

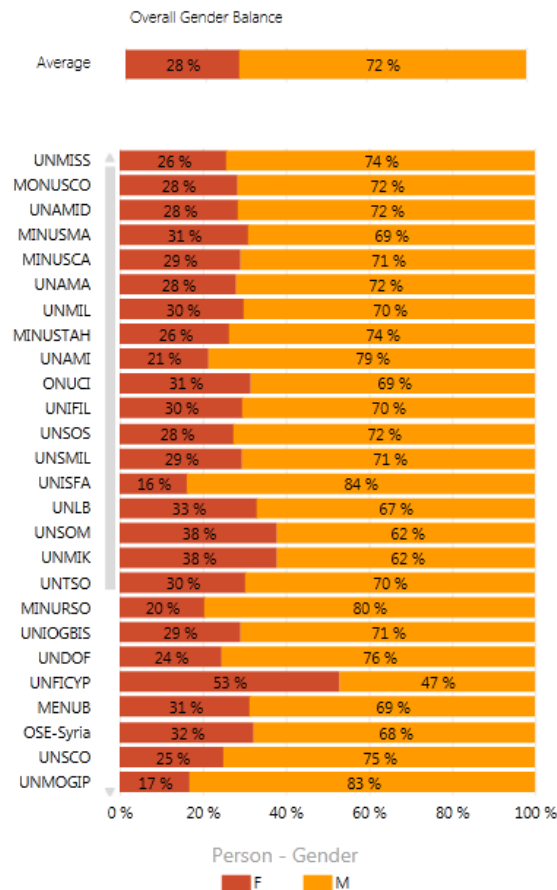
**Web Annex XIV: Status of Women in the  
Department of Peacekeeping Operations and Department of Field Support (DPKO/DFS)**

As of 31 December 2015, a total of 6,814 international civilian staff men and women at all levels encumbered positions in the United Nations field missions, representing a decrease of 72 staff since 31 December 2013 at all levels.

The reduction in the overall number of staff is primarily due to retrenchment and downsizing of a number of missions, as well as a result of the implementation of recommendations stemming from Civilian Staffing Reviews that are being carried out across peacekeeping missions, as mandated by the General Assembly.

The number of women serving in the most senior leadership role in UN Peacekeeping Operations, i.e. at the level of Heads or Deputy Heads of Mission ( which are posts usually graded at the level of USG and ASG) has steadily increased since 2014. Women represented 22 per cent of senior leaders in December 2014 and 23 per cent as of December 2016. As of 16 August 2017, women represent a quarter (25 percent) of senior leaders in UN Peacekeeping operations. DFS has developed in early 2017 a strategy to achieve gender balance at the leadership level in UN Field Missions by 2021 which focuses on i) enlarging the pool of highly qualified female leaders for future field appointments; ii) appointing more women; and iii) supporting women in posts to avoid early departure and sustain efforts. The Global Call for Nominations for the generic positions of SRSG and DSRSG launched by the Secretariat in early 2017 sought to expand the pool of potential candidates. 41 per cent of nominations received through this outreach initiative were of women.

Overall, only 28% of internationally-recruited staff in peace operations are women and the representation has not improved significantly since Security Council Resolution 1325 on women, peace, and security was passed in 2000.



### **Senior Women Talent Pipeline**

DFS has continued to focus on a number of gender parity initiatives that seek to attract more women to apply and to build broader and deeper talent pools of qualified women ready for selection and field service.

The Senior Women Talent Pipeline (SWTP) was launched in 2013 to serve as a dedicated talent pool for high potential female candidates at the D1-D2 levels in peace operations. DFS engaged in an extensive outreach campaign with Member States, civil society organizations, professional networks, and received over 750 applications and nominations from 92 Member-States. As a result, 129 women have been included in the SWTP, 14 have been placed, and 15 have been rostered at P5-D1 levels as at April 2017. The pipeline was re-opened for new candidates in June 2017 with a substantial media outreach effort. Further expansion of the SWTP, for example to mid-career levels, will depend on the availability of funding. The current project is funded by extra-budgetary funding from the United Kingdom and Japan.

### **Rosters**

In the 2014/2015 budget performance cycle, female representation in rosters grew by 3%, from 24% to 27%. An increase of 3 per cent is targeted every fiscal to reach female representation across rosters to 33% by the 2017/2018 budget performance cycle.

DFS is currently looking to partner with missions to produce more human interest stories on women serving in peace operations with a view to attracting more women to our ranks.

In addition, some special measures are under consideration to mandate selection of women at higher rates.

*Source:* DFS Field Analytics Workspace