



ZAMBIA POLICE SERVICE

CURRICULUM

**UN/AU PEACE SUPPORT
OPERATIONS FOCAL POINT
PERSONS COURSE**

COURSE NAME: TRAINING OF UN/AU PSO FOCAL POINT PERSONS

COURSE AIM: To equip Zambia Police Service Focal Point Persons with the Knowledge, Skills and Attitudes to effectively contribute to the Peace Support Operations Network In the Zambia Police Service.

Total Credit hours: 80

Course Duration: Two Weeks

1. Introduction to United Nations and African Union Peacekeeping: Credit Hours: 2 hrs

- 1.1 Explain the UN and its purpose
- 1.2 Identify the UN Charter as the guiding document for the UN
- 1.3 List the principal organs of the UN involved in UN peacekeeping
- 1.4 List the departments at UN Headquarters active in UN peacekeeping
- 1.5 Describe the three levels of authority for decision-making in UN peacekeeping – strategic, operational and tactical
- 1.6 Explain the African Union and its purpose
- 1.7 Describe the African Union Organs
- 1.8 Explain the African Union Constitutive Act
- 1.9 Describe the Africa Standby force.
- 1.10 Explain the functions of the Africa Union Standby Force

2. Myths and Misconceptions of UN/AU Office

- 2.1 Deployment procedures
- 2.2 Corruption
- 2.3 Academic qualifications
- 2.4 Gender issues

3. Principles of UN/AU Peace Support Operations: Credit Hours: 1 hr

- 3.1 List Basic principles and key success factors of UN peacekeeping
- 3.2 Explain "legitimacy "and "credibility "of UN peacekeeping
- 3.3 Describe how peacekeeping personnel support legitimacy and credibility
- 3.4 Explain what "national and local ownership" means and why it is essential to peacekeeping success.

4. Human Rights and Democratic Policing: Credit Hours: 2 hrs

- 4.1 List the principles of Democratic policing
- 3.2 Describe the principles of democratic policing
- 4.2 Identify human rights violations/abuses
- 4.3 Explain UN policies on human rights relevant to peacekeeping
- 4.4 Identify human rights-related roles in a mission
- 4.5 List actions to take when human rights abuses and violations are observed

**5. Gender Mainstreaming and Peace Support Operations Credit Hours:
2 hrs**

- 5.1 Women's participation in conflict prevention & resolution
- 5.2 Resolution 1325
- 5.3 Impact of Sexual Exploitation & Abuse
- 5.4 Glossary
 - 5.4.1 Gender Balance
 - 5.4.2 Gender Equality
 - 5.4.3 Gender Perspective
 - 5.4.4 Gender Mainstreaming
 - 5.4.5 Peacekeeping
 - 5.4.6 Formed Police Unit
 - 5.4.7 Sexual Exploitation & Abuse

6. Women Peace and Security Credit Hours: 2 hr

- 6.1 Explain the different impact that conflict has on women and girls, men and boys
- 6.2 Explain how women are both victims of conflict and key partners for peace activities of UN peacekeeping operations (UNPKOs)
- 6.3 Explain "gender equality", "gender mainstreaming", and their importance to effective mandate implementation
- 6.4 List actions to take to protect women and girls, and support gender equality

7. POC Integrated Activities: Credit Hours; 2hr

- 7.1 Explain the POC Mandate
- 7.2 List examples of threats civilians face in armed conflict
- 7.3 Describe the range of protection partners that operate alongside UN peacekeeping operations
- 7.4 Explain the DPKO-DFS operational Concept
- 7.5 List actions to implement the POC mandate

8. Protection of Civilians Credit Hours: 2hr

- 8.1 Explain the POC mandate
- 8.2 List examples of threats civilians face in armed conflict
- 8.3 Describe the range of protection partners that operate alongside UN peacekeeping operations
- 8.4 Explain the DPKO-DFS Operational Concept
- 8.5 List actions to implement the POC mandate

9. UN/AU Application Procedure for Professional Jobs: Credit Hours; 1 hr

- 9.1 UN/AU Job Adverts
- 9.2 UN/AU General Requirements
- 9.3 Preparing an application package
- 9.4 Preparing for a UN/AU Interview

10. Zambia Police Gender Equality Workplace policy (Draft): Credit Hours: 1hr

- 10.1 Define policy
- 10.2 Introduction to gender equality workplace policy
- 10.3 Relevance of gender workplace
- 10.4 Explain the effective methods of monitoring and evaluating the implementation of the Gender Equality Workplace Policy

11. Record Keeping and Data management: Credit Hours: 1hr

- 11.1 Describe record Keeping/ Data Management
- 11.2 Explain the importance of Record Keeping/ Data Management
- 11.3 Explain the importance of Record Keeping/ Data Management
- 11.4 Describe the different forms of record keeping

12. Asset Management Credit Hours; 1hr

- 12.1 Introduction
- 12.2 What is meant by physical assets
- 12.3 What asset management is and is not
- 12.4 Why is asset management important
- 12.5 The asset life cycle
- 12.6 Understanding risk
- 12.7 Roles of an asset manager

13. UN Core values and Core Competencies: Credit Hours: 1 hr

- 13.1 List UN Core Values
- 13.2 Explain the UN Core Competencies
- 13.3 Explain their importance
- 13.4 Describe different ways peacekeeping personnel build on UN Core Competencies

14. Respect for Diversity: Credit Hours: 2hr

- 14.1 Describe cultural differences and different kinds of diversity in Zambia
- 14.2 Explain cultural differences and different kinds of diversity typical in a peacekeeping mission and host country
- 14.3 Explain how the UN Core Value of "respect for diversity" contributes to effective peacekeeping
- 14.4 Describe strategies to improve communication

- 15. Conduct and Discipline: Credit Hours: 2hr**
- 15.1 List the three key principles governing the conduct of UN peacekeeping personnel
 - 15.2 Describe the categories of misconduct
 - 15.3 Explain consequences of misconduct for victims, peacekeeping personnel, and the mission
 - 15.4 List key entities that address conduct and discipline issues
 - 15.5 Explain Code of conduct for UN peacekeeping personnel
- 16. Compliance and Accountability Credit Hours; 2hr**
- 16.1 Explain Compliance and accountability
 - 16.2 Describe the importance of Compliance and Accountability to guiding principles in PSO activities
 - 16.3 Explain the risks of non-compliance to guiding principles and frameworks of the UN/ AU in a peacekeeping mission
 - 16.4 List examples of noncompliance in a peacekeeping mission
- 17. Sexual Exploitation and Abuse: Credit Hours; 2hrs**
- 17.1 Explain what "zero tolerance of SEA" means
 - 17.2 Describe SEA and the uniform standards on SEA for peacekeeping personnel
 - 17.3 Describe three-pronged approach to addressing SEA – prevention, enforcement and remedial action
 - 17.4 List actions to take to support zero tolerance of SEA
 - 17.5 Explain the Current Gender Context in the Zambia Police Service
 - 17.6 Describe the challenges to Gender Equality and women's empowerment in the Zambia Police Service
 - 17.7 Explain the Purpose of the Gender Equality Workplace Policy
 - 17.8 State the importance of the Gender Equality Workplace Policy
- 18. PSO Administration: Credit Hours; 1hrs**
- 18.1 List responsibilities of the UN/AU Office
 - 18.2 UN/AU Missions Zambia participates in
- 19. PSO Operations: Credit Hours; 1hrs**
- 19.1 List the Missions and external partners that ZPS is corroborating with
 - 19.2 Exploring missions
- 20. Training Data from ELSIE Manual: Credit Hours; 6 hrs**

- 21. Strategic Guidance Framework: Credit Hours; 2 hrs**
 - 21.1 Operations
 - 21.2 Administration
 - 21.3 Police Capacity Building & Development
 - 21.4 Command

- 22. Report Writing and Communications Skills: Credit Hours; 2hrs**
 - 22.1 Meaning of communication
 - 22.2 Ways of communicating
 - 22.3 Elements of a report
 - 22.4 Types of report
 - 22.5 Importance of reporting

- 23. Female Engagement Teams: Credit Hours; 6 hrs**
 - 23.1 Introduction to Female Engagement Teams
 - 23.2 The Civil Environment-Working with Mission Partners
 - 23.3 Working with a Language Assistant
 - 23.4 Child Protection
 - 23.5 CRSV: Concept & Response
 - 23.6 Face to Face Meetings
 - 23.7 Negotiations
 - 23.8 Scenario Based Exercises

- 24. Stress Management Credit 1 Hours: 2 hrs**
 - 24.1 Identify the warning signs and symptoms of negative stress
 - 24.2 List of stressors
 - 24.3 Explain the different types of stress
 - 24.4 Describe stress management techniques and coping method

- 25. Explosive Hazard Awareness Trainers of Trainers: Credit Hours, 4hrs**
 - 25.1 Introduction to EHAT
 - 25.2 Types of EH
 - 25.3 Relevance of awareness

- 26. Roles and Responsibilities of the Zambia Police Focal Point Persons: Credit Hours : 2 Hour**

Teaching Methods

1. Lectures
2. Presentations
3. Group Discussions
4. Simulation Exercises
5. Guest Lectures and Presentations By Experts
6. Data Management Exercise

Method of Delivery

1. In Person-
2. Online for the research and further readings
3. Blended Learning
4. Two weeks

Assessment Methods

1. Short Quizzes
2. Question and Answers
3. Focus Group Discussions
4. Face to Face Interviews

Post Curriculum Support

1. Mentorship and support
2. Regular check in
3. Monitoring and Evaluation

Course Reference Materials

1. United Nations Charter
2. United Nations Core Pre –Deployment Training Materials
3. Peace Operations Training Institute (POTI) Training Manuals
4. Specialized Training Materials
5. Zambia Police Gender Workplace Policy ~~(Draft)~~
6. Zambia Police Act

(UNSTAR)

UN.
FPU Trig material.

- ~~UN~~ PD Gender Toolkit.
- AU PDT material.

Certification:

- Certification upon Completion of the course.

This curriculum provides a comprehensive approach to training of Zambia Police Service PSO Focal Point persons. The curriculum ensures their preparedness for the job and responsibilities