

Strategic workshop for the training centres of the Francophone Network of Expertise and Training for Peace Operations (REFFOP)

From commitment to impact: training for peace operations as a strategic lever to accelerate the implementation of the Women, Peace and Security Agenda

I – Background:

31 October 2025 marked the 25th anniversary of the adoption by the United Nations Security Council (UNSC) of Resolution 1325 ([S/R/1325](#)), which established the Women, Peace and Security (WPS) Agenda, now reinforced by nine other resolutions. As a key resolution of the Agenda, Resolution 1325 recognised as early as 2000 the importance of women's participation and the inclusion of a gender perspective in peace operations.

It also emphasised the importance of training to advance the implementation of this Agenda. In this context, the Security Council requested the UN Secretary-General to provide Member States with guidelines and training materials concerning the protection, rights and specific needs of women, as well as the importance of women's participation in all peacekeeping and peacebuilding measures. Member States were also invited to incorporate these elements into national training programmes for military and police personnel preparing for deployment in peacekeeping operations, with the UN Secretary-General being requested to ensure that civilian personnel receive similar training.

It is now time to take a look back. Progress is clearly to be welcomed, particularly in the field of peacekeeping: both in terms of the presence of women in UN peacekeeping operations and the integration of gender issues into the work of the missions and their mandates.

The UN Secretary-General's latest [report](#) on 'Women, Peace and Security' (Sept. 2025) bears this out, stating that the priority given to the Agenda in peacekeeping operations—including the proportion of women among uniformed personnel and in leadership roles—has increased significantly over the past decade. The proportion of women in uniform in peace operations is estimated at just over 10%, compared with just over 3% fifteen years ago. This increase is mainly driven by the police components of the Missions. Several measures taken by the missions to better protect women and girls, as well as to involve them more effectively in peace efforts, are also highlighted, notably their participation in mediation efforts, the establishment of communication channels to prevent the risks to which they are exposed, and support for military judicial authorities in cases of conflict-related sexual violence.

Nevertheless, it must be acknowledged that numerous challenges remain, and current results could be improved in light of the targets set. With regard to the feminisation of peacekeeping personnel, efforts must be sustained to achieve the targets set for 2028 by the [Strategy for Gender Parity in Uniformed Personnel](#) of the UN Department of Peacekeeping Operations (2018). There is notable room for improvement, particularly regarding female Francophone uniformed personnel in peacekeeping operations, whose [proportion](#) was estimated at around 2.5% in January 2026. Furthermore, in the theatres where peacekeeping operations are deployed, women and girls continue to be targeted by armed violence, and their potential to contribute to maintaining and consolidating peace would benefit from being further harnessed.

The new implementation strategy for the UN *Action for Peacekeeping* ([A4P](#)) initiative, *Action for Peacekeeping Impact* (April 2026), addresses these challenges by setting out two key objectives for peacekeeping operations: the establishment and maintenance of a structured consultation mechanism between women's civil society representatives and Missions, where appropriate, to ensure that their perspectives inform policy strategies and good offices; strengthening women's representation and their

effective participation across all peacekeeping functions, including in leadership roles within the civilian component or among uniformed personnel.

Across the Francophone world, at the Francophonie Ministerial Conference held in Rwanda in November 2025, the States and governments of the Francophonie adopted [the Kigali Appeal to accelerate progress towards gender equality in the Francophone world](#). In line with Security Council Resolutions 1325 and subsequent resolutions, the member states and governments reiterated in this context that women and girls are the primary victims of conflict, whilst committing to guaranteeing respect for their rights and to establishing appropriate mechanisms for prevention, protection and care. They also encouraged the participation of women in uniform in peace operations, given their central role, including in supporting women and girls who are victims, and in this regard emphasised the importance of training female personnel.

II - The Francophone Network of Expertise and Training for Peace Operations (REFFOP):

REFFOP is an initiative of the International Organisation of La Francophonie ([OIF](#)), led since 2021 by the Research and Information Group on Peace and Security ([GRIP](#)) and the Boutros-Ghali Observatory ([OBG](#)).

The aim is to develop and promote Francophone expertise and the potential offered by the [fifteen or so Francophone peacekeeping schools and training centres](#) located across the Francophone world and spread across sub-Saharan Africa, North America, Europe and South-East Asia. These schools and centres contribute to building the capacity of Francophone peacekeeping personnel, including by fostering the development of specialised language skills through training in and of the French language.

Today, REFFOP aims to promote the work of Francophone training centres in the field of peacekeeping operations by providing them with access to training resources in French, including modules dedicated to language teaching and intercultural understanding. It also aims to identify emerging training needs in the field of peacekeeping, whilst facilitating the sharing of experiences, coordination and cooperation between the various Francophone centres. Particular attention is paid to promoting Francophone civilian, police and military expertise, with a commitment to highlighting the role of women in this sector. Finally, REFFOP is committed to strengthening the participation of Francophone experts in peace operations by raising their awareness of career opportunities.

In order to support the contribution of training centres, develop their knowledge and a shared understanding of emerging peacekeeping training needs, and strengthen synergies between Francophone training centres, as well as between these centres and international training partners, two workshops were organised in 2022 in [Kinshasa](#) and in 2024 in [Entebbe](#).

III - General objective:

- To strengthen the contribution of Francophone training centres for peace operations to the implementation of the Women, Peace and Security Agenda, both in terms of (i) the full participation of women in peace operations, and (ii) the better integration of the gender perspective into the execution of the mandates of these operations.

III - Specific objectives:

- To develop a common understanding of the challenges and issues related to the implementation of the Women, Peace and Security Agenda in the context of peace operations, as well as the essential role of training in this regard ;
- To encourage best practices and innovation in training activities in this field through the sharing of experiences;

- Strengthen synergies and cooperation around this Agenda between Francophone training centres, and between these centres and international training partners;
- To promote the French language and intercultural understanding in the training activities of Francophone training centres.

IV – Date and venue: 22 May 2026 (full day), alongside the Second Ministerial Conference on Peacekeeping in the Francophone World (20 May 2026) and the seminar organised by the Boutros-Ghali Peacekeeping Observatory entitled “[Developing United Nations peacekeeping: between reform efforts and implementation on the ground](#)” (21 May 2026).

V - Programme:

In addition to the opening and closing sessions (summary), the operational and interactive discussions will be structured around three main segments.

DRAFT PROGRAMME

09:00 – 09:15: Welcome and opening remarks

Moderation : Mr Grégory Robert, Acting Head of the Peace and Stability Division, OIF

- Representative of the Royal Armed Forces of Morocco
- Mr Nicolas Guinard, Director of Political Affairs and Democratic Governance (DAPG) at the OIF

09:15 – 10:15:

This session will review the UN's objectives regarding the feminisation of peacekeeping personnel and greater sensitivity to gender issues in the implementation of mandates, whilst addressing achievements and ongoing challenges. The impact of women's participation on improving the performance of peace operations, the actions taken by these operations to further involve women and girls in peace efforts, as well as to address their specific needs, will be discussed. Finally, the role of 'gender training' in advancing the Women, Peace and Security Agenda within missions and the lessons learnt from its implementation will be highlighted.

Moderation: Ms Clémence Buchet-Couzy, Researcher, GRIP, OBG, REFFOP

- Ms Catherine Andela, Head of the Gender Unit and Senior Adviser on Gender Issues in the Department of Peace Operations (DPO) and the Department of Political Affairs and Peacebuilding (DPPA)
- Dr Néné Amy Ouedraogo, Inspector General of Police, Police Adviser to the Head of the Police Component of MINUSCA
- Pr Sarah-Myriam Martin-Brûlé, Director of the Francopaix Centre

10.15–10.45 am: Coffee break

10.45 am – 12.30 pm: Sharing of experiences and innovative practices by Francophone peacekeeping training centres (1/2)

The centres will be invited to share their experiences and best practices regarding the training initiatives they undertake to (i) increase women's full participation in peace operations, and (ii) strengthen the integration of a gender perspective in the implementation of these operations' mandates.

Moderation: Mr Grégory Robert, Acting Head of the Peace and Stability Division, OIF

- Lieutenant-Colonel Mohcin Ghmari, Centre d'Excellence pour les Opérations de Maintien de la Paix de Benslimane [Morocco]
- Commandant Ahd Bensghir, Royal Armed Forces of Morocco, [Morocco]
- Colonel SOUS Naroeun, National Peacekeeping, Mine Action and War Waste Management Centre (NPMEC) [Cambodia]
- Brigadier General Sory Keita, Centre d'Entrainement aux Opérations de Maintien de la Paix (CEOMP) [Guinea]
- Colonel Igali Henri, École d'État-Major de Libreville (EEML) [Gabon]
- Chef d'escadrons Badara Pouye, Centre d'entraînement tactique 7 « Capitaine Mbaye Diagne » de Thiès (CET7) [Senegal]

12.30pm – 2.00pm – Lunch break

14:00 – 15:40: Sharing of experiences and innovative practices by Francophone peacekeeping training centres (2/2)

Moderation: Ms Clémence Buchet-Couzy, Researcher, GRIP, OBG, REFFOP

- Ms Nour El-Kouny, Cairo International Centre for Conflict Resolution, Peacekeeping and Peacebuilding [Egypt]
- Colonel Lawrence Deku, Kofi Annan International Peacekeeping Training Centre [Ghana]
- Lieutenant-Colonel Atcha Boukari Mousbaou, Centre d'entraînement aux opérations de maintien de la paix (CEOMP) [Togo]

- Commissaire-Divisionnaire Frédéric Foumena, École internationale des forces de sécurité (EIFORCES) [Cameroon]
- Colonel Sebastian Tatu, École d'Application des Officiers « Mihai Viteazul » de la Gendarmerie roumaine [Romania]

15:40 – 16:00: Coffee break

16:00 – 18:00: Sharing of experiences and innovative practices by international training partners

With a view to consolidating, renewing and addressing the obstacles they face in developing their training programmes in line with the Women, Peace and Security Agenda, Francophone training centres can cooperate with international partners and capitalise on their innovative training practices and tools. This session will enable the leading centres to present the diversity of their most recent initiatives, as well as to explore partnership opportunities to foster innovation in training, thereby strengthening both (i) women's participation in peace operations and (ii) the gender perspective in the fulfilment of mandates.

Moderation: Ms Clémence Buchet-Couzy, Researcher, GRIP, OBG, REFFOP

- Mr Grégory Robert, Acting Head of the Peace and Stability Division, OIF
- Ms Anaïs Indriets, Associate Program Officer, United Nations Institute for Training and Research (UNITAR)
- Ms Ramona Taheri, Executive director, Peace Operations Training Institute (POTI), *online*
- Mr Samir Marmouri, Head of the Morocco Program, Centre for Security Sector Governance (DCAF)

18:00 – 18:15: Summary

- Mr Grégory Robert, Acting Head of the Peace and Stability Division, OIF
- Ms Clémence Buchet-Couzy, Researcher, GRIP, OBG, REFFOP