



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

Executive Summary

The Secretariat and UN Member States continue to work together to improve our uniformed and military capabilities and reduce the number of missions and units with critical capability gaps. Despite these efforts, shortages of utility and armed/attack helicopter units continue to negatively impact the delivery of our mandates and the safety and security of our peacekeepers. Government-provided solutions for logistic requirements, such as tactical aviation logistic capacities, are also needed by missions.

Besides the current aviation gaps, there is a lack of Infantry Battalions at advanced levels in the PCRS and one additional battalion is required for the Rapid Deployment Level of the PCRS. Quick Reaction Forces at company level continue to be an important capability requested by field missions. Explosive Ordnance Disposal (EOD) to disable and defeat explosive devices and to reduce the threat posed by Improvised Explosive Devices (IED) are also important capabilities to be provided by troop-contributing countries (TCCs). There is also the need to keep working to increase the meaningful participation of women across the multiple skillsets and levels within the Force and Sector Headquarters and in contingents. A list of missions' specific units' gaps, current and foreseen, is presented on page 5 and the Secretariat requires urgent Member States' support in addressing those critical mission's shortfalls.

A comprehensive table of critical pledges at different levels of the PCRS is available on page 10 so Member States can have a clear understanding of existing pledges and where their support is needed for a future deployment.

Recent important events at UNHQ included the 20th Heads of Military Components Conference (17-21 October), and the 17th Heads of Police Components Conference (14-18 November). Discussions during those respective events centered on implementation of the Action For Peacekeeping Plus (A4P+) agenda with a specific focus on A4P+ deliverables related to the military and police components. The date and location for the next UN Peacekeeping Ministerial has been announced. The event is set to take place in Accra, Ghana, on 5-6 December 2023. A Peacekeeping Ministerial-specific edition of the Uniformed Capabilities Requirements Paper will be disseminated in 2023.

I. 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.

The United Nations Infantry Battalions (UNIBAT) Specialized Training Materials (STM) have been officially released to all Member States and training of trainer courses will be conducted through 2023. Member States are encouraged to send trainers to attend these courses. The UNIBAT STM are intended to provide TCCs with a comprehensive training package that combines the conceptual, legal, and operational frameworks for Infantry Battalions and Companies, and other UN Military Units with Infantry capabilities, i.e., UN Special Forces units. The STM also include, among others, relevant aspects of Protection of Civilians, Peacekeeping-Intelligence, and Force Protection. They contain small exercises, as well as a more comprehensive scenario-based exercise, which can be run at the end of the training to strengthen participants' understanding on how to operate these units in UN Peace Operations.



UN Infantry Battalion Commanders Training of Trainers Course in ROK

The UNIBAT STM can be downloaded from the UN Peacekeeping Resource Hub:
<https://research.un.org/en/peacekeeping-community/training/STM/Battalions>.

Throughout 2023, and in partnership with Member States, DPO will continue delivering the National Investigation Officer (NIO) ToT courses. The aim of the NIO TOT is to build Member State capacity to train NIOs deploying to UN peace operations. Effective NIO investigations are an essential element of the United Nations and Member States' commitment to respond to allegations of serious misconduct. These courses will be delivered throughout 2023.

DPO will continue to deliver training to Police Contributing Countries (PCCs) on the new Individual Police Officers STM in 2023. The first French version of the course will be delivered in early 2023. In addition, DPO will rollout “Community-oriented Policing”, “Police Capacity-building and Development”, and “Police Monitoring, Mentoring and Advising” courses through 2023. The aim of these courses is to build Member State capacity to train UN Police in accordance with the standards. Another course to be delivered in 2023 includes the Women United Nations Police Command Cadre, which will be delivered once in English and once in French.

DPO has begun work on the new training materials for Force Protection for Military and Police Units. This work is undertaken in collaboration with Member State subject matter experts. Work has begun virtually in advance of a face-to-face validation programme to be scheduled later in 2023. Also in development are new Formed Police Unit pre-deployment training materials to be released by June 2023. Member State police experts will be invited to participate in the development of these materials.

In the longer-term in 2023, DPO will begin the update of both the core pre-deployment training (PDT) materials and the United Nations staff officer training materials.

To increase the usability of the PDT materials, we request Member States to support the translation of the new packages into the official United Nations languages. Additionally, pledges to host and/or financially support, entirely or partially, DPO-led courses are also needed.

Member States are strongly encouraged to ensure that national instructors attending DPO-led training of trainers' courses are trainers who will remain in training functions for at least 12 months after attending the course. Participation in these courses brings with it the responsibility to disseminate these materials within one's national training structures.

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. **The French and English language versions of the course can be found here:**

[Military Gender Advisor Online Training](#) or

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

III. 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).

DPO has approved new standard operating procedures (SOP) on Member State-provided Military Mobile Training Teams (MTT) to address urgent training needs of military personnel that have been clearly identified by a peacekeeping operation, UNHQ or TCC, and that cannot be addressed by internal UN resources. The LCM is creating a **roster of trainers** interested in deploying as part of an MTT specialized in the following domains: shooting, tactical illumination, buddy first aid course (BFAC), CASEVAC, weapons management, C-IED, convoy operations, check point operation, patrol procedures, helicopter unit-crew training, military performance evaluation, and others. Interested Member States are invited to complete the registration form accessible [here](#) and to submit it to the Roster Manager Ms. Heather Belrose at belrose@un.org with a copy to DPO-LCM@un.org by 15 January

DEPARTMENT OF PEACE OPERATIONS							
Member State-provided Military Mobile Training Team Registration form for the period of 1 January 2023 to 31 December 2024 (within two years experts will be deployed maximum 2 times)							
CONTACT DETAILS							
First Name:							
Last name:							
Gender:							
Nationality:							
Official Email Address:							
Official Phone Number:							
Current rank/position:							
TRAINING EXPERTISE/SPECIALISATIONS (indicate yes or no)							
* Requires former peacekeeping experience ** Requires former military peacekeeping evaluation experience *** Certification in National responsibility							
Weapons handling (day and night)	Tactical illumination (including use of Night Vision Devices)	Buddy First Aid (part of the UNBFAC manual) ***	CASEVAC Nine-liner Four-liner	C-IED / IED response + mitigation	Command and Control* (based on UN Military standards)	Military Performance evaluation ** (based on UN Military standards)	Helicopter unit / crew training (Including night flight, using Night Vision Devices, etc)
Ammunition management	Checkpoint operation	Establishment and operations of an observation post	Convoy Operations	Patrol planning and procedures (mounted and dismounted)	Force Protection	Military Planning Processes	Military Peacekeeping Intelligence / Peacekeeping Intelligence, Surveillance and Reconnaissance

Roster Membership Form LCM Member State provided MTT

2023 along with the proposed participants' CV highlighting their specific training expertise/specialization experience, a scanned copy of the candidates' passport bio page, and a copy of the candidates' Covid-19 vaccination certificate. To **download the SOP** from the Peacekeeping Resource Hub, click [here](#).

To help deconflict training and capacity-building activities, we invite Member States to share, on a voluntary basis, their 2023 police and military peacekeeping related training and capacity-building calendars with the LCM by 30 January 2023. A specific template has been prepared and is accessible in the PCRS [here](#).

Member States looking to provide these partnerships can contact Mr. Herbert Loret (loreth@un.org).

The Department of Operational Support's **Triangular Partnership Programme (TPP)** aims to enhance peacekeepers' capacities through the provision of training and operational support with four distinct projects: 1) Engineering, 2) Medical, 3) C4ISR (Command, Control, Communications, Computers (C4), Intelligence, Surveillance, and Reconnaissance (ISR)) and camp security technologies and 4) Telemedicine.

The TPP will continue to provide engineering, medical and C4ISR training in English and French 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.



Heavy Engineering Equipment (HEE) Operator Course in Nairobi/Kenya

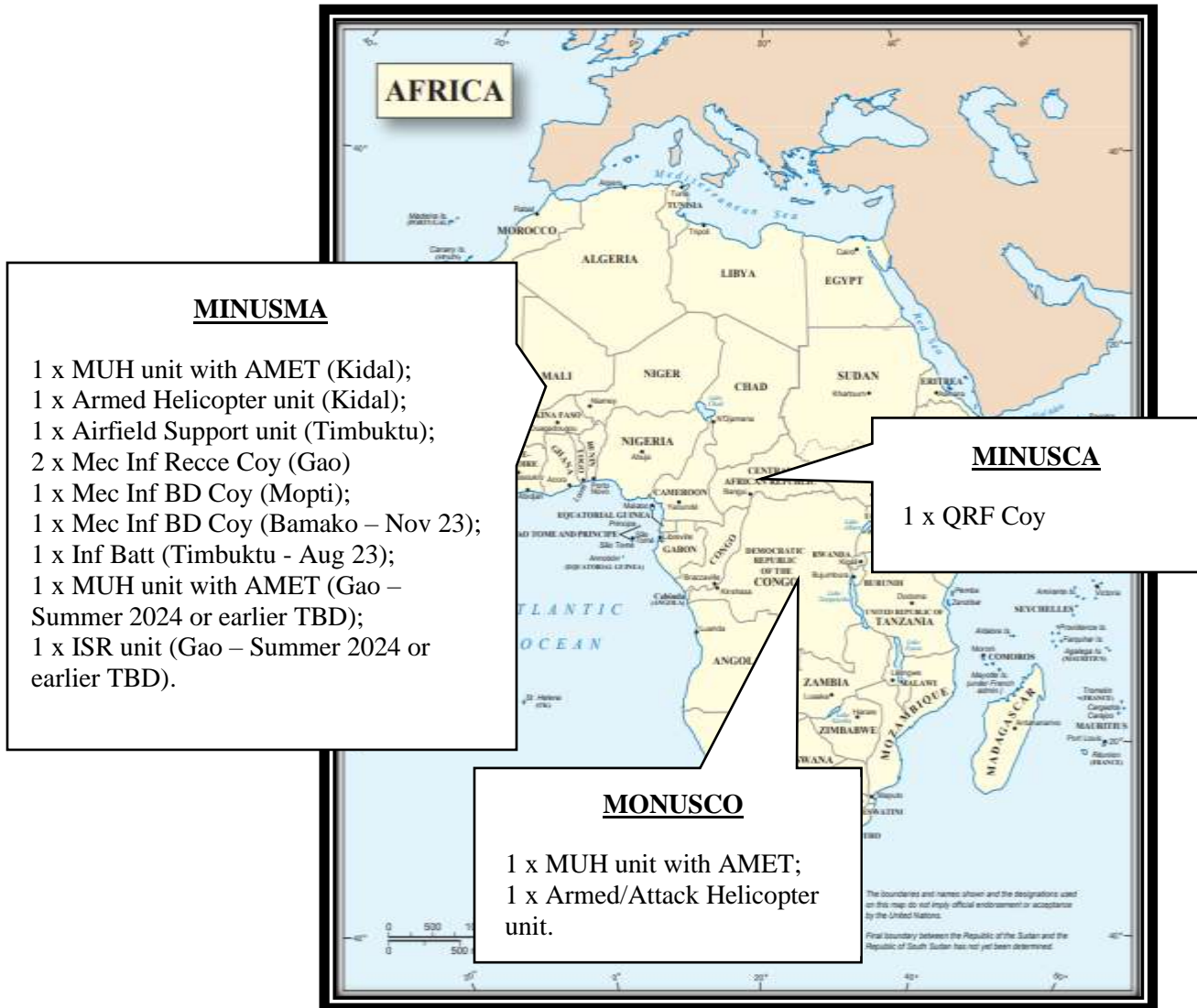
The TPP welcomes the active participation of Member States in training in key peacekeeping capability areas including, but not limited to, engineering, medical, C4ISR, airfield/runway rehabilitation and environmental management through the **participation of trainees, the deployment of trainers, the provision of funds and other in-kind support. Member States interested in training and partnership opportunities can contact Mr. Takakazu Ito**

(itot@un.org). For more information, please consult the TPP Fact Sheet in [English](#) or [French](#).

IV. MISSION-SPECIFIC UNIT GAPS

Member States are encouraged to fill outstanding mission-specific gaps through pledges in the PCRS and agreeing to an expedited Assessment and Advisory Visit (mission-specific) 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 requirements.

MINUSMA, MONUSCO and MINUSCA 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

With travel restrictions eased, more in-person strategic Assessment and Advisory Visits (AAV) are planned to be conducted. Priority will be given to critical capabilities that were pledged so as 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,

allowing the Secretariat the necessary visibility of the offers and giving the Member States specific UN peacekeeping knowledge that is crucial for the quick generation of qualified uniformed capabilities.

The Secretariat is now also seeking air transportation services **on a reimbursable basis under a Letter of Assist (LOA)**, for **one Medium Fixed Wing Cargo aircraft** each in support of UNSOS, UNMISS, MONUSCO and MINUSCA (and possibly other UN Missions). The air transportation services may be provided by state-owned aircraft (military or government). For UNSOS, the aircraft will be based in Mogadishu, Somalia (main operations base). For UNMISS, the aircraft will be based in Juba, South Sudan (main operations base). For MONUSCO, the aircraft will be based in Entebbe, Uganda or Goma/Kinshasa, DR Congo (main operations base).



Tunisian C-130 deployed in MINUSMA

tanks to remote locations within the missions' AOR.

For MINUSCA, the aircraft will be based in Bangui, CAR. The services were required as of September 2022. Air transportation services to be performed mainly include logistical re-supply. The following capabilities are required: the aircraft shall be capable of payload of a minimum 10 tons; aircraft preferably capable of transporting minimum one 20 Foot ISO container weighing minimum 10 metric tons; and it is desirable that the aircraft is capable of transporting Diesel and Jet A1 in bulk fuel tanks/bladder

V. GENERAL CAPABILITIES

This section highlights trends and capability requirements for the preparation and generation of units and individuals for future possible deployments 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 dynamic 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.

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. **Attack, armed and medium utility helicopters; and tactical airlift aircrafts are the most important air assets Member States can contribute to the UN at the moment**, and many that have these capabilities have not registered these assets in the PCRS.



Ground and air mobility requirements

- **Maneuvering units** that are needed currently in our missions or are very likely to be needed in the near future are: **infantry battalions at higher levels in the PCRS, quick reaction forces at company level and reconnaissance units at company level.** One relatively new requirement is the inclusion of an **engagement platoon** in all infantry units deployed in missions with Protection of Civilians mandates. Military units with **mine-resistant vehicles and APCs** can strengthen the safety and security of peacekeepers, but smaller vehicles, such as **high-mobility light tactical vehicles (HMLTV)** and **reconnaissance vehicles**, may be more suitable; missions impacted by heavy rainy seasons, like UNMISS, may study the use of all-terrain utility task vehicles to enable greater mobility during those periods.



UNMISS all-terrain utility task vehicles pilot test

- **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. With the evolving communications scenario in our field missions, there is a need for the generation of qualified military 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. TCCs are required to submit complete nomination packages on time, and properly assess professional standards, competencies and experience of all nominated officers for the available posts. Nominated officers will need to have undergone pre-deployment training as required.

Police units

Formed Police Units, particularly Francophone and gender-integrated units available for rapid deployment and equipped with state-of-the-art capabilities, including SWAT, rapid reaction, canine and riverine elements.



Staff Officer in UNMISS FHQ

Logistic enabling units



Logistic Convoy conducted in a difficult terrain

The importance of effective enabling units (e.g. multi-role engineers, transport, signals, 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 such as combat convoy units, and engineering construction and combat units are required.** 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. **EOD/EIDD units** are also critical for the safety and security of

peacekeepers and to guarantee the necessary safe movement of troops to conducted activities to implement mandated tasks.

Cross-cutting trends

- **Safety and Security** of peacekeepers and Force Protection remains a top priority in the face of malicious attacks against UN personnel. The following technical equipment that impacts the safety of our forces have been identified in several missions:

- Day and Night-vision surveillance equipment and tactical drones with real time inter-link to maintain detection capability, area transparency and situational awareness.
- 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.
- Counter-UAS is a needed solution to mitigate risks faced by peacekeepers and UN personnel in some missions. In these missions, C-UAS is already specified in some of their units' SUR in support of tactical operations and security of camps and facilities. It is likely that T/PCCs will need to eventually incorporate these solutions as part of part of their own capabilities.



Night operations require better support

- **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. **There is a persistent need for trained and experienced intelligence officers to be deployed in U2s, JMACs, and within all military and police units.**

- **Technology for police:** unmanned aerial vehicles to support policing activities in mission settings characterized by vast terrains and underdeveloped, irregular road networks; aerostat and live high resolution video feed capabilities; and personnel who are proficient in data analytics and management, cybercrime investigations and cyber security.
- **Language Skills for military troops and police.** In many missions, the UN lacks the capability to deploy sufficient uniformed contingents that can effectively communicate with the local population, **especially in francophone countries.** The ability to speak **one or more local languages** is a critical element of the protection of civilians and peacebuilding. Nominations of military staff officers and police officers able to use French language are encouraged in Francophone missions (MINUSMA, MINUSCA, and MONUSCO).

Women, Peace and Security

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



Woman patrol leader providing pre-mission brief

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 formed military components. Diverse teams enhance capability and effectiveness of operations. As such, this imbalance is considered a capability gap.

As of 31 October, the UGPS target of 19% for Individual Military Uniformed Personnel was met (21.56%). Unfortunately, TCCs were unable to close the gap for the troops/contingent target of 9%. Only 6.1% of all troops/contingent personnel were women. Attention and efforts on increasing the number of women deployed in contingents in different

units and functions will be required by all contributors, as the target to be achieved by 2023 will be 10% women deployed in unit/contingent and 20% for women deployed as individual uniformed personnel (IUP). A point of concern is the disparity in the share of women deployed across missions.

As of 30 November 2022, United Nations Police has surpassed the targets set for 2025 in the categories of Individual Police Officers (32.8% vs. the 25% benchmark of 2025) and Formed Police Units (15.2% vs. the 15% benchmark of 2025). As of 30 September 2022, contracted posts in field missions were represented by women at the level of 26.2% (vs. the 2022 benchmark of 27%) while the level of women representation in HQ was 35.3% surpassing the 2025 benchmark of 33%. 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. In the effort to increase women participation, T/PCCs are requested to plan and avail gender-responsive infrastructure to create an enabling environment.

VII. PCRS PLEDGES

The PCRS is the recommended and preferred entry point to commit uniformed capabilities to UN peacekeeping. The system supports the Secretariat's selection process for deployments and targeted strategic engagement. 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 unit that includes all the required information. Level 2 indicates the completion of a successful AAV, and that the unit assessed is deemed available to take part of a selection process for a potential deployment. Level 3 indicates that the pledged capability has the contingent-owned equipment (COE) and personnel in alignment with a specific or generic UN military/police statement of requirement (SUR) and the COE is accurately reflected in a load list with an agreed specific timeframe for readiness. 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 existing or new 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 below table presents the current pledging situation of the various types of units. **Please note that for some critical capabilities there are insufficient numbers available to inform a successful selection process taking into consideration relevant criteria such as the Member State's willingness to deploy, Host Nation's acceptance, geographical diversity, language skills, etc.**

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	# of deployed units in the Cycle (22/23)
Infantry Battalions	12	9	1	1	2
Infantry Company/Platoon	8	-	-	-	-
Recce Company	2	1	-	-	-
Special Force Units/ groups	3	3	-	1	-
Force Protection Company	7	4	1	-	-
Quick Reaction Force (Coy)	11	10	1	3	-
ISR units (Including UAS)	4	3	1	-	-
Engineer Companies/ Platoons	17	7	3	1	-
Demining/EOD Units	11	3	-	-	1
Hospitals/ Medical Teams	10	6	2	1	1
Utility Helicopter Units	4	4	-	-	-
Attack/Armed Helicopter Units	1	1	-	-	-
Transport Aircrafts	4	1	-	-	-
MP Companies/ teams	6	1	3	1	-
Signal Companies/platoons	2	3	1	1	1
Log/Transport Companies/Units	4	1	1	-	-
Formed Police Units	16	12	3	1	-
Police Guard Units	2	-	-	-	-
Naval Units	5	1	-	-	-
Air Lift	6				
Training Pledges	31				
Total	129	70	17	10	5

*Total pledges registered in the PCTS as of 15 Dec 22. Ideally, the PCRS should have 120 pledges at level 1, 75 at level 2, 20 at Level 2 and 14 at RDL, to enable a proper selection process for a new medium to large scale mission.