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

Executive Summary

This Current and Emerging Uniformed Capability Requirements Paper (UCRP) is the last opportunity to highlight UN needs to support Member States' planning processes for pledging and participation in the upcoming Peacekeeping Ministerial, to be held on 5 and 6 December in Accra, Ghana. All Member States represented in the Special Committee on Peacekeeping Operations (C-34) have been invited to participate in the Ministerial. This paper complements the [pledging guide](#) that has recently been updated and also provides detailed needs and gaps other than military and police uniformed capability requirements to support the development of new pledges for the Ministerial.

As we have not yet received any Ministerial pledges for military and police uniformed capabilities, we ask Member States to consider early pledging of units into the PCRS that are in high demand and low supply, such as helicopter units (utility and attack), fixed wing aircraft, infantry battalions, explosive ordnance disposal units, and quick reaction force companies. Efforts by Member States to elevate current PCRS pledges to higher levels of readiness are also needed as this allows units to be selected and deployed in a timely manner, meeting the standards required by missions. The table on page 9 provides a snapshot of the different types of military and police capabilities that are still required to be available at higher levels of the PCRS to enable a timely and effective generation of new units.

Following a review of the process so far, new Peacekeeping Capability Readiness System (PCRS) [Rapid Deployment Level \(RDL\) guidelines](#) have been issued and formally communicated to all Troop and Police Contributing Countries (T/PCCs). Several actions from T/PCCs with pledges at the different levels of the PCRS will be required to keep them active as the new requirements are introduced. An informal meeting was held on 30 August to explain these actions and the Strategic Force Generation and Capability Planning Cell will continue to support all T/PCC in this effort.

Together with the RDL guidelines, new generic [military Statement of Units Requirements](#) (SURs) have been issued. The new SURs specify what is required from the units, reflecting operational changes in the different theaters in which we operate, new demands for contingent-owned equipment, and efforts made to achieve improved safety and security of peacekeepers, environment obligations, and gender considerations, among others.

This edition of the UCRP also provides detailed information on new requirements for the generation of individual military and police officers in different capacities in the Section IV.

I. TRAINING AND CAPACITY BUILDING

Over the last 18 months, DPO and the Office of Internal Oversight Services (OIOS), with support from a Member State, have conducted four training of trainer courses for National Investigation Officers. Thirty-five troop contributing countries (for a total of 96 participants) have attended. Member States are encouraged to deliver the training to build their own national capacity to deploy National Investigation Officers to investigate allegations of serious misconduct. In addition, Member States are encouraged to request training recognition for their national course from the Integrated Training Service. Requests for training recognition for this course should be received by early 2024. The Integrated Training Service will give priority to requests from Member States that commit to making space available for participants from other troop contributing countries.



2nd Latin America and Caribbean Regional Conference on Peacekeeping

The Light Coordination Mechanism (LCM) engages T/PCCs as well as training and capacity-building providers to communicate training gaps, match training opportunities to identified needs, and facilitate capacity-building partnerships to improve the performance of uniformed UN peacekeepers.

In order to support and strengthen the LCM's coordination activities, the LCM is circulating its fourth annual online survey to learn about Member States' participation in peacekeeping capacity-building activities - both as a provider and / or as a recipient of military and police capacity-building support. The online survey should be submitted by 31 October 2023 and filled out by military and police capacity-building experts in their respective capitals:

<https://input.un.org/EFM/se/3995D1A428A82EBF>. For any technical issues or difficulty, please contact Jose Binnios (jose.binnios@un.org and DPO-LCM@un.org).

The LCM continues to accept nominations for the LCM roster of trainers for Member State-provided Military Mobile Training Team activities. Interested Member States should complete the registration form accessible [here](#) and submit it to Ms. Heather Belrose (belrose@un.org and DPO-LCM@un.org). Instead of nominating individual experts, Member States can also consider nominating a capacity instead. Those interested in doing so can download the capacity registration form [here](#).

The Triangular Partnership Programme (TPP) in the Department of Operational Support (DOS) enhances 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

welcomes the active participation of Member States in training in the abovementioned key peacekeeping capability areas, as well as, but not limited to, counter-IED, 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 through the TPP can contact Mr. Takakazu Ito (itot@un.org). For more information, please consult [the TPP Fact Sheet](#).



Heavy Engineering Equipment (HEE) Operators' Course Training of Trainers (TOT) in Indonesia

II. MISSION-SPECIFIC UNIT GAPS

With the termination of the mandate of MINUSMA, all other missions' current capability gaps have been filled, including by using pledges that were either in the deployment process or earmarked for MINUSMA. The requirement for Guard Units during MINUSMA's liquidation phase will be met by already deployed formed police units (FPU).

III. GENERAL CAPABILITIES

Impactful pledges of military and police units made in connection with the 2023 Peacekeeping Ministerial can be seen as supporting A4P and A4P+ priorities, such as Protection, Safety and Security, Performance, Capabilities and Accountability to Peacekeepers.

Although all current missions have received or will shortly receive all necessary military and police uniformed capabilities, historically, it has been common for these requirements to constantly change as the missions' operational and technical requirements also evolve, aside from the support to the performance agenda. It is then a joint responsibility to maintain these capabilities at a high preparation stage to allow T/PCCs to quickly provide assessed and qualified critical capabilities to meet future UN requirements. The uniformed requirement trends for UN peacekeeping operations provide an indication of what Member States can pledge and work with the Secretariat to have at higher levels of preparedness in the PCRS.

Military

Attack, armed helicopters units – are critical deterrent capabilities that are in high demand. Their primary role will be for deterrence and their tasks will include close air support (CAS), transport of Quick Reaction Force (QRF), Show-of Presence, Show-of-Force, armed escort, armed overwatch, armed reconnaissance, and combat resupply to support efforts to counter negative action and ensure that peacekeepers are protected to the greatest extent possible while also supporting the protection of civilians. Some of these units might combine utility with armed tasks, resulting in a hybrid Armed Utility Helicopter Unit.



MONUSCO Medium Utility Helicopter

- Utility Helicopter Units** – are one of the most critical specialized capabilities deployed to peacekeeping. Medium utility helicopter (MUH) units can carry out multiple functions to contribute to mandate delivery through operational/tactical and logistics tasks, including support to the safety and security of peacekeepers. Well-equipped MUH units are in high demand and short supply. **These units, like all aviation units, have two main components: the air assets with related equipment and components, and the ground support element that provides the expeditionary capability required for deployment.**
- Tactical Transport Fixed-Wing Aviation Units** - are very important elements to provide flexibility and rapid response, extend the missions’ footprint, and increase the missions’ ability to support their components that are deployed in locations that cannot be sustained by roads.
- Unmanned Aircraft System (UAS)** – are force multipliers and critical Intelligence, Surveillance, and Reconnaissance (ISR) tools that are part of the UN peacekeeping-intelligence (MPKI) architecture to enhance situational awareness and force protection. These units are usually Class II or Class III UAS with elements such as: Ground Control Station (GCS) with seating for both pilot and sensor operator, and at least one Mission commander, capable of performing launch and recovery of the aircraft; launch and recovery systems; communications system and data analysis; and exploitation station.
- Quick reaction forces (QRF) at company level** – these units have been in high demand, as more than 10 new QRFs were generated in the last three years. QRFs give the Force and Sectors the ability to quickly intervene under contingency situations and allow planned operations to be reinforced. They conduct operations that require a high level of mobility with a decisive response. QRF Coys are independent units and must have the proper resources, Command and Control and logistic capabilities to plan and execute their quick employment anywhere in their area of responsibility to either temporarily reinforce an already deployed unit or to operate alone. Many tasks that these units conduct are similar to those of an infantry battalion, but as QRFs do not control a specific area, they must have an enhanced ability to collect and receive information and to quickly plan their employment with their own logistic means. QRF Coys assist other UN forces, providing deterrence and responding decisively to threats to the population and UN personnel and assets. The same equipment-related observations made above for infantry battalions also apply to QRF Coys.
- Reconnaissance units at company level** – these are relatively new requirements in UN operations and are an integral part of the UN peacekeeping-intelligence (MPKI) architecture but may also contribute directly to the protection of civilians and safety and security of peacekeepers. Recce Coys are usually robust, proactive, and agile units operating under the control of the Force or Sectors. They conduct autonomous long-range reconnaissance patrols to monitor areas and regions for the presence and movement of armed groups and other threats and to respond to intelligence requirements. These units can deploy as a single component or with multiple simultaneous platoons. For these reasons, the unit must have a robust command and control and logistic capability. Some of its operational requirements are to operate in remote areas, be trained in deployment by air and riverine routes, engage in tactical vehicle operations, and observe and adjust indirect fire and air to ground fire support.

The same equipment observations made for infantry battalions also apply to Recce Coys. During the generation and preparation of these units, it is crucial that the TCC has enough flexibility to adjust to specific mission requirements.

- **Infantry battalions** – are the backbone of most military components in UN peacekeeping missions. These units implement core mandated tasks, especially the ones related to protection of civilians and safety and security of Peacekeepers. Due to the nature of evolving threats, the need for robust posture and the importance of guaranteeing conditions for safe implementation of mandates, most of these battalions are now composed of two mechanized companies demanding a larger number of wheeled armored personnel carriers (APCs). These vehicles must be armed with 360 degrees of protection for the gunner (infantry carriers). Terrain conditions also require that in many situations the 6x6 model is preferred, although in some missions the road infrastructure is more favorable to 4x4 vehicles. To allow the configuration of operational elements to conduct different types of tasks, some missions are starting to also require



*Mongolian Infantry Battalion in UNMISS
Photo by Gregório Cunha/UNMISS*

- **high-mobility light tactical vehicles (HMLTV) and reconnaissance vehicles** in their SUR. Additional capabilities are also often needed, such as an EOD Search and Detect element, portable and/or mounted jammers, a reconnaissance capability with mini drones (UAS), Level 1 hospitals and proper Buddy First Aid Kits (BFAK); and, more recently, **Counter Drone/UAS systems** with the capability to detect, identify and take soft and hard kill countermeasures. All infantry units deployed in missions with Protection of Civilians mandates must have an **engagement platoon**. It is imperative that TCCs with infantry units on the PCRS take measures to place these units at **higher levels in the PCRS**, including through an AAV.

- **Logistic Transportation units** – a critical asset for missions in regions with limited transportation infrastructure and scarce local resources to allow commercial contractors to provide full logistic support to remote operating bases. Transport units should be capable of conducting unilateral or joint security operations to secure and maintain an uninterrupted supply chain to key areas and enabling locations, conducting operations that require a high level of mobility and decisively reacting and responding to any threat, with a high level of integration with other military components. Besides its own logistic transportation capabilities, it should be able to integrate UN-owned equipment (UNOE) and/or contracted lift capability, ensuring the safe and secure movement to each intended location of drivers and vehicles. Although units at battalion level have been generated, it is likely that new requirements will be made for units at company level as this provides more flexibility of employment for the missions and makes it potentially easier for TCCs to contribute these capabilities. **Transportation units with integrated force protection elements, such as combat convoy units, are required.** These units must be capable of protecting themselves autonomously as, with the increasing number of demanding tasks, missions are not always able to spare infantry units to protect military enabling units. **EOD/C-IED capabilities** with well-trained and equipped Search and Detect Teams, adequate APCs or Mine Protected Vehicles are also critical for the safety and security of peacekeepers and to guarantee the necessary safe movement of the convoys. These units should

also possess mini-UAS systems to be used at all levels to provide advance warning of ambushes, support dangerous passages, increase situational awareness and support missions' intelligence capabilities.



*Explosive Ordnance Disposal in MINUSCA
Photo by Dramane Darave*

- **Explosive Ordnance Disposal (EOD) Units** – are required to contribute to the missions' overall capacity to respond to an increasing EOD threat, especially Improvised Explosive Devices (IED), impacting freedom of manoeuvre and the safety and security of peacekeepers. Independent EOD units at company and platoon levels, either at Force or Sector levels, are primarily capable of specialized search and Conventional Munitions Disposal (CMD), and in most cases should also possess IEDD expertise (International Mine Action Standards (IMAS) IEDD Level 1 minimum) for advisory and tactical IEDD capability. The unit's equipment will be directly linked to the tasks and threat environment, but is likely to require Mine Protected Vehicles, remotely controlled EOD and IEDD vehicles, demining EOD and IEDD individual protective equipment, mine and explosive detectors, portable digital X-Ray systems; jammers; EDD/MDDs and mini-UAS.

Police

- **Formed Police Units (FPU)** – are the core of uniformed police capabilities in UN missions. Currently, there is a particular requirement for francophone and mixed gender units available for rapid deployment and equipped with state-of-the-art capabilities, including SWAT, rapid reaction, canine and riverine elements (i.e. two FPUs at rapid deployment level with SWAT capabilities, one of them being francophone). Due to the nature of evolving threats, the need for a more robust posture has increased also for police contingents. Therefore, to guarantee operations as well as safety and security, FPUs are required to include wheeled armored personnel carriers (APCs) including APCs armed with 360 degrees of protection for the gunner (infantry carriers). To face the increasing IED threats, the availability of Mine Resistant Ambush Protected vehicles (MRAPs), armored Jeeps



*Jordan FPU in MINUSCA
Photo by Hervé Serefi/MINUSCA*

and ambulances is also critical, together with the presence in the FPU of basic Counter IED equipment such as mine detection systems and helicopter landing site kits for MEDEVAC situations.

- **Guard Units (GU) and Rapid Response Police Units (RRPU)** – while Guard Units are FPUs specialized and equipped to mainly protect UN personnel and facilities, Rapid Response Police Units are smaller police contingents (about 60 to 80 strength), highly specialized and quickly deployable to support specific mission requirements to provide missions with the best available resources capable of matching emerging and sudden necessities. As the RRPUs will not be capable to deploy in full self-sustainment, they will require sustainment and logistic support from other units already deployed.
- **Specialized Police Teams (SPT)** – are specialized assets, usually provided by one or two PCCs, used in community-oriented policing, environmental (rule of law) crimes, public order management, border policing, protection of civilians and forensics. The SPTs work in specialized policing areas providing niche capabilities and know-how to the Police Components, advising the UNPOL leadership in the field and developing specific projects. The use of SPTs provides the opportunity to target specific areas of concern in different missions.

IV. INDIVIDUAL MILITARY AND POLICE REQUIREMENTS

Military

To ensure the effectiveness and success of military components in peacekeeping missions, it is imperative to carefully consider the requirements for military individual personnel deployed. In recent years, the UN has increasingly emphasized the importance of diversity and inclusivity among its uniformed peacekeepers.

To meet the multifaceted demands of UN missions, Member States' nominated personnel are required to possess a diverse range of professional experiences. This includes operational and peacekeeping experience, and expertise in conflict resolution and support to humanitarian assistance. In addition, military individuals with a background and experience in strategic communications, information analysis, data collection and civilian-military cooperation are required.

The UN stipulates specific rank levels depending on the mission's requirements. For individual deployment such as UN Military Expert on Missions (UNMEM) or Military Staff Officers, from Captain to Senior officers, a balanced mix ensures effective leadership and operational efficiency.

Educational qualifications aligned with the complexity of roles is a must. Officers may be required to hold advanced degrees in fields like international relations, and hold the degree obtained from their Staff College or War College when required. UN-specific pre-deployment training and specific UN Courses are mandatory for all deployments. They cover principles, protocols, and values upheld by the UN, ensuring personnel are equipped to navigate the unique challenges of peacekeeping missions. Language proficiency is paramount for effective communication with local populations. Personnel should have a working knowledge of the mission area's languages, with advanced language skills for key leadership roles.

One of the most significant changes in UN Peacekeeping requirements is the promotion of gender diversity. Since the implementation of the Uniformed Gender Parity Strategy, it has been demonstrated how a growing participation of women at higher ranks and leadership positions bring unique perspectives and skills to peacekeeping operations. The UN has set ambitious targets to increase the participation of women in peacekeeping forces, not only as support staff but also as combat troops and leaders. Gender balance not only enhances the mission's effectiveness but also contributes to a more holistic approach to conflict resolution.

Driving skills are required for individuals, especially for Military Observers for whom patrolling is the main task. In addition, communications proficiency ensures seamless operations. Age restrictions are in place, by adhering to the age limit of 55 years old for UNMEM and Staff Officers, in the rank of Lt Col and below. We strive to

uphold high standards of physical fitness, cognitive abilities, and safety within UN peacekeeping missions. This policy strikes a balance between the need for experience and the necessity of physical and mental capabilities while also fostering opportunities for younger peacekeepers

The UN's evolving requirements for military personnel deployment are aimed at enhancing the effectiveness of peacekeeping missions. These comprehensive criteria encompass professional experience, rank levels, education, language skills, specialized pre-deployment UN training, gender diversity, and mission-specific requirements. By meticulously considering these factors, the UN is better prepared to address the multifaceted challenges of maintaining global peace and security while fostering inclusivity and equality on a global scale.

Police

Given the inextricable links between peace, security and development, national and international police are key in preventing and addressing crimes and violence, and in helping to maintain public order and safety so as to enable the successful and sustainable realization of global development aspirations. Representative, responsive and accountable policing remains a critical component of global efforts to manage and transform conflict and effectively address a wide spectrum of societal grievances.

Faced with increasingly uncertain and complex operating environments characterized by both asymmetric and more conventional threats, the UN Police (UNPOL) continues to adjust to multidimensional mandates and limited resources. The range of UNPOL activities is considerable, from providing basic security and protecting civilians in the immediate aftermath of conflict with a particular emphasis on women and children, to developing sustainable host-State policing capacities to address, inter alia, linkages between serious crime and corruption, violent extremism and other transnational threats. UNPOL efforts are tailored for specific host-State contexts and have taken a variety of forms, including the conceptualization and implementation of community policing forums and support to the recruitment, training and deployment of police personnel.

The complexity of the mandates and tasks entrusted to the UN Police requires the support of Member States to nominate qualified personnel with the required skills and experience. The Strategic Guidance Framework recognizes four pillars: Command, Operations, Capacity Building and Development, and Administration. To serve in UN Police components, the officers must have not only the academic requirements, but also the background and experience, including new trends of policing, such as fighting transnational organized crime and cybercrimes.

Every six months, the UN Police Division informs Member States about the number of police officers, skillsets and expertise required for each mission, including Special Political Missions. Graduation from a police academy or any other law enforcement national training institution is a pre-requisite to be considered for deployment. In addition, the officers must have experience in the fields required by the missions. UN-specific pre-deployment training and specific UN Courses as mentioned in the invitations are also mandatory for all deployments, and the curricula are available to all Member States.

The proficiency of the mission language is mandatory to allow effective communication. In addition, the UN Police officers must have a driving license and experience on 4x4 vehicles in all kinds of terrains. Knowledge of information technology and software used in office is also required.

For the nomination and deployment of seconded positions at Professional or Director level in missions or at Headquarters, a university degree is mandatory, in addition to relevant command experience and expertise required in the Job Descriptions.

V. PCRS PLEDGES

The **PCRS is the entry point to commit uniformed capabilities to UN peacekeeping**. The system supports the Secretariat’s selection process for deployments and targeted strategic engagement. The PCRS must continue to have a diverse number of pledges of different capabilities at the system’s different levels. This is what provides options to better formulate force and police generation and deployment plans in support of existing or new missions. Early pledging and the assessment and advisory process are critical to enable military and police units to participate in future selection processes.

The below table presents the PCRS requirements by unit type for a competitive selection process in case a new medium to large mission is needed versus what is currently available in the system. **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.**

