



'Breaking the Glass Ceiling'!

The First Full-time Civilian and Female Course Director Joins The KAIPTC!

By Margaret Alexander Rehoboth, Course Director - KAIPTC

As an internationally recognized institution engaged in the discourse on conflict transformation, peace building and peacekeeping training and research, the Kofi Annan International Peacekeeping Training Centre – KAIPTC is rapidly making its mark as one of the preferred facilities in the sub-region for promoting women's interests and gender issues in peace and security.

This is evidenced in the focused and systematic efforts at incorporating gender and women's issues in the core activities of the Centre. There are initiatives and programmes such as Women, Peace and Security Institute – WPSI – an ongoing collaborative work with the UN (UNDP, UNIFEM and UNFPA) in support of UN resolutions 1325, 1820 and several others aimed at enhancing women's role in peace building and peacekeeping efforts around the world. There is also the Gender, Peace and Security (GPS) programme that seeks in its research and related activities to address issues of gender and security in conflict, peacekeeping and post-conflict reconstruction.

Attention to gender and women's issues is significantly articulated in the content of the

training courses and academic programmes offered at the Centre. Courses are deliberately designed to reflect sensitivity to gender issues both as a category for epistemology and as an organising principle for engagement in conflict management and peacekeeping efforts. The composition of the workforce also appears to suggest a considerable female representation, not just in the traditionally women dominated areas of support and dead-end positions, but very significantly in, for example, research where they constitute a critical mass with an appreciable level of visibility.

The above picture, however, belies a significant imbalance with regard to female representation and participation at the Centre. This imbalance reflects itself in the near invisibility of women in the team of Course Directors in the Training Department. Women in the research department are in the majority and are actively engaged in course development and have occasionally doubled as co-course directors. The female civilian Head of the Legal office also doubles as the Course Director for the Rule of Law course. However, there has never been an instance in which the Centre recruited a female



Margaret Alexander Rehoboth

with the specific designation of a Course Director. All the full time Course Directors have been male military officers. It was in part a desire to start redressing this imbalance and bringing the composition of course directors on par with the rest of Centre that Margaret Alexander Rehoboth was recruited as the first fulltime female and civilian course director.

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Workshop on Improving West Africa's Capacity in Mediation and Peace Processes held at the KAIPTC

The Kofi Annan International Peacekeeping Training Centre (KAIPTC) and the Crisis Management Initiative (CMI) Finland, in collaboration with ECOWAS, have organized a workshop on the theme, "Experience Sharing: Mediation and Peace Processes in West Africa." The two-day workshop provided an opportunity for participants to share their experiences and discuss major challenges facing mediation and peace processes in West Africa, so lessons are drawn for improvement in future peace processes.

Specific objectives of the workshop, among others, were to draw lessons from selected recent peace process in West Africa, explore options for indigenous mediation and peace processes and discuss how best to improve the capacity of actors engaged in mediation and peace processes in Africa.

The Deputy Commandant of the KAIPTC, Brigadier-General Martin Owusu-Ababio, opened the session and highlighted the value of mediation as a preventive diplomacy tool. He indicated that investments in early mediation and negotiation have enormous potential to save the sub-region from violent conflicts and praised efforts by ECOWAS to set up a Mediation Facility Division to provide support to ECOWAS mediators working in preventive diplomacy. Brig. Gen. Owusu-Ababio indicated that the workshop was not a single event on the calendar of the Centre but part of broader process to improve capacities in Mediation and Peace processes in West

Africa. "We hope to contribute to enhanced capacities in mediation and peace processes in a manner that supports conflict prevention in West Africa in particular, and Africa in general," he said.

HE Alhaji Mohammed Mumuni, Ghana's Foreign Affairs Minister who was one of the keynote speakers at the workshop gave specific instances where mediation has not contributed to resolving conflicts. Using the Liberia conflict as an example, he mentioned that instead of using mediation as a set of discreet activities in conflict resolution, mediation is more effective when used as a set of related processes involving actors, relationships, decisions, resources and settings. He recommended that mediation is coordinated with other concurrent activities such as peacekeeping, reconciliation and national reconstruction to ensure optimum results.

At the workshop, Ms. Tuija Talvitie, Executive Director of the Crisis Management Initiative (CMI), a Finnish non-profit organization working to resolve conflict and build sustainable peace, expressed her views on the need for preventive diplomacy and peace mediation in the sub-region. She indicated that this need has led the CMI to partner the KAIPTC implement a 3-year project on "Improving West Africa Capacities in Mediation and Peace Processes." Ms. Tuija Talvitie mentioned that the project will contribute to the development and strengthening of indigenous, sustainable resources for conflict prevention and resolution, preventive diplomacy and peace processes in West Africa. Ms. Talvitie added that the initiative between her organization and the KAIPTC is in direct response to calls by the ECOWAS Conflict Prevention Framework (ECPF) to develop expertise and professionalism on preventive diplomacy through research, training and capacity building.

Other important dignitaries at the workshop included Dr. Aderemi Adjibewa, Principal Programme Officer at the ECOWAS Commission; HE Solomon Berewa, Former Vice President of Sierra Leone; Maj. Gen. Festus Okwonkwo, Former ECOMOG Commander; and Maulvi Wahab Adam, Acting Chairman of the Ghana National Peace Council.



■ Ms. Tuija Talvitie, Executive Director of the Crisis Management Initiative (CMI) delivering her address at the Mediation workshop

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'Breaking the Glass Ceiling'!

Introduction

My name is Margaret Alexander Rehoboth. Prior to joining the Centre, I served as an Adjunct Professor at Eastern University, St Davids, PA where I taught courses in International Development at the Campolo College of Graduate and Professional Studies and the Department of Communication Studies. Here at KAIPTC, I will be serving as the Course Director for Election Observation and the forthcoming Election Management courses. Although not in an official capacity, I have volunteered as an ad hoc advisor to a para-Church organization (African Christian Fellowship – ACF, USA) where I advised on identifying opportunities for engagement in Africa's development effort with particular reference to issues related to democratic accountability and the possibility of participation in activities such as election observation on the continent. I am really excited at the prospect of engagement with courses dealing with electoral processes within the framework of conflict prevention and peacekeeping. Although still very new at the Centre, I have enjoyed a great deal of support and encouragement from a wide range of people. Of course, it is impossible to mention names of individuals that are helping to make my entry into the KAIPTC family a smooth one. I would say however, that literally everyone I have dealt with so far, ranging from the IT, Admin/HR, Finance, Facilities, Logistics, Housekeeping, Movement, Repro, Cafeteria, Security and others have all helped make it a little simpler for me to start settling in. I am also benefiting tremendously from the support of the GIZ team, people in the research department as well as my colleague Course Directors and the entire training department folks. And of course, all this would not have been possible without the foresight of the Director of Training – Col Leo Hirschmann, who is keen to redress this imbalance and give females and civilians an equal opportunity to come on board as key participants in KAIPTC's efforts at securing peace and security in the sub-region and elsewhere.

Bringing in civilians and females to serve as course directors will not only help to redress the gender imbalance, but will also edge the Centre's efforts a little closer to what the chairman of the Nobel Committee Thorbjorn Jagland sees as the achievement of "... democracy and lasting peace in the world". In his view, "we cannot achieve democracy and lasting peace in the world unless women achieve the same opportunities as men to influence developments at all levels of society". The Chairman made this remark in his statement awarding this year's Peace Prize to three women – President Ellen Johnson Sirleaf of Liberia, Layman Gbowee, a Liberian activist and Yemeni activist Tawakul Karman.

Although modest, the recruitment of a female civilian course director is a significant landmark for the Training Department and for the KAIPTC. It is hoped that this will mark the beginning of 'good things' to come for gender equality and equity at the Centre!

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Feminine Voices at the Training Department...

Support by the women to the work of the Training Department and the Centre is challenging yet rewarding. It feels great and fulfilling, however, to know that the valuable contributions of the women are appreciated and this was illustrated when a woman was adjudged the best worker at the department in 2010. We have our lows as well, especially when final decisions are taken by the men but we look forward to the time when a female Director is appointed to head the department.

To survive in this male dominated environment, we have had to project a powerful image of ourselves so we do not appear as the weaker sex. This has earned us the needed respect from our male colleagues whom we have shared exciting moments with, both at work and outside the office. We always look forward to our retreats, birthday and send-off parties that bring us together as one big family. A more vivid example is the department's last retreat held in Afrikiko, Akosombo. The boat ride on the Volta Lake after a long and tiring morning session was a memorable experience for us.

Greater involvement of women with the requisite skills in the work at the Centre can now be said to be more than just desirable as it will ultimately add value to the work of the Centre. Women who possess relevant job qualifications and experiences are occupying higher positions in various institutions globally and some are even performing better in their various fields of work. Comparatively, the women at the Training Department also pledge to perform their best on the existing jobs so greater opportunities are presented to us. We are ready for the challenge which may be sooner than later!

KAIPTC Activities

Norwegian Parliamentary Sub-Committee



■ Ine Marie Eriksen Soreide (middle) and the team toured facilities of the Centre after the discussions.

A delegation from the Norwegian Parliamentary Standing Committee on Foreign Affairs and Defence visited the Centre on 26th September, 2011. The delegation paid a courtesy call on the Executive Committee and had detailed discussions on peace and security in the sub-region and in Africa. They were also briefed about activities of the Centre including the Women, Peace and Security Programme. They later interacted with participants of the Advanced Disarmament, Demobilisation and Reintegration (DDR) Course. The team was led by Ine Marie Eriksen Soreide, Chair of the Conservative Party.

Donors' Forum



■ Participants at the Donors Forum

The Office of the Commandant, in collaboration with the Women Peace and Security Institute (WPSI) organized a Donor's Forum to present the Institute's programme of operation from January 2012 to December 2016. The forum also discussed a detailed two-year work plan for the Institute (January 2012-December 2013) and details of intended financial contributions and support from governments and partner institutions.

Editors' Forum



■ Journalists in a group photograph with officials from the KAIPTC and WPSI

The Centre, in collaboration with WPSI, organised an Editors' Forum to create awareness and educate journalists about KAIPTC and WPSI activities. The forum was also used to establish, improve, and strengthen relationships with key editors/stingers of Ghanaian and international media.

Partnerships & Collaborations



Ms. Tuija Talvitie, Executive Director of the Crisis Management Initiative (CMI), Finland, visited the Centre to discuss areas of collaboration and partnerships. The CMI is currently working with the International Institutions Programme at the Academic Affairs and Research Department to implement a 3-year project on improving capacities on mediation and peace processes in West Africa.

Ms. Talvitie was at the Centre for the first time and was accompanied by Ms. Kirsi Joenpolvi, Head of Africa Programme and Ms. Mariama Conteh, Project Advisor.

KAIPTC hosts TFP International Advisory Board (IAB) Meeting

It was a bright sunny Tuesday afternoon when members of the International Advisory Board (IAB) of the Training for Peace Programme, officials from the Norwegian Ministry of Foreign Affairs and members of the TFP Institutional partners set off from the KAIPTC to the Bundase Training Camp to witness the all female police peacekeeping simulation exercise.

The field trip was part of an annual meeting of the TFP International Advisory Board which was being hosted by the KAIPTC and which had opened the previous day at the Centre.

At the training camp, the officials interacted with the female police officers and their facilitators and witnessed a simulation exercise on how to respond to accident situations, negotiations with rebel forces, and maintenance of maintaining law and order. The officials were also updated on the benefits of the training programme and how it will impact their peacekeeping activities when they are deployed to the UN mission in Dafur.

Prior to the field trip, the team had a meeting at the Centre to discuss how civilian and

police support capacities in West Africa can be enhanced and sustained. There were other discussions on Peace Support Operations in Africa and challenges the African Union is facing as far as Peace Support Operations are concerned. The relevance and focus of the TFP Programme in the sub-region was also evaluated at the workshop.

Since its establishment in 1995, TFP has been committed to addressing critical civilian and police gaps in African peacekeeping. This commitment has motivated the programme to support the KAIPTC to train over three hundred and twenty (320) police personnel from Ghana, Nigeria, Senegal, Burkina Faso and Mali between 2010 and 2011 alone.

Apart from the KAIPTC, the contribution of TFP to peace and security in Africa has been felt through the activities of the African Centre for Constructive Resolution of Disputes (ACCORD), the African Civilian Response Capacity for Peace Support Operations (AFDEM), the Institute for Security Studies (ISS), and the Norwegian Institute of International Affairs (NUPI).



■ The female simulation exercise

Police component visits colleagues in East Africa (EASF, AMISOM and AU)

Officials from the KAIPTC have paid a courtesy call to the East African Standby Force (EASF), the African Mission in Somalia (AMISOM) and the African Union (AU) in Addis Ababa. Police Course Directors Supt. Dr. Amadou Fofana, C/Supt. Roland Trevisan and Mr. Samson Terreffe of GIZ were in East Africa at the invitation of the Police Component of EASF to exchange information, build new networks and explore opportunities for the KAIPTC to provide training support to institutions in East Africa.

At the EASF, The Head of the Police Component, Assistant Commissioner of Police Mr. Charles Shema and Police Commissioner Mr. Bjorn Hareide briefed the delegation about the activities of the EASF and discussed details of their police training programmes. The two

institutions later shared their training experiences and explored possibilities for the adoption of best practices and exchange of expertise.

During discussions with officials from AMISOM, the Deputy Police Commissioner Mr. Benson Nyeko discussed the current strength of the police force which revealed an urgent need for the KAIPTC to train additional police personnel from West Africa for deployment as Formed Police Units (FPUs) in Somalia.

The KAIPTC delegation later participated in a programme on "Managing Peace and Security in Africa" at the Institute for Peace and Security Studies (IPSS), Addis Ababa University.



From left: Police Commissioner Bjorn Hareide (Police Advisor EASF), Assistant Commissioner of Police Mr. Charles Shema (Head of Police Component at EASF), C/Supt. Roland Trevisan (KAIPTC), Maj. General (Rtd) Cyrille Ndayirukiye (Director EASFCOM), Mr. Samson Terreffe (GIZ), Supt. Dr. Amadou Fofana (KAIPTC)

Feminine Voices at the Training Department

By Auguster Armah



■ Some female staff of the training department in a group picture with their male counterparts. This was after a working retreat at Afrikiko, Akosombo

If diversity and flexibility are essential elements needed for the growth and survival of an organization, the contributions and experiences of both genders, military, police or civilian can also be said to play an important role in the operation of an efficient and effective department.

Until recently, the Training Department was made up of only male military and police Course Directors. The few women only played supporting roles. With the inclusion of the first ever female civilian Course Director, women in the department now feel more positive about the future and the role they can play to contribute to the success of the department.

Being a woman in the male dominated Training Department is a great experience! There are many opportunities as well as challenges but the

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platform provided to contribute their quota to a greater KAIPTC cause is enormous. The Course Services Unit, for instance, is an all female unit which contributes significantly to the activities of the Training Department and the Centre as a whole. Course Directors depend on their services to run successful Courses. The unit ensures advertisements for courses are put out and collates all applications for screening by a selection committee. The unit then communicates with successful applicants to ensure they have seamless travel to the Centre to undertake their courses. Personnel from the unit also provide administrative support to the Course Directors when the courses run. Aside the Course Directors, the Training Evaluation Development Unit also relies on this all female unit to update relevant data of participants who attend courses at the Centre.

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