

Published May 2026

# UN POLICE



## ANNUAL REPORT 2025



### Strengthening Gender Responsive Policing:

Meeting our Shared Commitments on Gender Equality, Women's  
Empowerment and the Women, Peace & Security Agenda



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### Cover images:

29 May 2025: Secretary-General António Guterres presents the UN Woman Police Officer of the Year Award to Superintendent Zainab Gbla of Sierra Leone during the Dag Hammarskjöld Medal, UN Woman Police Officer of the Year and UN Military Gender Advocate of the Year Awards Ceremony on the International Day of United Nations Peacekeepers. (Photo credit: United Nations)

During the 2025 International Day of the Girl Child celebration, UNPOL interacts with children in Abyei (Photo credit: UNPOL officers Gift Francisca Mwansa, Hatice Arslam, Ajara Kashozi, Alice Theu, Oxana Kharitonova and Reshmi Singh).

### Background image:

UNAMID Police woman and responsible of the Police Women Network, Farkhanda Iqbel (from Pakistan) embraces a Sudanese Policewoman before participating at the march organized by UNAMID to commemorate the International Women's Day in El Fasher, North Darfur.

Photo by Albert González Farran, UNAMID



# OVERVIEW

This report highlights the joint contributions of United Nations Police (UNPOL) and Member States in advancing UN commitments on gender equality, women's empowerment, and the Women, Peace and Security Agenda, in line with the Secretary General's Action for Peacekeeping initiative, 2030 Agenda, Uniformed Gender Parity Strategy (2018–2028), Policy on Gender Responsive UN Peacekeeping Operations (2024), Department of Political and Peacebuilding Affairs WPS Policy (2023), and the UN System Wide Gender Equality Acceleration Plan (2024).

The report presents efforts undertaken in 2025 to:

- a. Systematically integrate a gender perspective across policing and strengthen coordination and advocacy on gender-responsive policing;
- b. Protect women and girls from violence and prevent human rights violations, including sexual exploitation and abuse; and
- c. Ensure the full, equal and meaningful participation of women in policing and security governance.



# Systematic integration of a gender perspective across policing

## 1.1 *The Police Division continued to deepen its engagement with Member States on gender equality, women's empowerment and the Women, Peace and Security Agenda.*

From October to December 2025, the Police Division convened targeted workshops with senior police leaders and gender focal points from more than 75 Member States to identify key barriers to gender-responsive policing in national and UNPOL contexts. These dialogues renewed collective commitment to the Strategic Guidance Framework for International Policing (SGF) and generated concrete, forward-looking recommendations requiring senior-level action. The Division is actively following up to ensure these commitments translate into tangible progress. The engagements were held within the framework of workshops on “Strengthening Gender-Responsive Policing & Advancing UNPOL Gender Parity Efforts,” generously supported by Norway, Vietnam, the United Arab Emirates, United Nations Institute for Training and Research and the United Nations Entity for Gender Equality and Empowerment of Women (UN Women).

UNPOL Gender Responsive Policing Workshops held in 2025 in Jordan, United Arab Emirates and Vietnam.





**1.2** In a parallel effort to further the commitment to gender equality, the 2026–2030 UNPOL Strategy on Gender Equality, Women's Empowerment and the WPS Agenda was drafted and extensively consulted across PD, UNPOL field missions, United Nations Agencies, Funds and Programmes, Member States, and policing partners to ensure greater alignment, accountability and resource efficiencies in the advancement of gender responsive policing in the UN and Member States.

**1.3** *To better support both UNPOL and Member States with more agile tools aimed at strengthening gender mainstreaming capacities in policing for, UNPOL embarked on an extensive consultative process with Member States and UNPOL to produce a new iteration of the UNPOL Gender Toolkit.*

A survey was conducted among all 193 Member States and UNPOL personnel which provided rich content for the development of the new product. At a technical working group workshop held from 10 to 12 November at the United Nations Global Service Center in Brindisi, Italy, the revision process commenced. It aims to reflect the perspectives, experiences and recommendations expressed in the survey to develop a more user-friendly and fit-for-purpose gender toolkit, tailored to each SGF pillar, i.e. command, operations, capacity building and development and administration.



**1.4** The Police Division supported Member State-led advocacy efforts on gender-responsive policing. More specifically, PD provided strategic advisory support to the First Meeting of the High-Level Network on Gender Responsive Policing (HLN-GRP), a Member State-led initiative supported by UN Women. Co-chaired by Chile, the Netherlands and Senegal, the Network met on 13 March 2025 and revisited commitments made at its launch at the fourth United Nations Chiefs of Police Summit to identify emerging policing challenges requiring enhanced cooperation. Foremost was the rapid rise of technology-facilitated gender-based violence, which calls for new capabilities, innovative investigative tools and coordinated global responses. The HLN-GRP is strengthening cross-regional knowledge exchange and reinforcing collective action.



First Meeting of the High-Level Network on Gender -Responsive Policing on 13 March 2025, UN Secretariat (Photo credit: Prossy Namale, PD)

**1.5** *During the 20th United Nations Police Week, United Nations Police (UNPOL) senior leadership reaffirmed its commitment to advancing gender-responsive policing.*

The leadership endorsed priority actions that reinforce command responsibility for systematic follow-up on gender commitments across missions and Headquarters. In alignment with the Secretary-General's zero-tolerance policy on sexual exploitation and abuse, UNPOL leadership continued to leverage the expertise of the Office of the Special Coordinator on Improving the United Nations Response to Sexual Exploitation and Abuse, the Office of the Victims' Rights Advocate, and the Conduct and Discipline Service. This outreach has further contributed to senior leadership's improved technical knowledge on the subject and strengthened coordination with and support to UNPOL components.



# Protecting women and girls from cycles of violence

*2.6 Amid a global rise in sexual and gender-based violence (SGBV) and conflict-related sexual violence (CRSV) in 2025, including increased intimate partner violence and harmful practices, UNPOL strengthened frontline capacities to protect civilians from cruel, inhumane and degrading treatment.*

The expanded reach of patrols improved early warning mechanisms, while support to Central African Republic Army (FACA) and Security Forces (FSI) enhanced close protection for high-profile women in electoral processes. Across missions, more women reported feeling safer to participate in peacebuilding due to gender integrated patrols and community oriented policing that improved local security conditions.

Gender-integrated patrols and community engagement of UNPOL (Proto credit: UNPOL MINUSCA)



**2.7** In UNTMIS, sustained UNPOL advocacy contributed to the passage of the Female Genital Mutilation Act in Southwest State, reducing risks to young girls. UNPOL also supported a new GBV response standard operating procedure in Jubaland and, through the Joint Rule of Law Programme and European Union Capacity Building Mission in Somalia (EUCAP Somalia), strengthened first response and investigative capacities on GBV in Berbera, Somaliland.



First three photos: UNPOL in UNTMIS conducting sensitization training on SGBV/ Last two photos: South West State Minister of Women and Family Affairs and the State President at the signing of the FGM Prohibition Act. (Proto credit: UNPOL MINUSCA)



**2.7.1.** UNPOL helped expand access to justice across missions. In MONUSCO, outreach to victims improved through Braille equipment for persons with visual impairments. In collaboration with experts from the United Nations Office of Drugs and Crime, the MONUSCO UNPOL SGBV specialized police team upgraded Congolese National Police (PNC) investigative capacities and enhanced survivor-centred approaches in DRC. In UNVMC, trust building with indigenous community leaders enabled the safe disclosure of threats. UNPOL experts on the Team of Experts on Rule of Law and Sexual Violence in Conflict strengthened investigative capacities and survivor centred approaches, including in Ukraine. In UNMIK, UNPOL convened police, forensic and prosecutorial actors to close institutional gaps and reinforce accountability.

**2.7.2.** Community consultation, central to policing in accordance with the Strategic Guidance Framework for International Policing, continued to drive trust and operational impact. Early warning systems generated actionable intelligence, as in MONUSCO, where hotspot monitoring produced 56 alerts, prompting 43 interventions and 19 arrests. Through the Farmers Outreach Programme, UNPOL in Cyprus, working closely with the Military and Civil Affairs components, reduced access-related tensions in the buffer zone, prevented disputes from escalating into security incidents, and strengthened compliance with established regulations. UNPOL's community-oriented policing approach, supported by the strategic deployment of women police officers, enhanced engagement with diverse groups, including women farmers, resulting in more inclusive, trusted, and effective delivery of policing services.

Outreach programme with Turkish Cypriot and Greek Cypriot farmers. (Photo credit: UNPOL UNFICYP)



**2.7.3.** UNMISS UNPOL conducted sustained patrolling in high risk areas despite political and weather constraints and negotiated the resumption of patrols in Western Juba with the South Sudan People's Defence Forces (SSPDF). UNPOL also advised on the strengthening of local policing structures. In UNISFA, support to Community Protection Committees enhanced community security. In MINUSCA, the provision of 300 motorcycles improved reach to remote areas and enabled women's participation in the 2025 electoral process by enhancing security conditions.

UNPOL reactivates the 1325 green line, a hotline to enhance the protection of women candidates and denounce incidents against women candidates and citizens during the electoral process with UN Women. (Photo credit: UNPOL MINUSCA)





The securing of polling stations by Formed Police Units in MINUSCA; Senegalese FPU based in Berberati carrying out the distribution of electoral materials to Mambéré-Kadéï in the Equateur region. (Photo credit: UNPOL MINUSCA)



**2.7.4.** UNPOL Specialized Police Teams in UNMISS, MONUSCO and MINUSCA continued to build national policing capacities on SGBV and CRSV. Their technical mentoring of the South Sudan National Police Service (SSPNS), Congolese National Police and the Mixed Unit for Rapid Intervention (CAR), respectively, improved prevention, investigation and survivor centred responses, resulting in more consistent case handling and stronger institutional practices. In MINUSCA, UNPOL's newly developed rapid alert system enabled faster deployment to sexual violence incidents and human trafficking cases. The tool analysed distress alerts and supported timely rescue operations, demonstrating direct operational impact. Across UNISFA and MONUSCO, UNPOL also mobilized youth and persons with disabilities to ensure inclusive participation in peace and security efforts, broadening community engagement and strengthening protection outcomes.

Community Protection Committees in their UNPOL-provided uniforms in Abyei. (Photo credit: UNPOL UNISFA)

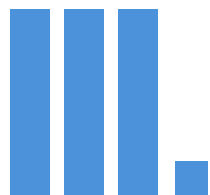


**2.7.5.** In UNISFA, where no formal police structure exists, UNPOL strengthened access to justice for survivors of SGBV by reinforcing Community Protection Committees (CPCs) and Joint Protection Committees (JPCs) as trusted frontline mechanisms for SGBV reporting and referral. Across all 11 team sites, sustained mentoring, targeted training and continuous follow-up improved case handling and increased reporting, reflecting rising community trust. UNPOL further enhanced these mechanisms' legitimacy and community trust by issuing uniforms and ID cards to all CPCs and JPCs members in January 2025. A key driver of this progress has been the increased participation of women within the CPCs and JPCs: women now constitute 21.6% of the 1,454 members, up from less than 5% seven years ago. This shift has made these structures more responsive to the needs of women and girls, enabling survivors to come forward, increasing the early flow of information to UNPOL, and supporting faster prevention and response.

**2.7.6.** *In BINUH, UNPOL opened new pathways to safety for Haiti's young people, including girls.*

With UNPOL's guidance, officers and community leaders delivered interactive awareness sessions across more than 20 schools and religious communities – places where children and adolescents gather. Young people now speak more confidently about their rights, denounce gang violence, and look out for one another. Teachers report noticeable shifts in behaviour: there is a notable decrease in incidents among adolescents, and parents feel better equipped to protect their children, including from gang conscription. Together, these changes are reshaping attitudes and giving Haiti's youth a safer space to grow.





## Ensuring women's full, equal and meaningful participation in UNPOL operations, national police services and in the communities served.

### 4. *UNPOL sustained strong momentum on women's participation across all policing functions despite liquidity and recruitment constraints.*

By end-2025, UNPOL met two Uniformed Gender Parity Strategy (UGPS) targets and nearly reached the remaining two, demonstrating resilient progress driven by close partnership with Member States. Women accounted for 32.1% of Professional posts at Headquarters, 25.6% in the field, 32.2% of Individual Police Officers, and 17.4% of Formed Police Units, marking continued gains across the system. The Pacific initiative expanded both geographic and gender representation, bringing 10 new Member States into peacekeeping pipelines. Women comprised 40% of all successful candidates, strengthening future deployment pools. The seventh Women Command Development Course (WCDC) in Brindisi further widened the leadership pipeline. Its alumni now hold key roles, including the current Head of UNISFA Police, helping address persistent gaps in senior-level nominations of women officers.

The seventh WCDC organized with the Standing Police Capacity in Brindisi.

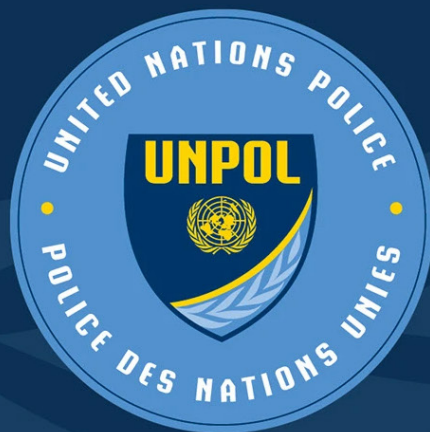


## IV.

## Creation of an enabling environment

PD strengthened mission wide efforts to make operating environments more gender responsive by linking UNPOL components to targeted initiatives and funding streams. Through the Elsie Initiative's third programming round, UNMISS received long duration patrol kits that enabled women officers to reach remote areas, directly increasing community trust and driving higher demand for SGBV policing services. Regular engagements between PD, field leadership, and women police officers generated actionable insights on barriers to participation. As a result, Heads of Police Component developed mission specific action plans addressing harassment, discrimination, and gaps in women specific health and hygiene support, improving conditions for their full and meaningful deployment. The United Nations Woman Police Officer of the Year Award continued to incentivize Member State nominations and promote women's contributions to UNPOL. The first ever joint ceremony presided over by United Nations Secretary-General Antonio Guterres, who presented the respective awards for outstanding military and police personnel, on the International Day of Peacekeeping expanded global visibility and reinforced the centrality of women's participation in policing.





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