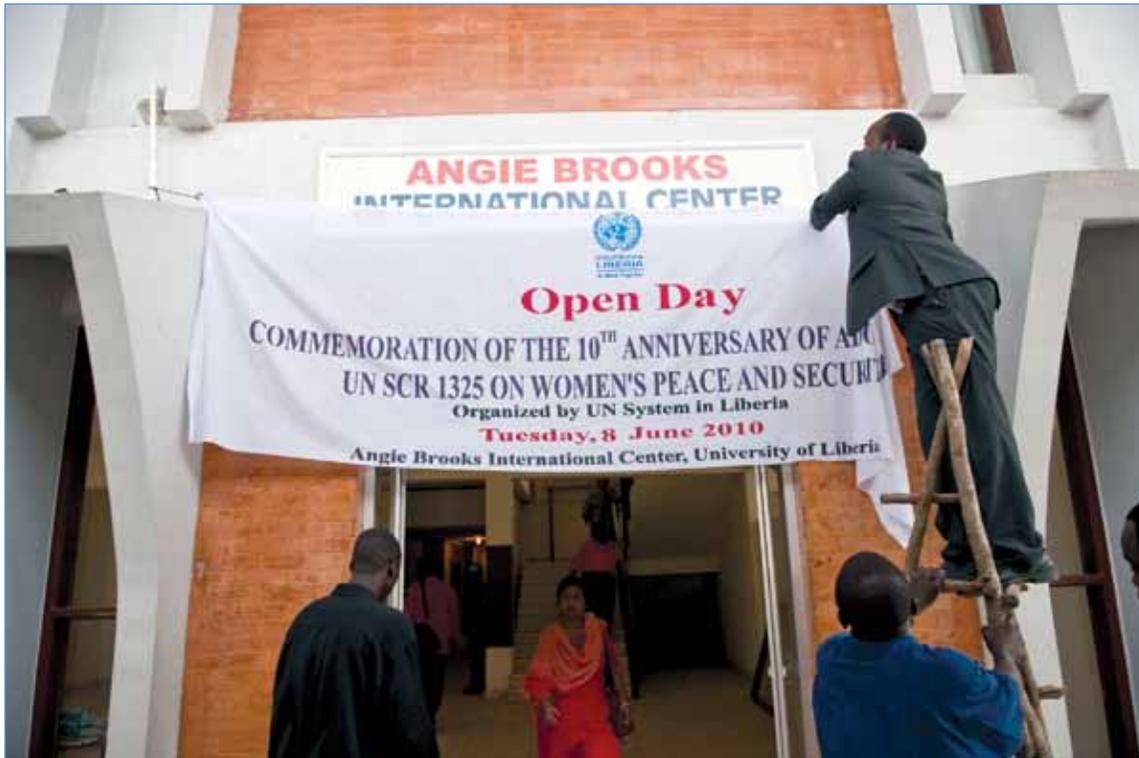
The Global Effort Facebook page was launched in September 2010 during the annual training conference of the International Association of Women Police (IAWP). More than 500 people are already visiting this page, to learn more about UN and national efforts to increase female participation in police work and to learn of its benefits, and the number continues to increase. The Global Effort Facebook page links female police officers who are serving or who used to serve in UN peacekeeping missions. By exchanging their experiences they also motivate other female officers to join national police services and/or UN peacekeeping operations. If you are on Facebook, you can become a fan of this page at: <http://www.facebook.com/home.php?#!/pages/United-Nations-Police-Division-Female-Global-Effort/>





## 10 Year Anniversary of Security Council resolution 1325

Member States celebrated the 10-year anniversary of the milestone Security Council resolution 1325 that recognizes the equal participation of women in global peace and security issues in October 2010. Ninety representatives of Member States expressed their support to the resolution and a handful of States adopted national action plans. Many states called for the adoption of specific benchmarks and indicators to ensure implementation of the resolution. Member States recognized the importance of the participation of female police officers in peacekeeping as part of the implementation efforts of this resolution.



*Preparations are made for the arrival of SRSg Ellen Lej, for the commemoration of the 10th anniversary of UN SCR 1325 and open day with the SPSG and Liberian Women Peace Leaders at the Angie Brooks International Centre at University of Liberia outside Monrovia, 8 June, 2010. (UN Photo/Staton R. Winter)*

“The Security Council encourages Member States to deploy greater numbers of female military and police personnel to United Nations peacekeeping operations, and to provide all military and police personnel with adequate training to carry out their responsibilities. The Council requests the Secretary-General to continue and strengthen efforts to implement the policy of zero tolerance on sexual exploitation and abuse by United Nations peacekeeping and humanitarian personnel. The Council requests the Secretary-General to continue to provide and deploy guidance on addressing sexual violence for pre-deployment and induction training of military and police personnel, and to assist missions in developing situation-specific procedures to address sexual violence at the field level and to ensure that technical support is provided to troop- and police contributing countries in order to include guidance for military and police personnel on addressing sexual violence in pre-deployment and induction training.”

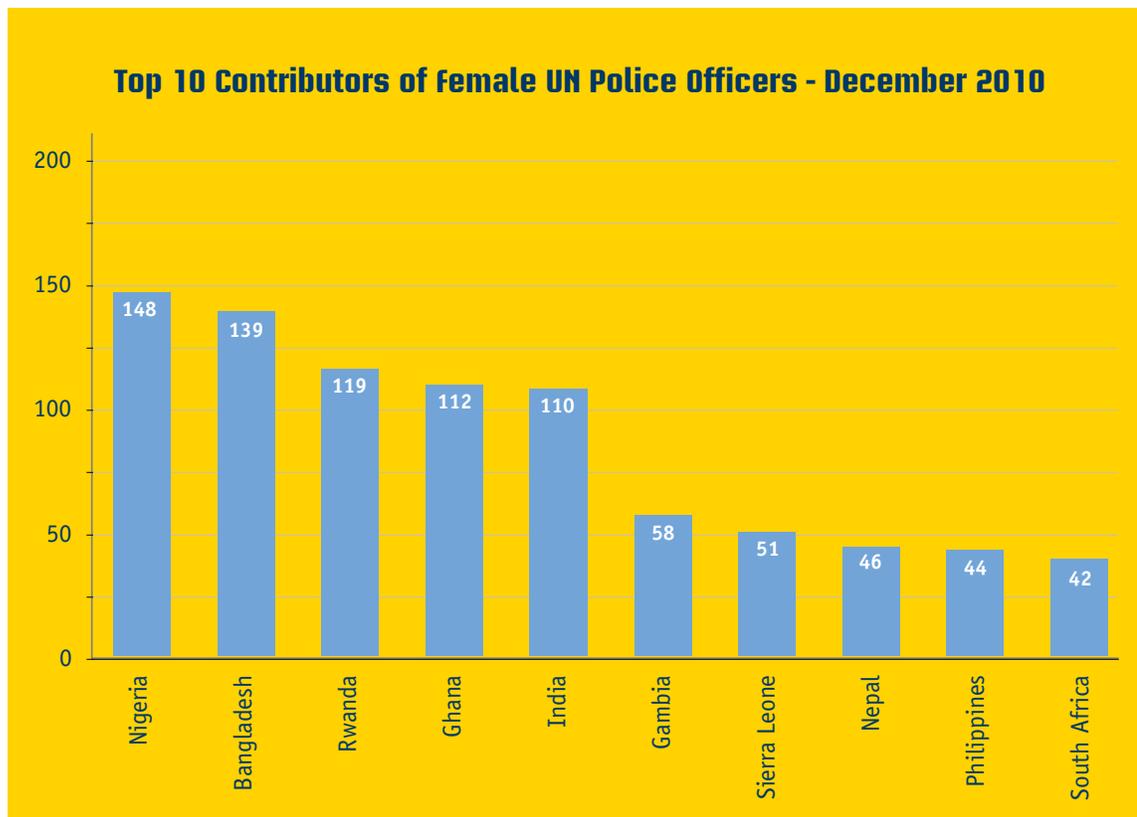
Security Council Presidential Statement S/PRST/2010/22

## UNFPA Highlights Importance of Female Police

The United Nations Population Fund (UNFPA) published its annual report on the state of the world population with a focus on the links between peace, security and development and women’s empowerment. The publication coincided with the 10-year anniversary of Security Council resolution 1325 and was written following visits to a number of countries (Haiti, Liberia, and Timor-Leste) where there are peacekeeping operations. The positive role of UN uniformed personnel is one of the issues the report explores. “Women in police or military uniforms send a message to local people that the United Nations not only sees women as equal to men in carrying out missions but also understands that female police and troops can be powerful models. Women who have survived assaults may also be more likely to report incidents to women officers.” The 108-page report, written by a former journalist, can be found on the UNFPA Website: [www.unfpa.org](http://www.unfpa.org)

## UN female Police film launch

In October, the Police Division together with the Pearson Peacekeeping Center launched a film on the value-added and impact of female police peacekeepers. The film entitled “The Needed Ones” features UN Police in the peacekeeping operations in Sudan (UNMIS) and Haiti (MINUSTAH). The Police Adviser Ann-Marie Orler congratulated the top 10 highest female police contributing countries and stated: “These countries have led the way by providing female police officers above the proportion in their national services. Indeed, we believe that there are more female police officers out there who are interested and qualify for deployment in peacekeeping. Female police officers have an equal right to be part of a peace process – it is our duty to provide them with the opportunity to do so. We need to get beyond the excuse of saying ‘there are no female police officers’ or that ‘there are too few of them’ but rather say ‘let us find the female police officers and get them on the list for international police peacekeeping’.”





## Specialized Training for Sudanese and UN Police

Seventy-two female officers from northern and southern Sudanese police services as well as a group of UN Police completed a 10-day course on sexual and gender-based violence (SGBV) in July 2010 at the UN peacekeeping operation in Sudan (UNMIS) headquarters in Khartoum. The course was designed to develop the competencies that police officers need to prevent and respond to reports of SGBV, including identifying types and acts as well as root causes. “Now I will be able to conduct interviews related to rape cases,” said Martha Boyoy, who had been serving with the Southern Sudan Police Service for six years. Ms. Boyoy said the training, which involved role-playing activities and other interactive tools of adult learning, equipped her to share knowledge with community members and female and male police about SGBV. Throughout the course, participants practiced report-writing skills, community-based policing, problem-solving techniques, strategies for working with local and international actors to ensure proper follow-up and access to resources for victims and suspects. Participants also developed effective mentoring and training competencies for use in supporting the Government of Sudan and Southern Sudan Police Service. The course was taught by the Pearson Peacekeeping Centre.

## FEMALE POLICE OFFICERS LEADING THE WAY IN IDP CAMPS IN DARFUR

In all conflicts, those most affected are those who have no part in it, mainly women and children. Their lives are at risk and they often find themselves displaced within their own country. Regular access to food, water and adequate healthcare becomes a luxury.

One of the African Union/United Nations Hybrid Mission in Darfur (UNAMID) most pivotal and difficult tasks is helping these victims get the help they need. More than 600 UNAMID female Police Officers, from 28 different countries including Ghana, Indonesia and most recently Rwanda, are working to help bring security and the rule of law to the Internally Displaced Persons (IDP) camps.

These UN Police officers work with men, women and children, many of whom feel more comfortable talking to a female UN Police officer. This means that more sensitive crimes, such as sexual and gender-based violence, are being reported and victims can receive the support they need. The success of these officers has encouraged UNAMID troop contributing countries to deploy more women.



89 female Rwandan police officers arrived in El Fasher (Darfur) to work for UNAMID.  
(UN Photo/Albert Gonzalez Farran)



*A South African UNAMID Female Police Advisor tending to an IDP woman's injuries during a patrol in the camp. (UN Photo/Bruhane Zirabamuzale)*

“Women can more easily open up to women in some cases,” said UN Police Adviser Ann-Marie Orlor on a visit to UNAMID in September. Commissioner Orlor, who is a driving force behind the UN Global Effort, has long been a staunch advocate for the increase of female police officers among United Nations Police and in national police services. This commitment is echoed by UNAMID Police Commissioner James Oppong-Boanuh who calls on all of the UNAMID Police to work with dedication, discipline and respect.

In IDP camps across Darfur, people live in abject poverty, but will not leave the camps because they fear attacks. Here, UNAMID Police have become a significant part of the community; their presence a reminder of hope. From conducting training on community-based policing to having conversations with women about motherhood, parenting, education and security issues, these types of interactions allow for greater understanding on all sides.

A female UN Police officer from South Africa recalls a patrol during which she came across a woman “whose feet were severely wounded and who had no way of treating them. I was touched and washed her feet myself. Later, my colleagues and I mobilized some money to buy medication for her.” This compassionate act earned much esteem.

The contribution of UNAMID Police in the struggle for peace in Darfur cuts across all spheres of life including but not limited to improving the capacity of the Sudanese police, providing instruction on community-based policing, ensuring the protection of IDPs, capacity-building, promoting human rights and fighting against sexual and gender-based violence through awareness campaigns and social mobilization.



## A DAY IN THE LIFE OF A UNAMID POLICE OFFICER

Angela Anyeman left Ghana in early 2010 to join UNAMID as a UN Police officer. Based in El Fasher, North Darfur, she is the gender and child protection focal point for the Zam Zam camp, which is home to over 50,000 Internally Displaced Persons (IDPs). UNAMID carries out three patrols a day in Zam Zam, with a rotation that means there is a UNAMID patrol 24 hours a day and seven days a week. Each day, Angela works a different shift. Today she is on the morning patrol.

At 8.00 am she meets her fellow UN Police officers in Zam Zam base camp where they go over the route and arrangements for the convoy of a confidence-building patrol. The convoy is usually escorted by an Indonesian or Jordanian Formed Police Unit (FPU), although occasionally a Nepalese FPU provides protection.

To ensure that IDPs are not only protected but also feel safe, UNAMID Police strive to be visible in the entire camp throughout the day. The camp's security is now far better that it was before UNAMID was established and there are only minor incidents, mostly at night.

During their route through the camp, the convoy makes a number of stops to interact with the population. Angela and two other female UN Police officers are accompanied by Hadija their language assistant, who translates all their words into Arabic, meet with displaced women and ask after their concerns. To ensure a closer and more confident dialogue, male police officers stand aside when issues that could be gender-sensitive are broached. Today they are talking about the problem of early marriage. They have noticed that it is not rare to find 16-year old girls who are mothers to four children or others who already have six children at the age of 18.



*UNAMID Police officer, Ms. Angela Ama Agyeman Sesime, from Ghana, on patrol in Zam Zam IDP Camp (El Fasher, North Darfur). (UN Photo/Olivier Chassot)*



*UNAMID Police Advisor, Ms. Angela Ama Agyeman Sesime, writes her report in the car, with the assistance of two of her colleagues. (UN Photo/Olivier Chassot)*

Remaining respectful of local culture and traditions, Angela explains the importance of education for girls and the health risks of pregnancy during adolescence. She advises that they allow teenage girls to avoid marriage and attend school until they reach the age of 18, when their bodies are ready for motherhood. She also recommends that the women allow some time between pregnancies.

Since arriving in Darfur, Angela has noticed that her work has made a genuine impact on the local population. She remains very enthusiastic despite the language barrier, which she bridges with universal body language and expressions. Each day, she sees more girls going to school and more women aware of their rights.

However, she is also always moved by complaints over the shortages of adequate food, water and health care. While there is not much that UNAMID Police can do to address these problems, they can pass them on to the various UN Agencies and NGOs operating in the region.

Towards the end of their patrol, Angela and the other police officers write a daily report about the current security situation and progress on their various initiatives for the review of the police commanders who will analyze it.

As Angela's day draws to a close, she begins preparing for tomorrow's afternoon patrol and the night patrol the day after that. Night patrols are by far the most challenging and dangerous. But, Angela is unfazed: "We are here to help the people of Darfur. This is what we do."



## UN Police Contributing Countries — December 2010

Country	Male	Female	Country	Male	Female	Country	Male	Female
Argentina	39	1	Indonesia	152	2	Singapore	15	6
Australia	60	12	Ireland	14	4	South Africa	112	42
Bangladesh	1723	139	Israel	14	0	Spain	35	4
Benin	109	9	Italy	117	0	Sri Lanka	101	3
Bosnia and Herzegovina	19	4	Jamaica	18	12	Sweden	26	10
Brazil	24	2	Jordan	1760	6	Switzerland	7	0
Burkina Faso	67	10	Kenya	17	3	Tajikistan	9	3
Burundi	82	1	Kyrgyzstan	16	1	Thailand	21	15
Cameroon	69	37	Lithuania	2	0	Togo	43	0
Canada	122	17	Madagascar	54	2	Turkey	155	6
Central African Republic	32	8	Malawi	27	6	Uganda	138	30
Chad	61	8	Malaysia	256	0	Ukraine	65	5
Chile	12	3	Mali	99	6	United Rep. of Tanzania	56	26
China	90	2	Montenegro	2	0	United States of America	59	6
Colombia	33	2	Namibia	27	37	Uruguay	10	1
Côte d'Ivoire	141	21	Nepal	857	46	Yemen	144	0
Croatia	9	1	Netherlands	16	3	Zambia	106	19
Czech Republic	4	1	New Zealand	10	0	Zimbabwe	85	25
Dem. Rep. of the Congo	25	2	Niger	139	11			
Djibouti	39	1	Nigeria	727	148			
Egypt	305	0	Norway	18	11			
El Salvador	32	8	Pakistan	918	31			
Ethiopia	8	2	Palau	0	1			
Fiji	48	1	Philippines	249	44			
Finland	3	0	Poland	3	0			
France	156	7	Portugal	194	1			
Gambia	167	58	Republic of Korea	4	0			
Germany	10	0	Romania	34	8			
Ghana	225	112	Russia	36	3			
Grenada	3	0	Rwanda	91	119			
Guinea	74	3	Samoa	11	4			
Guinea-Bissau	5	2	Senegal	796	4			
Iceland	1	1	Serbia	9	1			
India	794	110	Sierra Leone	107	51			

## MODERNIZING AND STANDARDIZING THE VISUAL IDENTITY OF UNITED NATIONS POLICE

Since the United Nations Police were first deployed to a field mission in 1960, they have been identified as police officers working under a United Nations mandate. Known earlier as UN Civilian Police or CIVPOL, the official name UN Police was adopted in 2005. The internationally recognized acronym for UN Police is UNPOL. UN Police must be recognized as police officers. In peace operations where the UN Police have had an executive mandate, today for example in Timor-Leste, they need to be differentiated from other UN peacekeeping staff because they are responsible for law enforcement.



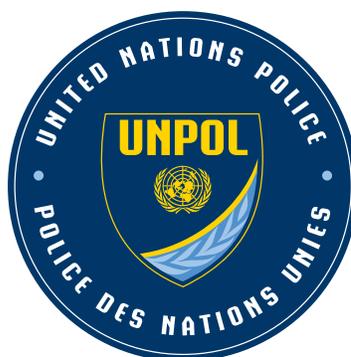
Over the years, a number of identifying symbols were used in UN missions, on vehicles and in UNPOL offices. In 2009 – 2010, the Police Division, as part of its work to further professionalize its services, worked with the Department of Public Information's Graphic Design Unit to create a modified and standardized identity for United Nations Police. Following a broad study of shields, colours and symbols, a standardized design was chosen and is now being promoted throughout the Police Division, to Member States and in UN missions.

Examples of this identity and guidelines about how it can be used can be found on the UN Police Website: <http://www.un.org/en/peacekeeping/sites/police>

### Downloading new UNPOL identity

Basic graphics can be retrieved from the United Nations Police Division Intranet page (accessible only to those entities and individuals working at the United Nations) <http://intranet.dpkp.un.org/DPKO/Pages/OfficeDetails.aspx?officeid=6>

Or equests can be made to the Division through the e-mail [OROLSIPI@un.org](mailto:OROLSIPI@un.org)





# UN POLICE

PROFESSIONAL SERVICE - LASTING IMPACT





In 2007, the Office of Rule of Law and Security Institutions (OROLSI) was established in the Department of Peacekeeping Operations (DPKO), in order to strengthen the links and coordinate the Department's activities in the areas of police, justice and corrections, mine action, the disarmament, demobilization and reintegration of ex-combatants and security sector reform. The Office is headed by Assistant Secretary-General Dmitry Titov, who reports to the Under-Secretary-General for Peacekeeping Operations Alain Le Roy. The **Police Division** is part of this Office.

For information on all UN peacekeeping visit:  
<http://www.un.org/en/peacekeeping/>

For UN Police in global peacekeeping visit:  
<http://www.un.org/en/peacekeeping/sites/police/>