Gaps in Gender Awareness and Cultural Competence in Peacekeeping Missions

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Cross-cultural competence

Operationalization - issues

- Gap: ethnographic knowledge/expertise v. training, education, planning and conduct of operations
- Why bother? In multicultural societies already a norm (wrong!), in monocultural not needed anyhow (wrong!)
- Funding – soft skills as less important
- Insufficient, wrong training, unprepared civilian „experts"
- Lack of self-awareness, susceptible to stereotypes
- Pamphlet anthropology
- Trouble with popular cross-cultural models – non-deployable!
- Single-serving regional expertise v. universal, transferable skills
- Lack of engagement and will to understand the diversity (v. COPD Red Teaming!)
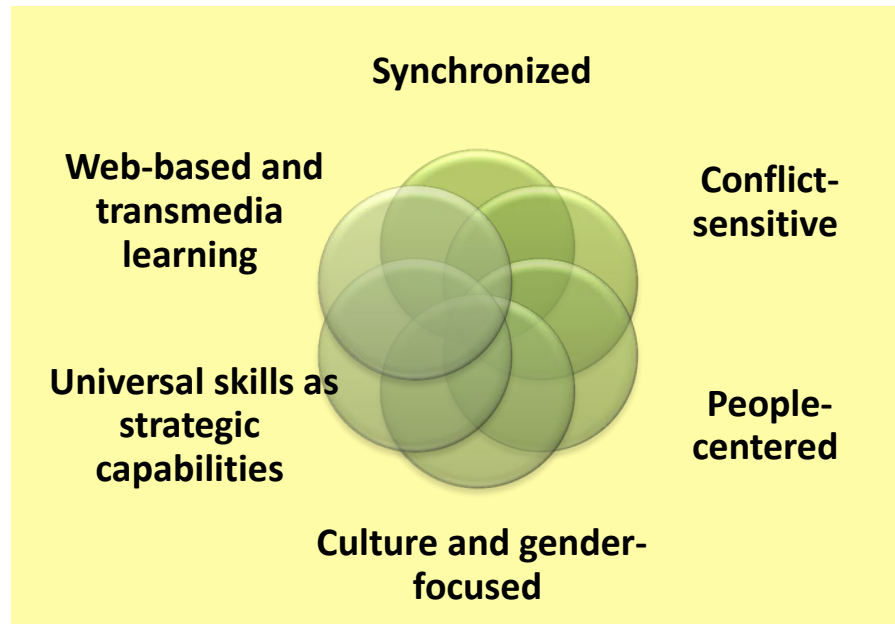
Operationalization of culture in CPPB

GAP

1. ASSESSMENT of NEEDS

- **Growing demand of soft skills, in particular cross-cultural competence in efficient management of CSDP.**
- **Specificity of CSDP activities:**

- CROS, humanitarian assistance, peacebuilding...

- LT: stabilization, prevention, advisory

- Civilian-military, multiagency, multicultural

- Rather rapid deployment: need for universal skills

- **Problems not only with culturally alien AO, but also with cultural/organizational variety within a given contingent (interoperability is a myth)**

2. METHODS

Existing solutions	Theoretical frameworks and taxonomies	Field work results
Training and educational experience	Analysis of the whole interview set	Workshops

3. RECOMMENDATIONS

Synchronized

Web-based and transmedia learning

Conflict-sensitive

Universal skills as strategic capabilities

People-centered

Culture and gender-focused

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Gender

"Conflict Prevention and Peacebuilding (CPPB) personnel can experience a range of scenarios through role-playing in their own organization."

Gender Analysis

- The main objective: to expedite further identification of gaps in soft skills in current curricula resulting from gender issues, and facilitate the development of narrative, scenarios and characters in the end product.

- A total of 167 interviews with peacekeepers in six European Countries that were completed, with both male and female respondents, were analysed for their content in regards to gender through qualitative analysis, supported with CAS Interviews.

- Following the completion of interviews and the analysis of these interviews, the methodology workshops were used to further drill down into gender aspects of learning competencies (Ireland, Finland and Poland). An intrinsic part of these workshops was to facilitate further identification of gaps in soft skills in current curricula resulting from gender issues.

Major issues

- **What are the overall attitudes towards gender?**

- **Influence of gender diversity on the mission environment, mission atmosphere**

- **Masculinities, femininities…**

- **What would encourage more women to become peacekeepers?**

- **How is gender covered in training?**

- **What are gender implications for addressing the gaps in soft skills and competencies?**

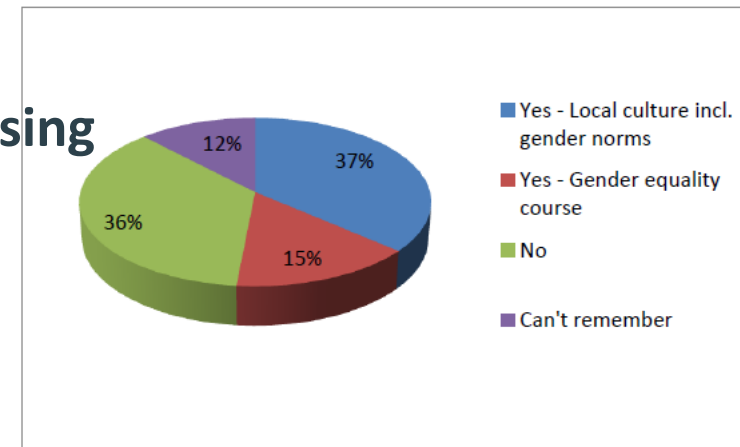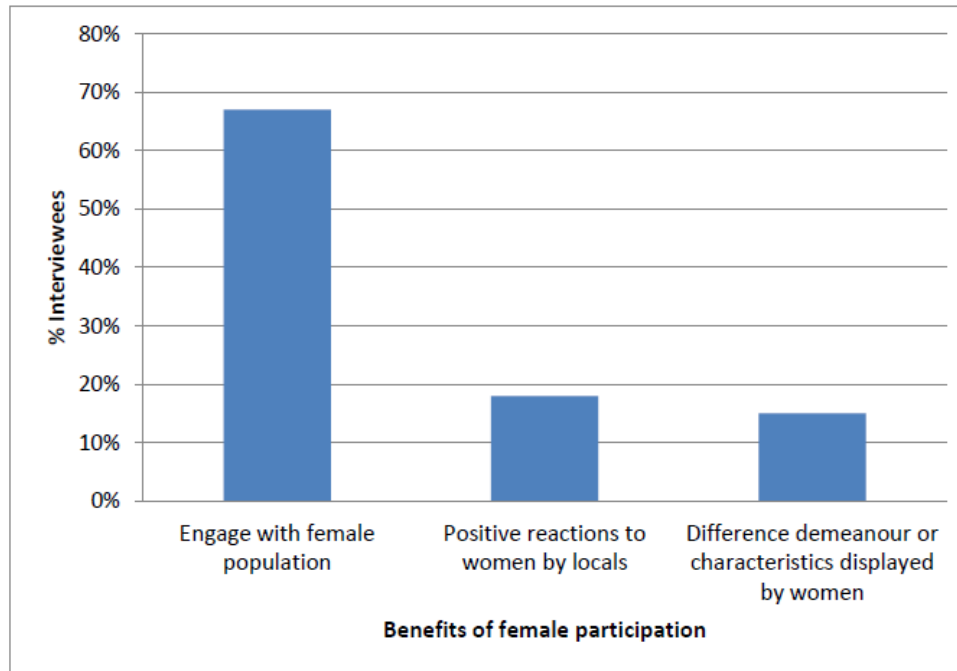- **How to address the identified gaps and issues in the game?**

- **+ many other….**

Figure 5: Gender training received pre-deployment

Attitudes towards gender diversity

Benefits of female participation

Pluses

- "Nicer atmosphere" of the working environment.
- Women were seen as enablers of contact with local women, in particular in very conservative cultures.
- Increased problem-solving and conflict resolution capacities.
- „Band of brothers" mentality

Minuses

- Women a relatively new phenomenon in the army, it creates "hassle"
- Difficult to maintain discipline
- Logistics and lodging an issue
- Longer adaptation to mission environment
- Not all "emotionally withstanding"
- Women receive "special treatment", more is forgiven.
- Sometimes women are not removed from the army for behaviour that men would be.

Recommendations

- **Proper recruitment**
- **Increase gender awareness training!**
- **Increase gender diversity – as a norm**
- **Inspiration and lessons learned base**
- **Maintain realism and relevance, offer detailed gender issues/nuances**

- **Scenarios where other gender is being played**
- **Female avatars in variety of them, also combat**
- **Necessity of careful observation and unbiased conclusions**
- **Feedback!**

Cultural variables

- **Different understanding of gender roles and what equality actually is**

- **Social history – Sheila Fitzpatrick**

- **„Old Europe", Scandinavia v. us**

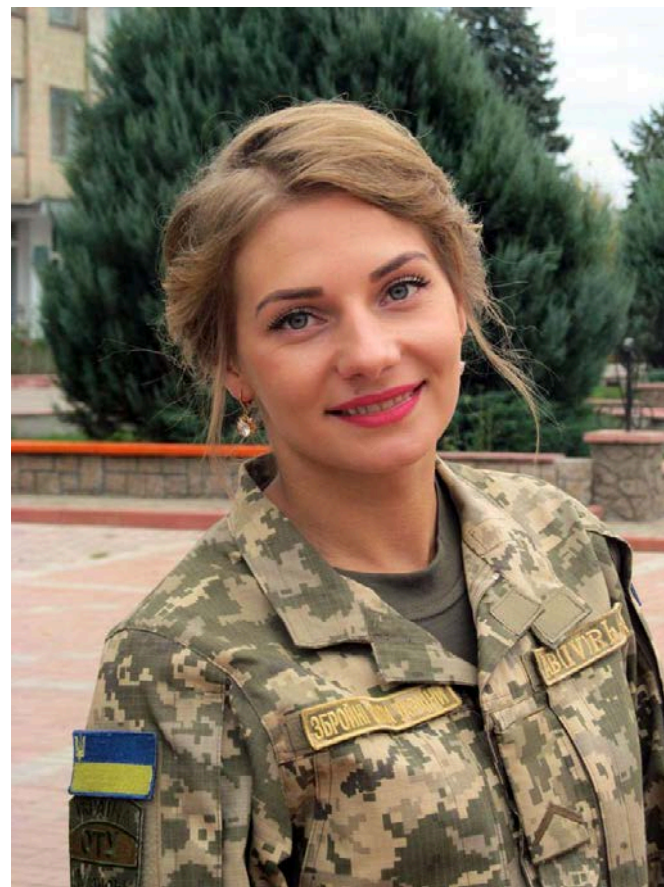- **Perception of oneself!**

Thank You

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