

UN  
Department of  
Peace Operations

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

## Executive Summary

The Secretariat is in the process of updating the composition of the Vanguard Brigade and the respective Statement of Unit Requirements for all Vanguard Brigade units to be placed at the Rapid Deployment Level (RDL) of the Peacekeeping Capability Readiness System (PCRS). This effort should be completed by end of July 2022 and the new requirements shared with all Member States so they can become effective at the start of the 2023/24 UN Peacekeeping Fiscal Year.

T/PCC support will be critical not only to elevate new pledges, but also to replenish the PCRS with pledges at Level 2 and above. With travel restrictions being eased, more in-person strategic Assessment and Advisory Visits (AAV) are planned to be conducted in 2022. Focus will be given to critical capabilities that were pledged and the need to elevate them in the PCRS. As a reminder, only after a successful AAV will a unit be considered for a new deployment selection process. We urge Member States to advance pledges so the early interaction and exchange of information can be done, proving the Secretariat the necessary visibility over the offers and giving the Member States specific UN peacekeeping knowledge that is crucial for the generation of qualified uniformed capabilities in the least amount of time.

The table on page 11 shows the pledges currently available in the PCRS and their respective levels of readiness and preparedness. **There is an increasing need and critical shortage of utility and armed/attack helicopter units. Infantry units and Quick Reaction Forces at company level continue to be an important capability requested by field missions and a mid-term need for Intelligence, Surveillance, and Reconnaissance (ISR) units, both ground and aerial, is foreseen. Another significant point of concern for our capabilities in 2022 remains the lack of women peacekeepers in contingents, as well as among individual uniformed personnel.** With more than 94% of personnel deployed in contingents being men, we are failing to seize opportunities related to diverse perspectives, ideas, and experiences that women troops could bring, hence limiting our effectiveness.

As an emerging future requirement capability trend in our field missions, this edition brings a special paragraph on counter-UAS measures that can be found on page 9.

Due to coinciding activities and some still existing COVID-19 restrictions, the Secretariat has decided to postpone the Chiefs of Defense Conference (CHODs) and the UN Chiefs of Police Summit (UNCOPS). Currently, UNCOPS is likely to take place in early September and CHOS in late October, both at UNHQ.

## I. THE EVOLVING PEACEKEEPING ENVIRONMENT

Under-Secretary-General for Peace Operations, Jean-Pierre Lacroix, in his statement to the Special Committee on Peacekeeping Operations (C34) in February 2022, highlighted as serious cause for concern the link between regional, national and local conflicts and the escalating insecurity of the environments where many of our missions are deployed. This is layered against transnational organized crime, links with terrorist groups, and the ongoing COVID-19 pandemic and the associated socio-economic grievances it has exacerbated. He also flagged that out of the 12 UN Peacekeeping missions, most of them have deteriorating political and security environments

– with one, MINUSMA, that has significantly deteriorated over the last two years. But USG Lacroix was emphatic that, despite all this, peacekeeping has also never been more needed.

To address the military and police requirements in this operational environment, we continue to focus our efforts on the strategic generation of critical capabilities, the coordination of capacity-building through training and mentoring, and the introduction of new technologies. USG DPO also expressed that to best tackle these challenges, while effectively implementing our mandates, there is a need to strengthen missions' flexibility and

responsiveness, and to that end, the Secretariat is developing and refining military doctrine and training materials to allow T/PCCs to better support these efforts. Optimizing UN's mission's effectiveness requires the right capabilities at the right time, in the right place and with the right mindset.

## II. TRAINING

Training is a shared responsibility between the Member States and the UN Secretariat. It is the UN Secretariat's responsibility to provide policies, standards and training materials, but Member States are relied upon to host the rollout and aid in the dissemination of these new and updated materials.

Throughout 2022, DPO will deliver training to PCCs in the new Individual Police Officers Standard Training Materials (STM) and three job specific police training programmes. The aim is to build Member State capacity to train

UN Police in accordance with the standards of the UN Police Strategic Guidance Framework. Also, in 2022, DPO, in partnership with Member States, will deliver the new National Investigation Officer (NIO) training of trainer programmes. A minimum of four courses are planned during the year. The aim of the NIO courses is to build Member State capacity to train NIOs to UN standards. Effective NIO investigations are an essential element



*MINUSMA troops on patrol*



*UN Infantry Battalion Commander's Course – Entebbe/Uganda*

in the United Nations and Member States' commitment to respond to allegations of serious misconduct. Member States are strongly encouraged to ensure that their nominees for these courses are trainers who will remain in training functions for at least 12 months after attending the DPO-led courses.

The Infantry Battalion Specialized Training Material is in final editing and will be released before June. Training of trainers' courses will be conducted during the year and Member States are invited to nominate participants for the courses as the dates and locations are announced. Again, course participants should be trainers who will remain in training functions for at least 12 months after attending the DPO-led courses. **To increase the usability of the infantry battalion training material, we request Member States to support the translation of the new material into the official United Nations languages.**

Throughout 2022, we will develop new training material and revise existing material. **To assist us, we would also be grateful if T/PCCs could provide pledges of one qualified subject matter expert to support the development of training materials in the following areas: Peacekeeping-Intelligence, Surveillance and Reconnaissance; Military Engineers; Staff Officers; Military Signals; CIMIC; Force Protection; and Core Pre-deployment Training Materials.**

OMA, ITS, UNITAR, and the Gender Unit recently launched a self-paced Military Gender Advisor online course. This course is a critical resource for future candidates for the positions of Military Gender Advisor and/or Military Gender Focal Point. Applicants can do the course at their own pace and have two months to complete it (from registration to completion). The only requirement is to have access to a computer and the internet. Below are French and English language versions of the course:

(English) [Military Gender Advisor Online Training | UNITAR](#)

(French) [Conseiller\(ère\) Militaire en Matière de Genre Formation En Ligne | UNITAR](#)

## II. CAPACITY BUILDING

The Secretariat is looking for Member States to offer training and capacity-building assistance (technical, financial, logistical (infrastructure) and equipment) to current or potential T/PCCs that can be coordinated by the Light Coordination Mechanism (LCM). Member States looking to provide these partnerships can contact Mr. Herbert Loreth (loreth@un.org).

The LCM has recently released the “Deployment Review” mobile app, a mobile application specifically designed to make a knowledge sharing methodology accessible to all military and police personnel, training centres and academies. The app is now available in both English and French. **The LCM is seeking partners to translate this new tool into Arabic, Spanish, Russian and Chinese.** For more information and to download the Deployment Review app, [click here](#). Two virtual sessions will be organized, on Tuesday 19 April 2022 (English) and Thursday 21 April 2022 (French), for all Police and Military Advisers, capacity building providers, and colleagues in regional and national training centres to present and explain the “Deployment Review” mobile app. [Click here to register](#).



*LCM Police Meeting organizers in Brindisi 2021*



To deconflict training and capacity-building activities, we invite Member States to share, on a voluntary basis, their 2022 police and military peacekeeping related training and capacity building calendars with the LCM. A specific template has been prepared and is accessible in the PCRS [here](#).

The Department of Operational Support's Triangular Partnership Programme (TPP) continues to strengthen the engineering, medical and technological capacities of uniformed peacekeepers in 2022 through the development of new technology and remote learning initiatives, as well as continuous implementation of several in-situ courses. The TPP Telemedicine Project launched in cooperation with DHMOSH and OICT, and continues to be piloted in



*UNCAP's Micro-UAS Remote Pilot Course in Entebbe/Uganda*

MINUSMA, MINUSCA, MONUSCO and UNMISS. With site-specific COVID-19 mitigation measures in place, in-situ training on engineering has continued in Nairobi, Kenya, in 2022; a Heavy Engineering Equipment (HEE) course (Basic) was successfully conducted from January to March; a HEE course (Intermediate) started in March. In November 2021, UN C4ISR (Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance) Academy for Peace Operations (UNCAP) resumed in-situ courses and launched the first Micro-UAS Instructor's Course at RSC-Entebbe, Uganda. More recently, UNCAP also

delivered the first Micro-UAS Remote Pilot Course and the 7th edition of the UN Peacekeeping Women's Outreach Course in March 2022. Moreover, between November and December 2021, the TPP successfully launched three new pilot remote training courses: the UN Environmental Management Course; Physical Security Infrastructure (PSI) Course; and the Construction Process Management (CPM) Course.

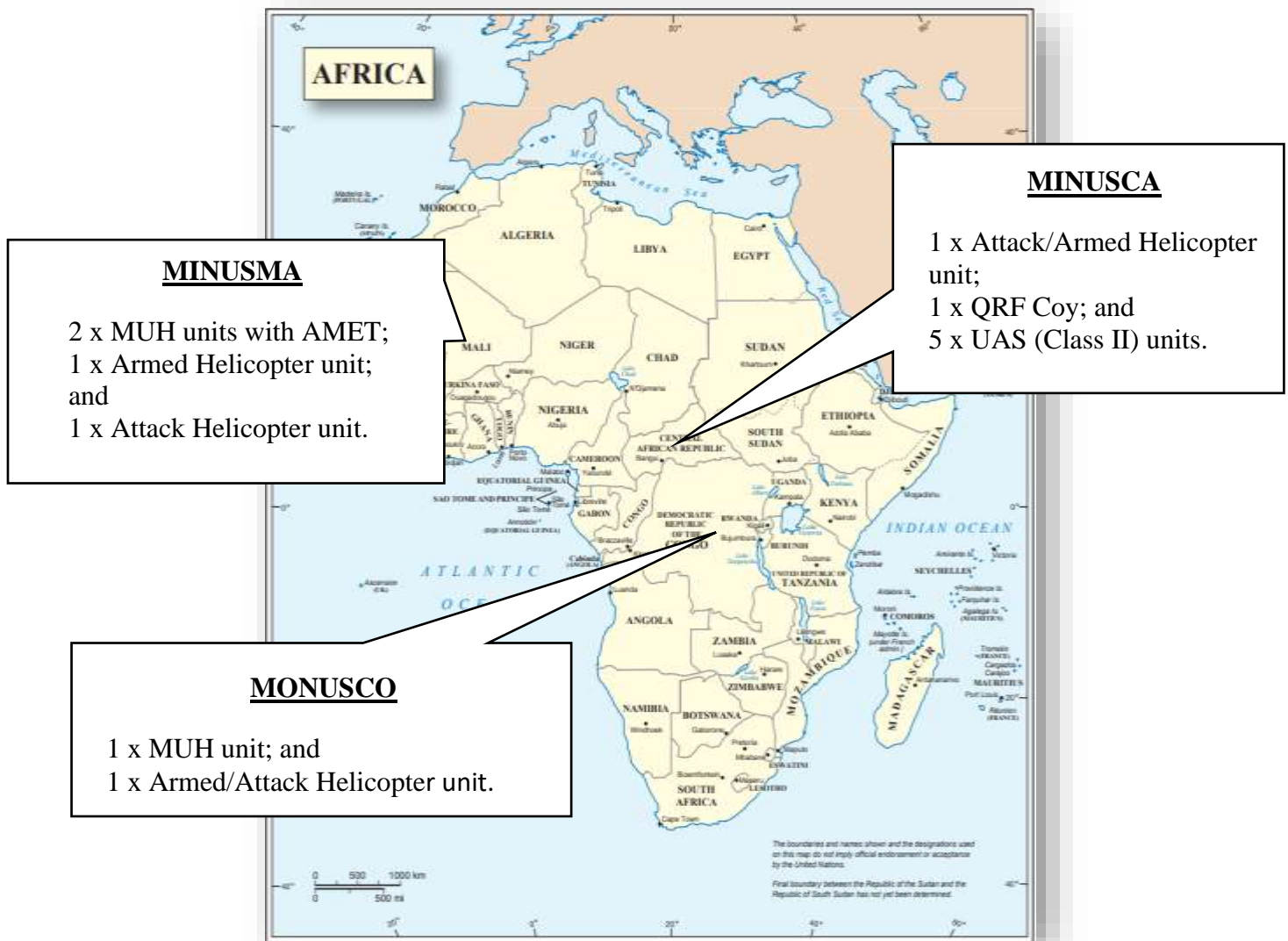
The TPP will continue to actively provide engineering, medical, and C4ISR training in English and French in 2022 through multiple training options (in-situ, remote, and mixed delivery) while exploring opportunities to further address capability gaps in airfield/runway rehabilitation and to address the gender gap in UN peacekeeping. Member States interested in training and partnership opportunities in key peacekeeping capability areas including, but not limited to, engineering, medical, C4ISR, airfield/runway rehabilitation, and environmental management through TPP can contact Mr. Takakazu Ito ([itot@un.org](mailto:itot@un.org)).

### III. MISSION-SPECIFIC UNIT GAPS

Member States can directly support filling outstanding requirements through mission-specific pledges in the PCRS and undergoing an expedited Assessment and Advisory Visit process to confirm the readiness and preparedness of the pledge against the mission specific Statement of Unit Requirements prior to a final selection and invitation for deployment. The list of mission-specific gaps remains dynamic and will change as T/PCCs make pledges and they are accepted for deployment, or the missions revise their capability requirements. In most cases, once a requirement is received from a mission, the pledges at PCRS Levels 2 and above are the ones used to inform the selection process for deployment.

**MINUSMA, MINUSCA and MONUSCO are currently the missions with gaps for which no relevant PCRS pledges are available, or pledges available did not meet the missions' requirements, or T/PCCs with pledges do not wish to deploy. Member States are recommended to contact DPO's Force Generation Service and/or**

Police Division for real-time updates or for more details, and then engage the PCRS manager to register the pledge. The below table provides the current gaps in these missions that require pledges from Member States.



**NB:** Gaps are only removed from this list when existing pledges are officially accepted by DPO

#### IV. GENERAL CAPABILITIES

This section highlights trends and capability requirements for the preparation and generation of units and individuals to be deployed to new or existing missions. These critical capability areas will require the sustained engagement and contributions of Member States and should guide their future work. The unstable operational scenario, difficult terrain, and poor host nation infrastructure in many of our missions require specific high-end military and police capabilities with quick tactical response to threats, especially in support of the protection of civilians

#### Cross-cutting requirements

- **Safety and Security** of peacekeepers and Force Protection remains a top priority in the face of malicious attacks against UN personnel. **The following operational gaps that impact the safety of our forces have been identified in several missions, including base defence:**

- Day and Night-vision surveillance equipment and tactical drones with real time inter-link to maintain detection capability, area transparency and situational awareness.



*MINUSCA Cambodia EOD Company PDV*

- Advanced IED detection systems, including ground penetrating radar and hand-held explosive meters, electronic countermeasures and other alert systems linked to area or mission-wide peacekeeping intelligence resources.

- Explosive Ordnance Disposal (EOD)/IED Disposal/Weapons (including jammers), Intelligence Teams and combat engineering.

- Mine-resistant vehicles are still in demand in MINUSMA as part of the SURs and are becoming more important in other missions.

- Insufficient or inadequate accommodations that are not gender responsive, as recommended by the gender-responsive camp layout guidance material developed by the Department of Operational

Support. For more information, please visit: <https://www.un.org/en/delegate/engineering-enhancements-advance-gender-parity-field>. Furthermore, ill-fitting equipment for women personnel provides a safety risk for our troops on the ground.

- With the evolving communications scenario in our field missions, there is a need for the generation of qualified military and police public information officers to work in support of the UN's efforts to increase its strategic communications and the release of reliable information by our missions and to contribute to counter disinformation and misinformation activities that are becoming a threat to the delivery of our mandates.

- **Agility and flexibility** when responding to threats related to protection of civilians with **well trained and equipped Rapid Deployable Units, Force Reserve Companies, Special Forces, Quick Reaction Forces, Recce Companies and Rapid Response Police Units are required for larger area domination.** These are necessary for contributing to the provision of a secure environment for the protection of civilians, to facilitate humanitarian access and to protect peacekeepers themselves and other mission personnel. Missions such as MINUSMA, MONUSCO and MINUSCA are examples where larger units have been



*MONUSCO Airlifted Long Range Patrol*



reorganized into smaller units such as QRF Coy. Some missions have also noticed that standard armoured personnel infantry carriers are not entirely suitable for urban areas, narrow streets and mountainous terrain. Smaller vehicles, such as high-mobility light tactical vehicles (HMLTV) and reconnaissance vehicles, are more suitable and, in some cases, already part of units' SURs.

- **Peacekeeping-intelligence-led operations** have become more critical as UN missions expand into complex environments facing multiple threats. Military and police activity must be shaped by focused, coordinated and accurate intelligence to ensure effective operations. In the context of peacekeeping intelligence, it is critical to collect and use gender-responsive information acquired from human sources more effectively, which will require adequate nomination and training. **We maintain the need for trained and experienced intelligence officers to be deployed in U2s, JMACs, but most critically, within all military and police units.**
- **Technology and innovation** are key to addressing challenges related to mandate implementation and force protection. Units with embedded operational capacity and **modern equipment such as unmanned aerial systems (UAS) with short runway operations or vertical take-off and landing (VTOL) type, surgical mobile and high-mobility light tactical vehicles are critical to allow troops to safely circulate in their areas of operations to deliver mandated tasks particularly protection of civilians.**
- **French-speaking troops and police.** In many missions, the UN lacks the capability to deploy sufficient uniformed contingents that can effectively communicate with the local population, a critical element of the protection of civilians and peacebuilding. MINUSCA, in particular, requires more francophone military officers.

## **Military Units**

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

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



*MINUSCA Tunisian Armed Helicopter Unit*

- **Other military capabilities** that are needed currently in our missions or are very likely to be needed in the near future are: **quick reaction forces at company level; recce units at company level; and EOD/EIDD**

**units. One new requirement is the inclusion of an Engagement Platoons in all infantry units.** The Engagement Platoon must have a minimum 50% women.

- **Staff Officers.** There is a continuous requirement in peacekeeping for experienced and qualified officers in the fields of, inter alia, military planning, intelligence, UAS (including operations, data exploitation and analysis), military engineering, C-IED, aviation, logistics, GIS and Image Analysts, defence sector reform and civil-military liaison. The UN follows defined and thorough administrative procedures prior to selection and deployment. Hence, submitting complete nomination packages on time is critical to properly assessing professional standards, competencies and experience for the posts. TCCs need to ensure that nominated officers have met the stipulated professional standards as per the job description and have undergone pre-deployment training/MILOB and Staff Officer courses.

### **Police units**

The operational environment in which field missions operate requires specific police capabilities. PCCs should consider pledging well-trained and equipped Formed Police Units with embedded SWAT teams; K-9 capabilities; mini drones due to their utility in public order management as well as possibly base defense; and, finally, riverine units or teams of experts in police maritime operations as part of Formed- and Police Guard units. Francophone units are in particular demand.

### **Logistic enabling units**

The importance of effective enabling units (e.g. multi-role engineers, transport, signals, aviation, and medical) to a mission cannot be overstated. This has been a critical point for missions in regions with limited transportation infrastructure and scarce local resources. **Transportation units with integrated force protection elements, remote self-loading and unloading capabilities and rapidly deployable engineering construction and combat units are required. Complex environments also require modern and capable signals elements that facilitate secure, interoperable communications throughout the mission area.** Enabling units must be capable of protecting themselves autonomously. With the increasing number of demanding tasks, missions are not always able to spare infantry units or FPU to protect military enabling units.

### **Women, Peace and Security**



*Indonesian woman soldier in UNIFIL*

The full, equal and meaningful participation of women at all levels in the UN's military and police components, both as individuals as well as part of formed contingents, remains an operational priority. It is anchored in the Women, Peace and Security Agenda, the shared commitments of Member States through the Action for Peacekeeping Plus (A4P+) Initiative and is part of the Uniformed Gender Parity Strategy (UGPS). At present, there is still a significant imbalance in gender parity in the military component. Diverse teams enhance capability and effectiveness of operations. As such, this imbalance is considered a capability gap.

As of January 2022, TCCs had met the UGPS target of 19% for UNMEMs and Staff Officers. Unfortunately, TCCs failed to close the gap of the troops/contingent target of 9%, with only a slow increase observable over the course of the past months preceding January 2022. The total figure reached was 5.89% (January 2022). **In light**



**of the 2022 targets of 19% for UNMEMs and SOs and 9% for contingent members, attention and efforts on increasing the number of women deployed in contingents in different units and functions will be required by all contributors.** A point of concern is the disparity in the share of women deployed across missions. While in some missions UGPS targets are achieved and even surpassed, in other missions, the share of women deployed as Individual Uniformed Personnel is only about 10.7% and the share of women deployed as part of contingents is as low as 4.3%. United Nations Police has almost achieved by 2021 the targets set for 2025 in the categories of Individual Police Officers and contracted posts in field missions and HQ. The figure for Formed Police Units is currently at 14.6%, just short of the 2025 goal of 15%. Deployments of gender-integrated units, comprising at least 32 women across all functions, including command are desirable. Missions are meanwhile strengthening gender-responsive infrastructures to accommodate additional women police officer personnel.

#### **IV. COUNTER UNMANNED AERIAL SYSTEM (C-UAS) REQUIREMENTS**

As part of the evolution of the threats faced by UN peacekeepers, unmanned aircraft systems (UAS), also known as drones, have increasingly been used by armed groups in peacekeeping operation theaters. This capability has quickly become available to nonstate actors and individuals, as UAS are cheap to acquire and easy to operate. At this stage, the UN has only reported the use of such technology for intelligence, surveillance, and reconnaissance against UN troops and facilities. However, there is a possibility that the threat will evolve toward the use of armed UAS employed against the UN, including through the delivery of grenades or improvised explosive devices. In this sense, the UN categorizes three types of threats: direct threat, when the UAS itself is used to attack personnel, vehicles or assets; indirect threat, when the UAS is used to deliver a payload that causes damage; and Intelligence, Surveillance and Reconnaissance (ISR) threats, when the UAS is used to conduct reconnaissance on UN forces which can later be used to plan or coordinate an attack. Any of these can be employed using single UAS or a swarm of UAS, i.e. multiple UAS used to attack simultaneously and overwhelm a defence.



*Mini-drones threats to Safety and Security*

To mitigate the risks faced by peacekeepers and UN personnel, some missions are considering solutions to counter the threat from hostile UAS. It is likely that T/PCCs will need to eventually incorporate these solutions as part of routine operational tasks and safety and protection of camps, bases and facilities. Some missions already have a requirement for C-UAS specified in its units' SUR in support of tactical operations and security of camps and facilities. In the future, these requirements may need to be integrated with UN-owned C-UAS solutions.

In general, currently, here are two main C-UAS options that can be used individually, or combined, to mitigate this type of threat: a soft-kill option or a hard-kill option. The soft-kill option aims for the detection, identification, and mitigation of the UAS. By a passive or active electronic, radar, electro-optical or acoustic system it detects the presence of UAS to give accurate situational awareness and time to react to a threat. Based on the threat analysis by the system operator, the UAS threat is mitigated using electronic means to take over control and/or jam the signals of the hostile UAS. The hard-kill option is used in case a UAS threat is not mitigated by a soft-kill option, or in case UAS incident takes place suddenly and/or too close to a UN facility or troops and therefore requires the physical removal or capture of the UAS. Some, but not all examples of hard-kill options include using another drone to attack the hostile drone or shooting at the drone with a net or projectile or using a directed energy weapon (DEW) or other kinetic energy solutions.

Specific mission requirements would define the necessary support from T/PCCs. This will require acquisition or preparation of new equipment that sometimes is not available to UN T/PCCs and consequently proper training prior to deployment to guarantee effectiveness of in-mission operations. Some T/PCCs may face challenges developing this capability and may require support from other Member States in a capacity building function. When possible, the Secretariat will try to identify and support partnerships between T/PCCs in this regard.

## V. PCRS PLEDGES

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

The below table presents some of the more critical capabilities and the current pledging situation.

Type of units	# of units in PCRS Level 1	# of units in PCRS Level 2	# of units in PCRS Level 3	# of units in PCRS RDL	Deployed/ Deploying units
Infantry Battalions	13	9	4	1	12
Infantry Company/Platoon	5	-	-	-	4
Recce Company	1	1	-	-	1
Special Force Units/ groups	4	3	-	1	4
Force Protection Company	8	3	-	1	-
Quick Reaction Force (Coy)	11	10	-	1	8
ISR units	3	-	-	-	-
Engineer Companies/ Platoons	13	8	3	1	6
Demining/EOD Units	11	2	-	-	5
Hospitals/ Medical Teams	14	4	4	1	6
Utility Helicopter Units	5	7	-	-	4
Attack/Armed Helicopter Units	-	-	-	-	10
Transport Aircrafts	4	1	-	-	2
Unmanned Aerial Systems	1	1	1	-	-
MP Companies/ teams	5	1	3	1	-
Signal Companies/platoons	2	4	-	1	-
Log/Transport Companies/Units	3	1	1	-	2
Formed Police Units	18	13	2	1	7
Police Guard Units	2	-	-	-	-
Naval Units	5	1	-	-	-
Air Lift	7				
Training Pledges	10				
<b>Total</b>	<b>128</b>	<b>69</b>	<b>18</b>	<b>9</b>	<b>71</b>