

Gender

KAIPTC launches amended gender policy

By Pacome Emmanuel Damalie

THE Kofi Annan International Peacekeeping Training Centre (KAIPTC) has launched a revised gender policy to improve gender equity and social inclusion at the centre.

The revised policy, which was launched last Friday, was part of its new strategic objectives plan (2024-2028) in targeting the empowerment of women and youth to foster peace, stability and development among staff of the KAIPTC. The launch of the

revised gender policy followed a two-week gender policy sensitisation workshop held at the centre for selected KAIPTC staff. It comes after a decade of launching its gender mainstreaming initiatives.

As part of the new policy, 20 Gender Focal Persons (GFP) have been appointed in various units and departments of the KAIPTC to monitor the progress of gender mainstreaming to achieve the centre's objectives.

Commitment

In his remarks at the event, the Commandant of KAIPTC, Major General Richard Addo Gyane, said the revised policy "marks a significant milestone

in our ongoing commitment to fostering gender equality and ensuring that KAIPTC remains a leader in gender mainstreaming within the peace and security sector".

The commandant indicated that the launch of the policy and unveiling of the GFPs was the beginning of a continuous journey toward a more inclusive and gender-responsive work environment.

He encouraged all staff to remain engaged, ask questions and actively contribute to integrating gender considerations into the centre's policies, programmes and workplace culture.

Maj. Gen. Addo-Gyane underscored that "this policy is not just a leadership initiative; it belongs to all of us. Together, through our collective commitment and deliberate actions, we can ensure its successful implementation and make KAIPTC a model institution for gender inclusion and equality".

He expressed gratitude to the Swedish International Development Cooperation Agency (SIDA) for their support in funding the initiative.

Terms of reference

For her part, the Acting Director of Women, Youth, Peace

and Security Institute (WYPSI), Horname Noagbesenu, said as part of the terms of reference (TOR), the policy would integrate gender perspectives during the development, review and update of the institution's policies and procedures.

She indicated that it would also incorporate gender analysis and considerations into training, research, policy engagements, all projects and programmes, policies, reports, administrative processes among others within KAIPTC.

Ms Noagbesenu also highlighted that the GFP is

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Role of gender focal points

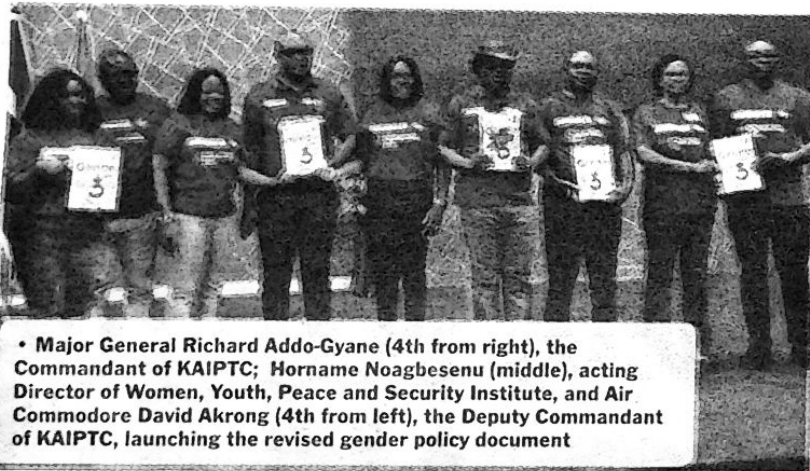
On the significance of the GFP, she said it aimed at developing partnerships with other organisations, governments and stakeholders working on promoting gender equality to leverage expertise and resources.

She emphasised that the GFP would help implement proactive measures to prevent and address gender-based discrimination, harassment and violence within the institution.

"It will also advocate and promote gender-responsive budgeting to ensure resources are allocated equitably between and for the work that affects men and women in all areas of the organisation.

"Advocate continuous improvement of gender-friendly facilities and other aspects of the centre to ensure all needs and interests of women and men are catered for," Ms Noagbesenu said.

Ms Noagbesenu added that the GFP would regularly review and assess the effectiveness of gender mainstreaming efforts within departments to ensure effective implementation.



• Major General Richard Addo-Gyane (4th from right), the Commandant of KAIPTC; Horname Noagbesenu (middle), acting Director of Women, Youth, Peace and Security Institute, and Air Commodore David Akrong (4th from left), the Deputy Commandant of KAIPTC, launching the revised gender policy document