

Call for Applications

PREVENTING AND ADDRESSING MISCONDUCT IN FIELD OPERATIONS TRAINING COURSE

The Barcelona International Peace Centre (BIPC) and 2gedar-PeaceOps and Development Network are pleased to announce the *Preventing and Addressing Misconduct in Field Operations Training Course*, to be held in Barcelona, Spain, from **June 10-14, 2019**.

Overview

The highest standards of ethics and conduct have always been expected from United Nations International Civil Servants and Military & Police officers serving with the United Nations. These standards are integral components of the core values of the Organization, and have always been the subject of internal disciplinary processes, historically handled by Directors of Mission Support as part of Human Resources Management practices. Traditional methods of dealing with misconduct underwent a major transformation from 2005 following public disclosures of serious allegations of sexual harassment and abuse of civilian beneficiaries in the Democratic Republic of Congo and other UN field missions. The recurrent allegations required the United Nations to radically alter its management of misconduct allegations that seriously questioned the values of the Organization, soiling its reputation, and negatively affecting its peacekeeping and peacebuilding operations.

This reassessment led to the establishment of the Conduct and Discipline Unit (CDU) within the Department of Field Support at the UN HQ, and the creation of Conduct & Discipline Teams (CDTs) within peacekeeping missions to address all forms of misconduct, including sexual exploitation and abuse, and sexual harassment through a 3-pronged strategy: (1) prevention of misconduct, (2) enforcement of UN standards; and (3) remedial action. This strategy is implemented through extensive training, awareness-raising campaigns in host countries, clear standards of conduct, investigations and disciplinary measures, and assistance to victims.

CDTs in field missions now represent a large and high profile role, reporting directly to Heads of Mission who are personally responsible for preventing and addressing misconduct, and specifically sexual abuse, sexual exploitation, and harassment, including sexual harassment in the workplace, both internally and externally to field missions in order to implement a zero tolerance policy.

CDTs are most often headed by a Director (D1) or a Senior Conduct and Discipline Officer (P5) who reports directly to the Head of Mission and works closely with the Director of the CDU Department of Field Support at UN HQ in New York. Depending on the size of a Mission and the number of military forces and civilian police, a CDT would be staffed by between 15 and 30 conduct and discipline officers from P5, P4s, P3s, P2s, and NPOs grades. CDTs work closely with Mission Legal Offices, Directors of Mission Support, Human Resources, Force and Police Commanders, and with administrative law units in UNHQ.

Objectives

This training course aims to familiarize participants with the structures in place to deal with misconduct, its prevention strategies, and the required disciplinary processes, including internal discipline and referral for criminal accountability as appropriate. Participants will also become familiar with the very practical elements of ethics and compliance with the highest expected standards of conduct, prevention of misconduct, outreach to communities and victims in peacekeeping and political missions of the UN. Specifically, it also aims to prepare participants for the recruitment processes as conduct and discipline officers with the UN Secretariat and field missions.

The overall objectives of the course are therefore to:

- Provide participants with a comprehensive understanding of Conduct and Discipline practice in UN Field Missions;
- Receive extensive materials and practical guidance and insights from highly experienced current and former Conduct and Discipline, legal and administrative officers;
- Provide participants with effective tools in a highly specialized area of UN administrative practice;
- Prepare candidates for recruitment as Conduct and Discipline officers;
- Serve as a model for other organizations working in similar environments in dealing with misconduct in the field, to prevent and address incidents abuse, and safeguard institutional reputation

Methodology

The course focuses on the technical aspects of the work and other fundamental skills that conduct and discipline officers should apply in the field. The course format includes a combination of lectures, small group discussions, practical exercises and peer exchange of experiences.

Participants will be provided in advance with extensive range of documents and materials which they will be expected to become generally familiar with prior to their attendance to the course. The course itself will focus on the practical elements of the applicability of these materials to actual field practice.

For whom is this course?

The course is designed to benefit candidates wishing to become Conduct and Discipline officers with United Nations Field Operations, UN Agencies Funds and Programmes, and would be of interest to Human Resources staff members in international entities, NGOs and corporations operating in sensitive and vulnerable locations, officers in Ministries of Foreign Affairs dealing with UN portfolios, and military and police officers contemplating peacekeeping and observation missions as part of their pre-deployment training, and research institutes and other international organisations and donors supporting field missions.

Generally, participants will be expected and will be given priority to enrol if they hold degree/s qualifying for entry into the UN Civil Service; will be fully conversant with written and spoken English at a professional working level. Candidates not meeting all of these criteria may be accepted at the discretion of the organizers and subject to availability of places.

Trainers

The organizers put great emphasis on delivering the course with a multi-cultural and multi-disciplinary team. The course will be led by Julio Baez, [Michela de Carli](#) and [Manuel Calzada](#). Julio Baez former senior legal officer with the Office of Legal Affairs at UNHQ in NY, Vienna and Geneva for over 30 years, is also founding member of Conduct & Discipline Offices for UN peacekeeping. Michela de Carli has over 15 years of international legal experience with the United Nations and the European Union as a legal officer in Kosovo, Afghanistan, Cote D'Ivoire, Darfur and South Sudan. Manuel Calzada is currently Director of Legal Affairs with UNAMID, the African Union – United Nations Mission in Darfur, Sudan. Manuel brings over 20 years' experience working on legal and judicial with the United Nations and other international organizations. Other senior trainers and experts with experience of different programmatic areas will be brought in for particular sessions, to ensure a variety of approaches and perspectives. Guest trainers from international organisations will be brought in to share their experiences.

Dates & location

June 10-14, 2019 at Sant Felip Neri House in Barcelona, Spain. It will start at 9:00 on Monday 10 of June and end around 15:30 on Friday 14 of June.

Language & cost

The course will be taught in **English**. **The course fee is 2000 Euros**. This fee includes course materials, refreshments, and lunch. It does not include the cost of traveling to/from Barcelona, visa, accommodation, insurance, and other meals, such as dinner.

Please note that this course requires a minimum number of participants. Unfortunately, the organizers cannot provide any scholarships or waivers for the course fees, but we can provide participants with letters of support in obtaining sponsorship, within the participant's country of residence or work. We can provide logistical assistance and letters in support of participants' visa applications upon request. Payment arrangement information will be included in acceptance letters.

Upon registration, the organizers will provide information about different accommodation options, including within the venue where the course will take place.

How to Apply

The application deadline is the **1st May 2019**, but acceptance onto the course will be granted on a rolling basis. To apply for the course, please submit your current Curriculum Vitae and the completed application form to Eva Lopez, course coordinator, at info@bcnpeacecenter.org. Please see the enclosed application form for further details. Alternatively, it can be downloaded [here](#).

If you have any questions about the application process, program, or logistics, please contact Eva Lopez at info@bcnpeacecenter.org

ABOUT US

Barcelona International Peace Center (BIPC) – www.bcnpeacecenter.org

The Barcelona International Peace Center (BIPC) is the outcome of an initiative to promote the culture of peace through dialogue, awareness-raising, and training in crisis management and conflict resolution. Created in 2009, the BIPC is the only center of its kind in Spain. Its work is inspired by the philosophy of centers around the world specializing in crisis management and peace operations. The BIPC's main activity is an international specialised training program designed to meet the extensive learning needs of civilian personnel and to equip them with the skills they need to engage in field operations around the world. The center offers a range of training courses aimed at professionals working in peacebuilding, complex crisis management, and humanitarian affairs.

2GEDAR PeaceOps & Development Network - www.2gedar.com

2gedar PeaceOps & Development Network designs and presents specialist, practical and hands-on training programs in peacekeeping, peacebuilding and public development sectors. Our courses aim to prepare participants for the realities of actual field needs. Our courses and presentations seek to provide the required skills to successfully face entrance examinations and interview requirements into United Nations and UN Agencies, Funds and programs, each course focused on a very specific area of practice and occupational group. Specialized courses are also designed for pre-deployment training of peacekeeping missions' troop and police contingents.

Practice areas include political, legal affairs, protection, emergency response, security, intelligence, mission support and logistics, human rights, rule of law, civil affairs, gender, ethics and SEA, human resources, and internal justice processes.