

Challenges Faced by the TCCs to Implement the UN Gender Parity Strategy: A Case study of Bangladesh



INTRODUCTION



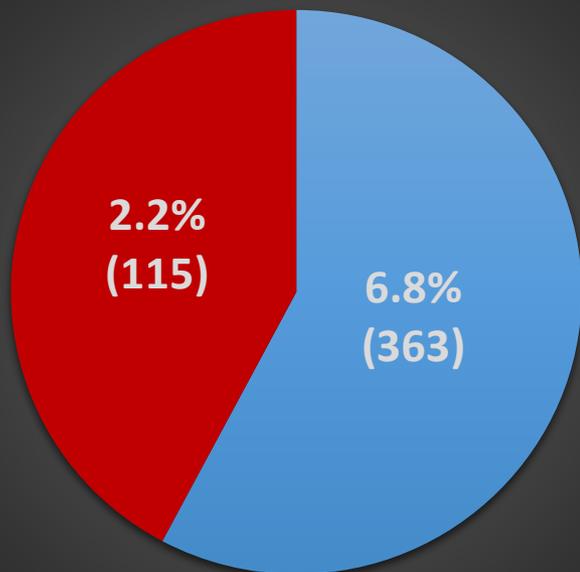
Induction of Female Soldiers

- **UNDPO first emphasized the need for deploying uniformed peacekeepers in 2014**
- **Induction of female soldiers commenced in Bangladesh military eight years ago in 2014 paving the way for the participation of female soldiers in UN Peace Operations**
- **From 2019 onward Bangladesh Army started deploying female soldiers in the contingents**



Where Does Bangladesh Stand in Implementing UN Gender Parity Strategy?

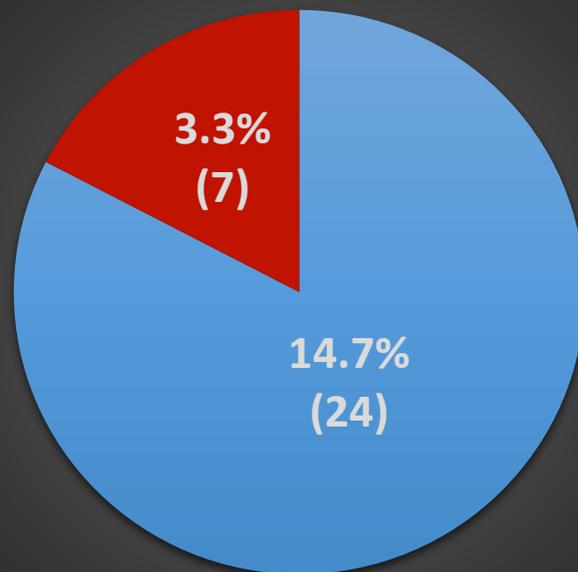
**Women Troops Target:
9%**



■ Deployed

■ Need to deploy for attaining target

**UNMEM & SO Target:
19%**



■ Deployed

■ Need to deploy for attaining target

Challenges being faced by Bangladesh in implementing the UN Gender Parity Strategy

- For Bangladesh, the primary challenge comes from the fact that it has a deficiency of eligible pool of women
- Army is struggling to deploy female NCOs in the Engagement Teams within the Infantry Battalions because female soldiers are yet to complete the necessary military service to become NCOs
- Socio-cultural expectation presents a social challenge for deployment of women abroad



Challenges being faced by Bangladesh in implementing the UN Gender Parity Strategy

- **Belief that women essentially need greater consideration for protection (referred to as gender protection norm) limits women's deployment**
- **Shortage of structural support for women**
- **Commanders are over protective in the mission area and there by not employing the female peacekeepers in their unique task that the UN expects them to perform**

Feedback on Female Engagement Team from one of the missions



- ❑ Female soldiers do not have enough skill and expertise due to short tenure of service and lack of experience
- ❑ They cannot be deployed to TOBs, sent for long range patrolling or to remote places due to overnight accommodation issue, sanitation problem and security
- ❑ Female soldiers cannot be employed in isolated duty posts that are located in places lacking supervision

Progress Made by Bangladesh in Deploying Female Peacekeepers

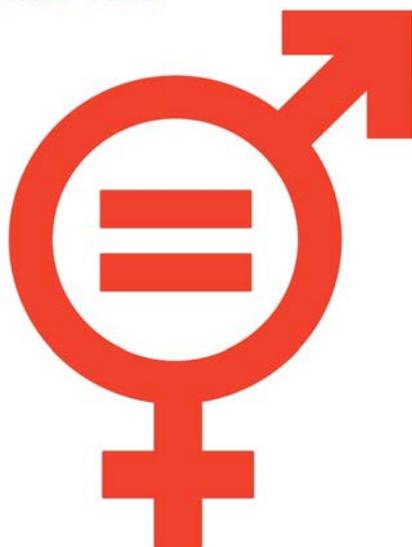
- Although Bangladesh is currently lagging behind in meeting uniformed gender parity targets, the fact that it has achieved 6.8% of the 9% target can be termed as appreciable. The authority is doing its best to increase the pool of women
- An all-female FPU from Bangladesh Police is deployed in MONUSCO since 2011



Progress Made by Bangladesh in Deploying Female Peacekeepers

GENDER MAINSTREAMING:

A GLOBAL STRATEGY FOR ACHIEVING
GENDER EQUALITY
& THE EMPOWERMENT
OF WOMEN AND GIRLS



- Armed Forces leadership is aware of the impact of gender roles and the need to advance gender mainstreaming. The drafting of National Defence Policy on gender mainstreaming is in progress
- Gender needs assessment system is in place to foster women's participation

Training Needs Identified for Female Peacekeepers

Specific needs for women besides core pre-deployment training material (CPTM):

- Understand vulnerabilities of women, girls, men and boys in the mission area
- How to effectively deal with situations involving protection issues
- Understand key cross-cutting issues that impact all peacekeepers: code of conduct, culture, SEA, trafficking
- Learn to communicate (in local language)
- Training on IED, victim management, WPS, CRSV and child protection

Cooperation Received from other Stakeholders

- BIPSOT is providing a host of training to female soldiers and officers
- Training support is being received from UN WOMEN, GPOI and ICRC
- A new three-storied building funded by Elsie Initiative for accommodating women trainees is currently underway at BIPSOT



Trainings at BIPSOT

CONCLUSION







THANK YOU