

Terms of Reference for Consultant Training Needs Analysis of Asian and African Peacekeepers

I. Background

UNDP Malaysia in collaboration with the Ministry of Defence and the Malaysian Peacekeeping Training Centre (MPTC) is implementing a two-year project to support the role of the Malaysian Peacekeeping Training Center in providing multidimensional peacekeeping training as well as build the capacity of trainers and personnel from Africa and Asia in multidimensional peacekeeping training and operations respectively. The project aims to analyse the further training needs of peacekeeping personnel within the context of a complex and multidimensional peacekeeping environment that would require longer term interventions. Particular focus will be made on the additional training needs in the areas of gender and civil-military coordination. Training modules will be identified and developed to fulfill these training needs and the capacity of trainers and personnel will be built so that they are able to better fulfill their roles and functions within multidimensional as well as integrated missions.

As a cross-cutting theme of all UN agencies, gender mainstreaming concerns every aspect of UN peacekeeping. *The Namibia Plan of Action* (2000) calls for gender issues to be “mainstreamed throughout all regional and national training curricula and courses for peace support operations, particularly those sponsored directly by the Training Unit of DPKO.” A gender understanding of security should not be restricted to women’s victimization, but also include her potential as an agent of peace. Few training centers have however offered training in gender issues so far.

Current peacekeeping training modules have been developed by the UN Department of Peacekeeping Operations (UN DPKO) and focus primarily on the roles, functions and mandates that peacekeepers must adhere to while they are on UN peacekeeping missions. These include mission mandate, mission structure, rules of engagement, conflict cause and dynamics, potential spoilers, use of force, use of firearms, arrest and detention, crowd and riot control, decision making and command, and protection of UN personnel and facilities. Standardised Generic Training Modules (SGTMs) covering these issues are used by Member states to provide pre-deployment training to their peacekeepers.

A recent assessment of the training needs of peacekeepers¹ however found that training materials already provided to Member States were too generic and not only did not adequately address key operational and mission specific challenges, but also did not reflect the myriad complex and multi-faceted challenges posed by today’s multidimensional peacekeeping operations. Respondents to the survey also indicated that they were interested in providing and/or receiving training support from other Member States or peacekeeping training institutions, and were interested in networking, learning and sharing opportunities with each other, particularly within a multicultural environment simulating a typical mission experience, prior to deployment.

¹ *United Nations, Integrated Training Service Policy, Evaluation and Training Division, Department of Peacekeeping Operations* (October 2008), Report on the Strategic Peacekeeping Training Needs Assessment

II. Objective

The objective of this study is to conduct a training needs assessment to identify the gaps and needs of peacekeepers in Asia and Africa to enhance their interaction and coordination with other actors – specifically civilian actors in multidimensional peacekeeping operations who are engaged in humanitarian, peacekeeping activities, particularly within the context of the civil-military cooperation doctrine currently being developed by the United Nations Department of Peacekeeping Operations (UN DPKO). The training needs assessment will also identify training needs to enhance peacekeepers understanding of gender based violence in the context of current peacekeeping operations and current gender based Security Council Resolutions (SCRs) such as the SCR 1820. This assessment will be based on existing information and assessments already conducted as well as best practises developed by relevant institutions or operations, such as the UN DPKO, UN Agencies, UN PKO missions, and other international peacekeeping training centres and missions.

III. Scope of the Study

The analysis will include the following components:

- i. Identification of gaps and needs of peacekeepers in Asia and Africa in multidimensional peacekeeping training: This involves undertaking a comprehensive assessment of the training gaps and needs of peacekeeping personnel from Asia and Africa, through various approaches including surveys, and reviews of past and existing modules. This analysis needs to take into account the emerging challenges in contemporary and future 21st century peacekeeping missions, for example sexual and gender based violence and civil-military coordination.
- ii. Conduct a stakeholder workshop to identify training needs: A workshop will be held in October 2010 whereby the consultant will be required to present the detailed findings of the training needs of Asian and African peacekeepers and obtain feedback from the participants of the workshop, which will be made up of representatives from selected peacekeeping centers globally.
- iii. Finalise recommendations on training needs of African and Asian peacekeepers: Based on the findings and feedback from items (i) and (ii) above, the consultant will need to finalise the recommendations on the training needs of peacekeeping personnel from Asia and Africa which should be made up of a credible and detailed analysis.

IV. Methodology

The consultancy will comprise a combination of processes including reviews of key documentation, surveys, interviews as well as a stakeholder workshop. The consultant is expected to formulate a research methodology and collect and review available data on peacekeeping training and best practices. She/ he is expected to conduct at least one workshop with stakeholders to discuss the findings of the training needs of Asian and African peacekeepers. On the basis of this research, recommendations on their peacekeeping training needs will be made.

V. Time Frame

The analysis is expected to be completed over a period of two months. It is targeted that the report will commence in mid-August 2010 and be completed no later than mid-October 2010 based on the following work schedule:

Task	Timeline
Identification of gaps and needs of peacekeepers in Asia and Africa in multidimensional peacekeeping training: <ul style="list-style-type: none"> - Surveys; - Desk reviews; and - Interviews, amongst others. 	First draft by Mid-September 2010 Advanced draft by End-September 2010
Conduct a stakeholder workshop to identify training needs <ul style="list-style-type: none"> - Preparation of presentation slides 	Mid-October 2010
Submission and acceptance of recommendations on training needs of African and Asian peacekeepers <ul style="list-style-type: none"> - to incorporate feedback received from the workshop 	By End-October 2010

VI. Output

The study should be a stand-alone analysis on the training needs of African and Asian peacekeepers in civil-military and gender issues. This report will then form the basis of further work in developing detailed training modules for peacekeeping personnel in Asia and Africa.

VII. Qualification of the Consultant

The consultant should have considerable international credibility and experience in the policy and practice of peacekeeping operations. She/he should have the following qualifications and experiences.

- An advanced degree in Development, Strategic Studies, International Relations, Public Administration or a related discipline preferably a Ph. D. Work experience in lieu of formal qualifications will also be considered;
- Good synthesizing and English writing skills;
- Excellent analytical skills as demonstrated, for example, by prior experience in policy-oriented studies with a in-depth understanding of peacekeeping operations;
- Prior experience in dealing with UNDP and other institutions involved in development cooperation is an added advantage.

Interested parties are kindly requested to submit a **brief statement** on how their qualifications and/or experience can lead towards the successful deliverable of this study within the required timeframe. This statement should be accompanied with a **detailed individual/company/organisation profile** [to include areas of expertise and experience, examples of relevant ongoing and past consultancies, services provided and staff capacity], **complete Personal History Form** (P11 form) (available at <http://www.undp.org.my/uploads/p11%20personal%20history%20form.doc>), and **expected fees** to:

Resident Representative

United Nations Development Programme
Wisma UN, Jalan Dungun, Damansara Heights
50490 Kuala Lumpur.
Fax: 603 – 2095 2870
Email: registry.my@undp.org

Deadline for applications: 4.30 pm, 16 August 2010
Only short-listed applicants will be notified.