



United Nations

peacekeeping

in the service of peace

**POLICY DIALOGUE TO REVIEW STRATEGIES
FOR ENHANCING GENDER BALANCE
AMONG UNIFORMED PERSONNEL IN PEACEKEEPING MISSIONS**

New York, 28-29 March 2006

FINAL REPORT

EXECUTIVE SUMMARY AND RECOMMENDATIONS

A. The UN Department of Peacekeeping Operations (DPKO) convened a policy dialogue with troop and police contributing countries on 28-29 March 2006 in New York. His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, and Her Excellency Carmen María Gallardo Hernández, Permanent Representative of El Salvador to the United Nations, co-chaired the meeting.

B. Representatives from 55 UN Member States attended, including delegates from most of the major troop and police contributing countries. Some delegates came from their capitals. Other participants included current and former peacekeepers, representatives of countries hosting peacekeeping missions and DPKO staff. This was the first time that troop and police contributing countries had met to discuss mechanisms to increase the deployment of uniformed women to peacekeeping operations.

C. The meeting was convened as part of the ongoing implementation of Security Council resolution 1325 on women, peace and security, with the purpose of addressing the paradox that there is very little systematic action to increase female deployment to peacekeeping operations, despite the widespread understanding that women in meaningful numbers make a major contribution to the successful implementation of complex, multidimensional peacekeeping mandates.

D. The policy dialogue addressed two of the major underlying causes of this limitation in deployment. First, political will to make the necessary changes is lacking. Second, there is limited knowledge of good practices and steps to facilitate the successful deployment of women. Together, the delegates to the meeting developed a clear programme of action that is reflected in the agreed recommendations (see following page).

E. The main conclusions reached were the following:

- The evidence provided at the meeting made it clear, as summarized by the chairpersons, that in all peacekeeping operations where significant interaction with host communities is required **the deployment of female peacekeepers has become not just desirable, but an operational imperative.** The chairperson from Ghana also noted that while the presence of women does not provide a guarantee against continued violence and return to conflict, their absence virtually ensures it.
- **It is clear that enhanced recruitment is possible,** but it requires research, targeted action and well-designed public information campaigns. It is particularly important that decision makers are cognizant of the positive contributions of female personnel, and that women are aware of career possibilities for them in the armed forces or police services.
- **Even where there has been success in increasing the recruitment of women to national armed forces and police services, there remain real challenges to expanded deployment to peacekeeping.** It is likely that research and public information activities will be important to convince decision makers and women of the possibilities and benefits of female deployment, and ensure public opinion is supportive. Most importantly, just as those governments that have been successful in recruitment have prioritized a positive and welcoming environment for women in their military forces and police services, DPKO must make a similar effort to ensure that peacekeeping missions are welcoming, respectful and enabling workplaces for women.

F. The policy dialogue closed with a commitment by all parties to implement the various recommendations of the meeting, and especially to continue dialogues at all levels to foster understanding that change is both necessary and possible, and to build the required political will.

RECOMMENDATIONS

I. Mechanisms for Enhanced Recruitment and Deployment of Women

All

1. Develop general and mission-specific materials that convey information of relevance to women considering military/police careers and/or deployment to peacekeeping operations, and ensure dissemination of this information through various channels including Web sites and brochures.
2. Develop broad-based public information campaigns on women in the military and in peacekeeping, and work with women's organizations and constituencies in this effort.

Member States

1. Design or redesign repatriation surveys so that they include exploration of women's operational impact, and barriers and opportunities for their enhanced deployment.
2. Consider the creation of rosters of female peacekeepers with the requisite experience, to be called upon as needed, especially for short-term assignments in areas such as disarmament, demobilization and reintegration (DDR) and elections.
3. Review recruitment policies to promote a gender-sensitive culture and invite DPKO to engage with Member States on this.

DPKO

1. Disaggregate all statistics on deployment of uniformed personnel to peacekeeping by sex—including in reports to the Security Council and on the DPKO Web site.
2. Specify in each individual request to troop and police contributing countries the minimum numbers or percentages of women required for deployment.
3. Prepare a point paper on the operational impact of women in peacekeeping operations, and include best practices in the recruitment and deployment of peacekeepers.
4. Undertake an analysis of military and police tasks with specific gender relevance—in particular in the field of DDR, Security Sector Reform (SSR), patrols, checkpoints and roadblocks, and elections—as well as options for short-term deployment for certain functions, and develop guidelines accordingly for dissemination to troop and police contributing countries.
5. Revise job descriptions for military and police personnel so that they match the actual requirements of the mission areas, ensuring that this covers the wide range of combat and non-combat experiences required to implement peacekeeping mandates.

II. Enhancing the Operational Impact of Peacekeeping Mandates

All

1. Establish a long-term strategy for enhancing the overall capacity of multidimensional peacekeeping operations to respond to the needs of host communities.

Member States

1. Relate issues of gender balance to the work of the Peacebuilding Commission in the context of transitions to long-term development.

DPKO

1. Ensure that policy guidance and directives to mission leadership underline the important value of women peacekeepers to achieving mission mandates.
2. Ensure the appointment and promotion of women to key command posts in peacekeeping missions. This offers a role model for women in host countries.
3. Finalize divisional action plans to implement resolution 1325, incorporating specific actions to respond to the outcomes of this dialogue.

III. Mechanisms for Enhanced Support to Women Peacekeepers

All

1. Explore the option of facilitating the establishment of support groups/networks/associations of female peacekeepers, both at mission level, and globally or regionally.
2. DPKO should develop, in consultation with troop and police contributing countries, protocols for the provision of specialized facilities and supplies for women uniformed personnel in peacekeeping missions, including medical services.

Member States

1. Improve home-base support services such as housing, child care centres, schools and transportation for women in military and police services, in order to assure them that welfare provisions are in place for their families when they are deployed.
2. Adapt pre-deployment training, in close consultation with national and regional training centres, to ensure that:
 - a. special training enables women to reach the required physical standards for joining military and police services;
 - b. existing training reflects topics and information needed by female peacekeepers; and
 - c. gender mainstreaming considerations are incorporated in training for all personnel.
3. Translate training materials provided by DPKO into their own languages as necessary.

DPKO

1. Explore the possibility of designating a larger number of missions as “family” duty stations to enable women to bring their families to mission areas or to neighbouring countries.
2. Translate all pre-deployment and other training materials into all official UN languages and share them with Member States.

IV. Continued Policy Dialogue

1. Participating Member States, through the Ghanaian Chair of the policy dialogue, should bring the findings of the dialogue to the attention of the Security Council through an Open Debate and the

issuance of a Presidential Statement, as part of the Council's overall efforts to monitor implementation of resolution 1325.

2. DPKO should sustain the momentum for implementation of the outcomes of the dialogue through regular review and monitoring meetings, inter alia with the Special Committee on Peacekeeping (C-34) in advance of its annual meetings in 2007 and 2008.
3. DPKO should further sustain the momentum of the dialogue by convening a range of related formal and informal dialogues at global, regional and sub-regional levels, including in the context of existing mechanisms such as the annual review of resolution 1325.
4. DPKO and Member States should establish a dialogue between the UN Commission on the Status of Women and the UN Peacebuilding Commission to ensure full reflection of gender balance in peacekeeping operations in their respective discussions.
5. DPKO should initiate a dialogue with troop and police contributing countries who are signatories to global commitments on gender equality—including the Convention on the Elimination of All Forms of Discrimination against Women and the Beijing Platform for Action—to ascertain how far these commitments can reinforce efforts to expand female recruitment and deployment.

I. INTRODUCTION

1. DPKO convened a policy dialogue with troop and police contributing countries on 28-29 March 2006 in New York. His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, and Her Excellency Carmen María Gallardo Hernández, Permanent Representative of El Salvador to the United Nations, co-chaired the meeting. The purpose of the dialogue was to review options, challenges and good practices in achieving greater gender balance in UN peacekeeping operations, and to agree on actions to address the current shortfall of female personnel serving as uniformed peacekeepers.
2. The dialogue was convened as part of the implementation of Security Council resolution 1325 on women, peace and security, and in support of DPKO's ongoing strategy to advance gender equality considerations in peacekeeping, as set out in the Under-Secretary-General's Policy Statement on Gender Mainstreaming of March 2005. This was the first time that troop and police contributing countries have debated this issue.
3. The meeting, supported by the Government of Germany, was jointly organized by the DPKO Military Division, Police Division and Gender Unit, and was guided by a Steering Committee comprising representatives of the permanent missions of Bangladesh, Germany, Kenya, Namibia, Nepal and Uruguay.
4. The meeting was open to all members of the Special Committee on Peacekeeping Operations (C-34), and was attended by representatives of 55 Member States, plus the European Union. Several, including Bangladesh, Canada, Chile, El Salvador, India, Italy, Norway, Portugal, Spain, Sweden, United Kingdom, Uruguay and Zambia, sent delegations from their national capitals. Current and former peacekeepers and nationals of former host countries were well represented among the delegates and speakers. The complete list of participants is attached as Annex 1. The agenda appears in Annex 2.
5. The meeting was informed by a specially commissioned background paper based on a survey of troop and police contributing countries, and of the Force Commanders and Police Commissioners of peacekeeping operations. The paper noted the paradox that despite the known value of female peacekeepers, as evidenced by specific examples from both Member States and Military and Police leadership of peacekeeping missions, very little is being done concretely, in terms of research, adaptation of the regulatory environment or outreach to women, to expand female deployment. The executive summary and tabular findings of the survey are attached as Annex 3.
6. The policy dialogue was designed to address this paradox by identifying possible action to be taken by both Member States and DPKO. The meeting comprised presentations on three main factors identified during the preparatory phase as critical to the deployment of women:
 - a. national action to enhance female recruitment and deployment;
 - b. enhanced knowledge of the operational impact of female peacekeepers; and
 - c. incentives and conditions that facilitate and encourage women to participate in peacekeeping activities.
7. These themes were discussed in greater depth by working groups, which generated the recommendations of the meeting, agreed by consensus in the closing session. The principal conclusions are summarized below.

II. KEY ELEMENTS OF THE DISCUSSION

A. The Opening

8. His Excellency Nana Effah-Apenteng opened the meeting by noting that there is a growing understanding of the important contributions that women make as peacekeepers. The low priority currently given to women's role in peacekeeping must be revised in response to the rapidly evolving requirements of multidimensional peacekeeping operations. Urging participants to be imaginative and look for solutions, rather than being blinded by the considerable difficulties, the co-chairperson challenged them to leave the workshop with a clear programme of work.

9. Her Excellency María Gallardo Hernández also resoundingly endorsed women's role in peacekeeping, stating that while their inclusion is not a guarantee against continued violence and return to conflict, their absence virtually ensures it. She stated unequivocally the growing understanding of the reason that female personnel are so important on peacekeeping operations: Female peacekeepers in significant numbers ensure the full involvement of local women. Without the involvement of host community women in post-conflict processes, there can be no durable peace and security.

10. The DPKO Military Adviser, Lt. General Randhir Kumar Mehta, and the Police Adviser, Mr. Mark Kroeker, both expressed their firm conviction that female personnel on peacekeeping operations are now a necessity. They described the actions being taken by their respective divisions, including:

- a. the design of divisional action plans for the implementation of Security Council resolution 1325;
- b. strengthened deployment planning that will identify specifically where women are required;
- c. more clearly articulated requests for personnel that identify the needed proportion of women;
- d. continued dialogue and negotiations with national colleagues to maximize female deployment; and
- e. encouragement of force commanders and police commissioners to implement policy directives on this issue, promote women to leadership positions and strengthen training cells.

11. Both acknowledged that these approaches have not so far yielded results, however, as the number of female peacekeepers remains unacceptably low. They committed to making the needed changes, and called upon Member States to join them in this dimension of laying the foundations for durable peace.

12. The keynote speaker, Ms. Rachel Mayanja, Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women stated that ensuring women's inclusion in peacekeeping operations is not something that can wait until peace is established, because they are so critical to the establishment of that very peace. Women must be deployed to peacekeeping missions from the earliest point.

13. Ms. Mayanja gave four principal reasons to make the case for the deployment of women uniformed personnel to peacekeeping operations: women and girls are very badly affected by conflict, in ways that are different from those affecting men; women's human rights are violated in conflict, and need to be restored in post-conflict environments; several UN mandates require it; and female peacekeepers contribute to the operational effectiveness of peacekeeping operations, especially in the areas of DDR, elections and police activities. Ms. Mayanja reminded participants that in deciding to increase the number of women in peacekeeping, they have the opportunity to influence the lives of millions of people in communities affected by conflict around the world.

B. Presentations

RECRUITMENT AND DEPLOYMENT

14. Representatives of the governments of Canada and South Africa presented good practice examples in expanding the recruitment of women to national armed forces, demonstrating that much can be achieved through planned and targeted action (Canada's armed forces are 17% Women, 13% Regular Force, 20% Reserves, while South Africa's are 20 per cent).

15. Both stated that providing equal opportunities to men and women is only a first step, necessary but not sufficient. The critical factor is to remove the barriers to women's recruitment, many of which are informational and perceptual, and actively push for cumulative change.

16. Their proactive efforts have included:

- a. **Active policy dialogue:** South Africa included gender equality considerations in a full-scale Defense Force Review, and convened a conference specifically on Women in the Defense Force.
- b. **Applied research:** Canada was able to demonstrate that 20 per cent of the female population is potentially interested in joining the military, and that their presence creates no negative impact on operational standards. This point in particular generated confidence among senior leaders to move forward with the active recruitment of women. Research also demonstrated that women enjoy the respect of men under their command.
- c. **Vigorous public information campaigns:** These inform the population on the role and importance of women in the armed forces, and create a positive and supportive public attitude.
- d. **Recruitment strategies specifically designed to attract women:** Demonstrating that the military is a welcoming environment includes having trained women recruiters reach out specifically to women and ensuring that all publicity materials show women in important military roles. Equipment, such as rucksacks and bullet-proof vests, should be redesigned to fit women's body build.

ENHANCING THE OPERATIONAL IMPACT OF PEACEKEEPING OPERATIONS

17. Host community representatives from the Democratic Republic of Congo and Sierra Leone described the actual impact of women peacekeepers on police and military activities in peacekeeping missions, making a strong case that caused the chairperson from El Salvador to remark that deployment of female peacekeepers should be seen not as an operational requirement, but as an operational imperative.

18. The Assistant Inspector General of Police from Sierra Leone described how female police peacekeepers in the United Nations Mission in Sierra Leone (UNAMSIL) had been critical not only to strengthening the Family Support Units for the Sierra Leone Police, but also to modeling the image of a diverse police force and enhancing the ability of local female police officers to operate effectively in all police functions. The female peacekeepers had positively advocated for greater gender balance in the Sierra Leone Police, which led to the recruitment of more women.

19. The local female police, supported initially by the peacekeepers, had performed extremely well alongside their male counterparts in all functions, including investigating cases and patrolling. In demonstrating their ability to serve and protect, they earned the respect of male officers and the community. *“Their indelible mark on the (police) can still be seen—it is a success story. Having female peacekeepers is a matter of quality performance, and this is the message that should go to the police authorities represented here.”*

20. A policewoman serving in the United Nations Stabilization Mission in Haiti (MINUSTAH) endorsed this point. She found that the special competencies that women bring to civilian police functions in peacekeeping operations include their greater ability to communicate with both criminal and non-criminal women in the local populations, and also their different style of relating to the community at large. For example, crowds respond differently to men and women, and female police are better able to calm crowds than male police, whose seemingly more aggressive tactics may create tension rather than reduce it.

21. A paper from the District Officer of Ituri, in the Democratic Republic of Congo, who could not be present, was read at the meeting. It described the concrete ways in which female peacekeepers have been important in north-eastern Congo.

- a. **Information and screening:** Local women have difficulty in talking freely to uniformed men, such as male military observers, they do not know, especially about sensitive issues such as sexual violence and abuse. When they do talk, they may use oblique language or be less explicit than they would be with women. Men may be less able to understand fully what underlies women’s reports, and where it may be necessary to ask follow-up questions to get more information. In many cases, especially where there is endemic violence, local women prefer to speak to a woman peacekeeper because they fear further violence, including from male peacekeepers. Moreover, both men and women give more information to female peacekeepers. Even militia members were reported to trust women officers more, for example, in revealing arms caches to female rather than male peacekeepers.
- b. **Less authoritarian approach to justice:** Men reportedly resort to repressive approaches, even when empathy rather than force is required. The paper noted they employ a more brutal and punitive approach to street children, rather than trying to find out and respond to their needs.
- c. **Participation in elections:** There is much violence and intimidation at elections, with women reporting that they would feel safer and would go to the polls if female guards were available. Without this assurance they are unlikely to vote, and may thus not participate in the democratic process.

22. Floor discussions indicated a concern that women peacekeepers should not be restricted to tasks designated as “women’s issues,” such as working on sexual violence or family support issues, but that they be assigned to work on the whole range of peacebuilding functions, since the capabilities they bring are essential to all areas of multidimensional peacekeeping.

23. A number of speakers also raised the question of quotas, expressing a belief that using quotas for women tends to generate a perception that women are there because of the quota rather than as a result of their needed skills and competencies. At the same time, there was a perspective that progress cannot be measured without some numerical targets. Quotas may be required where resistance is extreme. In most cases, however, mechanisms to monitor progress, including the setting of numerical targets, may be preferable.

INCREASED SUPPORT MECHANISMS FOR WOMEN PEACEKEEPERS

24. Having recognized the importance of deploying women to peacekeeping missions, the discussion turned to women's experiences in field operations. Peacekeepers from MINUSTAH and the United Nations Operation in Burundi (ONUB) described the largely negative living and working experiences of women on missions, explaining that these conditions undermine the professional reward that women obtain from peacekeeping deployment, and act as a brake on their overall contributions. Addressing these management and logistical shortcomings, they argued, would provide incentives to women, and in doing so would enhance the operational impact of peacekeeping mandates.

25. A civilian police lieutenant presented the outcomes of a meeting of female UN Police (UNPOL) personnel currently posted to MINUSTAH. The meeting had been specifically convened to review the collective perspectives and experiences of female personnel in order to inform the policy dialogue. She noted that women feel seriously undervalued by mission leadership. No women are in command positions. They tend to be assigned to administrative and non-challenging positions that deprive them of opportunities for both professional satisfaction and career development. Although women may nominally apply for any position on an equal footing with men, in practice there are several obstacles, including difficulties in accessing information when vacancies are announced. Moreover, women are rarely included on interview panels. There are also major concerns over intimidation and sexual harassment of female personnel, for which there must be an active policy of zero tolerance. For many women, inadequate pre-deployment capacity development, including language training, impedes their ability to communicate effectively with the local population once they are deployed.

26. The Gender Adviser in ONUB, in her presentation, focused on the living conditions of female peacekeepers, rather than on their professional advancement. Despite this difference in focus, there was a similarity of finding: widespread undervaluing and disrespect for women and their contributions, and poor pre-deployment training.

27. She stressed that the greatest challenge that her office faces is that peacekeepers are largely unaware of their obligations as upholders of UN culture and commitments. Apart from conduct-related problems among personnel within the mission and in relation to the host community—which are not the responsibility of the ONUB Gender Unit to address—there is in general ignorance among peacekeepers, including officers, of their responsibility to address women's as well as men's needs in the host community. In the course of training/inducting hundreds of peacekeeping personnel on gender-related issues, not one has ever expressed an awareness of resolution 1325, let alone understood its contents and meaning for their work.

28. Given the need for more female peacekeepers, the mission environment must ensure that it supports both male and female personnel, and that women's living and working conditions are as good as those of men. Women should expect minimum standards of living and working conditions not as preferential treatment, but in acknowledgement of the very differences that make them valuable as peacekeepers.

29. Extensive discussions with female peacekeepers have revealed the following shortcomings:

- a. There are not enough female doctors and nurses, including for gynecological services.

- b. Women don't have access to specific supplies, including monthly supplies and appropriately designed clothing. The fact that some countries provide these to their contingents means that it is possible in principle. The only reason for not doing so is managerial and logistical failure.
- c. Many women are not receiving HIV/AIDS training and information, are unaware of the availability of post-exposure prophylaxis (PEP) kits, and/or have to pay for condoms in some cases, whereas they are provided free to men.

C. Working Group Discussions and Closing

30. The participants divided into three working groups to discuss in greater depth the issues reviewed above and to propose concrete actions. They identified good practices and challenges, and steps that both Members States and DPKO could take to expand the former and address the latter.

31. Group 1 reviewed national issues related to recruitment and deployment of women. The group noted that in Asian and African countries, the shortage of women in armed forces and police services is due to regulations rather than to women themselves, as they are attracted to the financial and job security that the armed forces and police services provide. There is still a problem of making sure women rise through the ranks or are chosen to serve in peacekeeping operations. Another concern is that many women do not pass military or police tests, whether physical tests or for driving, shooting and language. As a solution the group suggested that troop and police contributing countries should make greater efforts to ensure specific training for women so that they reach peacekeeping standards. They also noted a need for DPKO to request specific numbers of women for each national contingent.

32. Group 2 discussed the impact of female peacekeepers on the implementation of mission mandates, and noted that the multidimensional nature of modern peacekeeping requires considerable interaction with host communities, more than many militaries have been trained for. The group identified several competencies required of peacekeepers to achieve these mandates. These include the abilities to communicate with the entire community; listen to the whole community and generate dialogue with and among people; gather information; and handle situations in which sensitivity to gender considerations is critical, especially those related to DDR screening processes, electoral issues, cases of gender-based violence, etc.

33. The group recognized that while male peacekeepers can and should be trained to do these tasks with a higher level of skill, in most of the cases outlined, women are also specifically required to interact with women in the host community. They noted that women are able to perform most peacekeeping operations to a standard at least equivalent to that of men. It is therefore necessary to ensure that opportunities are open to them in all areas and not just for those tasks requiring specific interventions by women. The importance of pre-deployment training on gender for all peacekeeping personnel (both women and men) was identified as critical to facilitating more gender-sensitive approaches to peacekeeping.

34. Group 3 focused on mechanisms to provide incentives to women and found that enabling national policies are critical to removing limitations on women's knowledge about peacekeeping operations. The group recommended focused dialogue at national levels as being extremely valuable in identifying barriers to women's recruitment and deployment, and the most important incentives. The group stressed providing a respectful environment in field operations, where women can develop their careers and their competencies can be leveraged most effectively. Long absences from families were identified as a major concern for female peacekeepers, and troop and police contributing countries were urged to consider ways in which home visits might be made possible. Along with the leaders of peacekeeping operations at the mission level, these countries were also pressed to establish networks or core groups of female peacekeepers.

35. The recommendations that emerged from these discussions were reviewed in plenary, consolidated, debated in the closing and accepted by consensus. They are presented in the Executive Summary of this report.

III. SUMMARY AND CONCLUSIONS

36. Participants in the policy dialogue reached a broad consensus that meaningful change is possible and must take place. Steps must be taken to increase the number of female peacekeepers if the peacekeeping agenda is to operate with optimal effectiveness and indeed remain credible.

37. Much needs to be done to ensure the necessary political will backs the needed changes. Important components include research to identify, at the national level, the precise opportunities and incentives for enhanced female deployment; focused public information campaigns that generate a broad platform of public support for female deployment; and information distributed to women about uniformed career opportunities and peacekeeping deployment in particular. Especially important will be efforts to assure decision makers that female recruitment and deployment poses no threat to operational results and will in fact improve outcomes.

38. Specific steps to enhance deployment include careful planning by DPKO to define those tasks on each mission that will require women and the inclusion of this information in requests to contributing countries. Troop and police contributing countries were urged to be proactive and innovative in their deployment, including through identifying female personnel from a range of sources, beyond simply their membership in designated contingents.

39. It was noted that as female representation in national forces and services is in most cases greater by several percentage points than in personnel deployed to peacekeeping, short-term increases in the number of women deployed should be very possible. Longer term strategies to make systemic improvements to both recruitment and deployment are clearly both necessary and possible.

40. Participants in the dialogue also recognized that a requirement for a more diverse peacekeeping personnel profile also implies a commitment to more differentiated logistical provision for all personnel, and that such provisions are not favouritism or preferential treatment, but simply an indication of respect for and acknowledgement of the value of female contributions to peacekeeping.

41. The meeting concluded with a general commitment to sustain and expand dialogue on this topic at the global, regional and national levels, including among such diverse constituencies as the military, the police, advocates for gender equality and academics.

Annex 1: Complete List of Participants

MEMBER STATES

Algeria

DJEFFAL Mr. Mahieddine Permanent Mission of Algeria to the UN

Argentina

DESMOURES Mr. Diego Permanent Mission of Argentina to the UN

Australia

BARNES Lt. Commander Peter Permanent Mission of Australia to the UN

Austria

BREITFUSS Lt. Colonel Helmut Permanent Mission of Austria to the UN

PERNSTEINER Colonel Andreas Permanent Mission of Austria to the UN

Bangladesh

CHOWDHURY H. E. Mr. Iftekhhar Ahmed Permanent Representative of Bangladesh to the UN

ISLAM Mr. Muhammad Aminul Deputy Inspector General (RM&T) of Police

RASUL Brig. General Ilyas Iftekhhar Permanent Mission of Bangladesh to the UN

Belgium

MURANGWA Mr. Ngabo 'Cyriaque' Permanent Mission of Belgium to the UN

Brazil

BASTOS Colonel Luiz Fernando Dutra Permanent Mission of Brazil to the UN

CASTRO General Manoel Luis Valdevez Permanent Mission of Brazil to the UN

Cambodia

RATH Mr. Chanveasna Permanent Mission of Cambodia to the UN

Canada

AUCOIN Lt. Commander Gord CF Desk Officer for Gender Integration

BÉGIN Major Michael Permanent Mission of Canada to the UN

HANRAHNA Colonel Michael E. Permanent Mission of Canada to the UN

MATRICULE Ms. Myriam Lavoie Agente Enqueteure de la Sureté du Québec

STEWART Ms. Nell Permanent Mission of Canada to the UN

Chile

ARNANDA Ms. Elvira Police Officer, Investigation Unit, Chile
DÍAZ Mr. Eduardo Permanent Mission of Chile to the UN

Ecuador

GÓMEZ Ms. Verónica Permanent Mission of Ecuador to the UN

El Salvador

AGUILAR Captain Maria Armida National Armed Force, El Salvador
RODRIGUEZ
ALFARO BULLE Ms. Olga Lidia National Police, El Salvador
GALLARDO H.E. Mrs. Carmen María Permanent Representative of El Salvador to the UN
HERNÁNDEZ
SVENDBLAD Captain Eduardo Antonio Permanent Mission of El Salvador to the UN
UMAÑA

Ethiopia

TADDESE Brig. General Abebe Wubishet Permanent Mission of Ethiopia to the UN

Finland

KANERVA Mrs. Heli Permanent Mission of Finland to the UN

Germany

HUHN Colonel Walter Permanent Mission of Germany to the UN

Ghana

AYI-BONTE Brig. General George Permanent Mission of Ghana to the UN
EFFAH- H.E. Nana Permanent Representative of Ghana to the UN
APENTENG

Greece

GEROLYMOS Lt. Colonel Ioannis Permanent Mission of Greece to the UN
PITSOLIS Lt. Colonel Nikolaos Permanent Mission of Greece to the UN

Guatemala

BOLAÑOS-PÉREZ Ms. Mónica Permanent Mission of Guatemala to the UN
TARACENA Ms. Connie Permanent Mission of Guatemala to the UN
SECAIRA

Guinea

ZOUMANIGUI Mr. Paul Goa Permanent Mission of Guinea to the UN

India

MISHRA Ms. Renuka Deputy Inspector General of Police,
Ministry of Home Affairs, New Delhi
SANDHU Mr. Taranjit Singh Permanent Mission of India to the UN

Iran

MALEKI Mr. Hossein Permanent Mission of Iran to the UN

Italy

CAPONE Captain Luigi Permanent Mission of Italy to the UN
D'ALESSANDRO Lt. General Luciano Permanent Mission of Italy to the UN

Jamaica

MILLER Mrs. Janice Permanent Mission of Jamaica to the UN

Jordan

SHABSOUGH Major Wael Jamil Yousef Permanent Mission of Jordan to the UN
SHOMALI Colonel Adnan Abd Alkareem M. Permanent Mission of Jordan to the UN

Kenya

OWINO Colonel George Aggrey Permanent Mission of Kenya to the UN

Kyrgyzstan

KASYMOVA Ms. Jyldyz T. Permanent Mission of Kyrgyzstan to the UN

Malawi

MSONTHI, Jr. Colonel John Dunstan Permanent Mission of Malawi to the UN

Malaysia

MOHAMMAD Colonel Haji Musa Permanent Mission of Malaysia to the UN
PERANG

Mali

SAMAKE Mr. Alassane Permanent Mission of Mali to the UN

Morocco

EL ALAOUI Mrs. Souad Permanent Mission of Morocco to the UN

Namibia

MWAALA Colonel Clement Muhamubi Permanent Mission of Namibia to the UN

Nepal

MEDHASI Colonel Devendra Bahadur Permanent Mission of Nepal to the UN

Netherlands

EENENNAAM Ms. Maïke Van Ministry of Foreign Affairs, the Netherlands
LEENDERS Captain Johannes Adrianus Permanent Mission of the Netherlands to the UN

New Zealand

HEATON Colonel Selwyn Permanent Mission of New Zealand to the UN

Nigeria

ADERANTI Mr. Kayode Permanent Mission of Nigeria to the UN

Norway

ASBJORNSEN Colonel Geir Permanent Mission of Norway to the UN
JACOBSEN Ms. Julie Meinich Ministry of Foreign Affairs, Oslo
LAURITZEN Major Arve Permanent Mission of Norway to the UN
LUND Colonel Kristin Chief of Operational Logistic Center, Oslo

Pakistan

ASIM Colonel Muhammad Permanent Mission of Pakistan to the UN

Philippines

SIBUG, Jr. Mr. Bayani G. Permanent Mission of the Philippines to the UN

Poland

SZŁEK Colonel Zbigniew Permanent Mission of Poland to the UN
TUNIA Ms. Ewelina Permanent Mission of Poland to the UN

Portugal

ROCHA Lt. Colonel Nuno Álvaro Pereira B. Permanent Mission of Portugal to the UN
SANTOS Ms. Cláudia Margarida Aide-de-Camp of the General Commander of the Portuguese Gendarmerie

Republic of Korea

KIM Lt. Colonel Il-suk Permanent Mission of Korea to the UN

Russian Federation

CHERNENKO Mr. Boris Permanent Mission of Russia to the UN
PAVLOV Colonel Andrey N. Permanent Mission of Russia to the UN

Senegal

FAYE Colonel Ndome Permanent Mission of Senegal to the UN

Slovakia

LACKOVIČOVÁ Mrs. Jana Permanent Mission of Slovakia to the UN

South Africa

GQOBOKA Colonel Bhasie Permanent Mission of South Africa to the UN
MODISE Ms. Thandi Speaker, North Western Provincial Legislature
QWABE Ms. Bongiwe Permanent Mission of South Africa to the UN

Spain

AMBRONA Colonel Fernando Permanent Mission of Spain to the UN
DE LOSSADA Mr. Alvaro National Police, Madrid
JIMÉNEZ Ms. Ana Permanent Mission of Spain to the UN
MONEDERO Mr. Francisco L. Permanent Mission of Spain to the UN

Sweden

EKLUND Ms. Birgitta Permanent Mission of Sweden to the UN
ELMGART Ms. Annika Ministry of Defense, Sweden
LINDÉN Ms. Eva Swedish Police Peace Support Operations

Turkey

ERCIYES Mr. Çağatay Permanent Mission of Turkey to the UN

Ukraine

KUKSENKO Lt. General Vitaliy Permanent Mission of Ukraine to the UN

United Kingdom

FAYINKA Ms. Ify Peacekeeping Team, Conflict Issues Group,
Foreign and Commonwealth Office, the United
Kingdom
SLINGER Lt. Colonel Nick Permanent Mission of the United Kingdom to the UN
WOODROFFE Mr. Thomas Permanent Mission of the United Kingdom to the UN

Uruguay

DEVERCELLI	Colonel Eduardo	Permanent Mission of Uruguay to the UN
GAVAZZO	Mrs. Rosanna	Military Lawyer, Armed Forces, Uruguay

Yemen

AL-OTMI	Mr. Mohammed M. Ali	Permanent Mission of Yemen to the UN
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Zambia

KASONDE	Lt. Colonel Grace	National Airforce, Zambia
KAZEMBE	Colonel Freda S.T.	National Army, Zambia
KULIMA	Brig. General Bob D.	Permanent Mission of Zambia to the UN

Zimbabwe

NYOWANI	Group Captain Simon	Permanent Mission of Zimbabwe to the UN
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OTHERS

KIHUNAH	Ms. Milkah	NGO Working Group on Women, Peace and Security
RIDDY	Ms. Francesca	Council of the European Union

REPRESENTATIVES OF COUNTRIES HOSTING PEACEKEEPING MISSIONS

FAKONDO	Ms. Kadi F.	Assistant Inspector General of Police, Sierra Leone
TSHEFU	Ms. Aningina	Representative of Women's Organizations, Democratic Republic of the Congo

UNITED NATIONS PERSONNEL

ANDERSEN	Mr. Jens Winther	Evaluations Officer, Military Division, DPKO
DUAH	Mr. Patrick	Training Officer, Integrated Training Services, DPKO
GOTAMA	Ms. Marlina	Administering Management Officer, Logistics Support Division, DPKO
HARLAND	Mr. David	Acting Head, Change Management, DPKO
HAWAA	Ms. El-Tayeb	Liaison Officer, Military Division, DPKO
HORDOSCH	Ms. Sylvia	Office of the Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women, Department of Economic and Social Affairs (DESA)
KROEKER	Mr. Mark	Police Adviser, DPKO
LOPES	Mr. Antero	Deputy Police Adviser, DPKO
LUTE	Ms. Jane Holl	Assistant Secretary-General, Office of Mission Support, DPKO

MAYANJA	Ms. Rachel	Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women, DESA
MEHTA	Lt. General Randhir Kumar	Military Adviser, Military Division, DPKO
PERALTA	Mr. Carlos	Information Officer, Police Division, DPKO
SALMELA	Ms. Katarina	Office of Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women, DESA
SAYDER	Ms. Margaret	UN Association of International Civil Servants
VOGT	Ms. Margaret	Deputy Director, Africa I, Department of Political Affairs
YOOSUF	Mr. Ramli	Training Officer, Police Division, DPKO

Peacekeeping Missions

GONZALEZ	Lt. Carolina	Elections Officer, UNPOL, MINUSTAH
TAPIA		
TAVARES	Ms. Fernanda	Gender Adviser, ONUB

Secretariat: Gender Team

AHN	Ms. Tae Hyun	Intern, Gender Unit
ATKINS	Ms. Manuela	Administrative Assistant, DPKO
FOSS	Ms. Yngvil	Associate Gender Affairs Officer, DPKO
LAMPTEY	Ms. Comfort	Gender Adviser, DPKO
MURISON	Ms. Sarah	Consultant/Rapporteur

Annex 2: Agenda of the Meeting

Day 1

09.45-11.00	<p>OPENING SESSION</p> <p><i>Chair: His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, New York</i></p> <p>Ms. Jane Holl Lute, Assistant Secretary-General, Office of Mission Support, DPKO Lt. Gen. Randhir Kumar Mehta, Military Adviser, Military Division, DPKO Mr. Mark Kroeker, Police Advisor, Police Division, DPKO Ms. Rachel Mayanja, Special Adviser to the Secretary-General on Gender Issues and the Advancement of Women</p>
	<p>11.00-11.15 COFFEE BREAK</p>
11.15-11.40	<p>PRESENTATION OF BACKGROUND PAPER</p> <p>Ms. Comfort Lamptey, Gender Adviser, Department of Peacekeeping Operations</p>
11.40-12.40	<p>NATIONAL-LEVEL POLICIES TO FACILITATE INCREASED RECRUITMENT OF WOMEN TO ARMED AND POLICE FORCES</p> <p><i>Chair: His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, New York</i></p> <p>Ms. Thandi Modise, Speaker, North Western Provincial Legislature, South Africa Mr. Gord AuCoin, Lieutenant-Commander, CF Desk Officer for Gender Integration (Canada)</p>
	<p>12.40-14.10 LUNCH</p>
14.10-15.10	<p>CONTRIBUTIONS OF WOMEN PEACEKEEPERS TO ENHANCING THE OPERATIONAL IMPACT OF PEACEKEEPING MANDATES</p> <p><i>Chair: Her Excellency Carmen María Gallardo Hernández, Permanent Representative of El Salvador to the United Nations, New York</i></p> <p>Ms. Kadi F. Fakondo, Assistant Inspector General of Police in charge of Crime Services, Sierra Leone Ms. Petronil Waweke, District Officer, Ituri, the Democratic Republic of the Congo</p>
15.10-15.45	<p>INCENTIVE PROGRAMMES TO SUPPORT AND FACILITATE WOMEN SERVING IN UNIFORMED PEACEKEEPING FUNCTIONS</p> <p><i>Chair: Her Excellency Carmen María Gallardo Hernández, Permanent Representative of El Salvador to the United Nations, New York</i></p> <p>Lt. Carolina Gonzalez Tapia, Elections Officer, United Nations Civilian Police, United Nations Stabilization Mission in Haiti (MINUSTAH) Ms. Fernanda Tavares, Gender Adviser, United Nations Operation in Burundi (ONUB)</p>
	<p>15.45-16.00 COFFEE BREAK</p>
16.00-17.00	<p>WORKING GROUPS</p> <p><i>1. National-Level Policies to Facilitate Increased Recruitment of Women to Armed and Police Forces</i></p> <p>Chair: Colonel Kristin Lund, Norwegian Army, Chief of Operation Logistic Center, Norwegian Defense Logistic Organization, NDLO</p> <p>Rapporteur: Col. George Owino, Military Adviser, Permanent Mission of Kenya</p> <p><i>2. Contributions of Women Peacekeepers to Enhancing the Operational Impact of Peacekeeping Mandates</i></p>

	<p>Chair: Ms. Margaret Vogt, Deputy Director, Africa II, Department of Political Affairs</p> <p>Rapporteur: Brig. Gen. Ilyas Rasul, Military Adviser, Permanent Mission of Bangladesh</p> <p><i>3. Incentive Programmes to Support and Facilitate Women Serving in Uniformed Peacekeeping Functions</i></p> <p>Chair: Ms. Fernanda Tavares, Gender Adviser, ONUB</p> <p>Rapporteur: Col. Walter Huhn, Military Adviser, Permanent Mission of Germany</p>
17.00-19.00	<p>RECEPTION</p> <p>Hosted by the Permanent Missions of Finland and Germany to the United Nations</p> <p><u>Permanent Mission of Germany to the United Nations: 871 UN Plaza, Corner of 48th Street and 1st Avenue</u></p> <p>His Excellency Gunter Pleuger, Permanent Representative of Germany to the United Nations Her Excellency Kirsti Lintonen, Permanent Representative of Finland to the United Nations</p>

Day 2

09.00-10.30	<p>WORKING GROUPS CONTINUED</p> <p><i>1. National-Level Policies to Facilitate Increased Recruitment of Women to Armed and Police Forces</i></p> <p><i>2. Contributions of Women Peacekeepers to Enhancing the Operational Impact of Peacekeeping Mandates</i></p> <p><i>3. Incentive Programmes to Support and Facilitate Women Serving in Uniformed Peacekeeping Functions</i></p>
	<p>10.30-11.00 COFFEE BREAK</p>
11.00-12.30	<p>REPORT BACK FROM WORKING GROUPS</p> <p><i>Chair: Her Excellency Carmen María Gallardo Hernández, Permanent Representative of El Salvador to the United Nations, New York</i></p> <p><i>1. National-Level Policies to Facilitate Increased Recruitment of Women to Armed and Police Forces</i></p> <p><i>2. Contributions of Women Peacekeepers to Enhancing the Operational Impact of Peacekeeping Mandates</i></p> <p><i>3. Incentive Programmes to Support and Facilitate Women Serving in Uniformed Peacekeeping Functions</i></p>
	<p>12.30-14.00 LUNCH</p>
14.00-15.15	<p>REVIEW AND DISCUSSIONS OF KEY OUTCOMES – FACILITATOR’S REPORT</p> <p><i>Chair: His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, New York</i></p> <p>Ms. Sarah Murison, Consultant/Facilitator</p>
	<p>15.15-15.30 COFFEE BREAK</p>
15.30-16.00	<p>REVIEW AND DISCUSSIONS OF KEY OUTCOMES – FACILITATORS REPORT</p> <p><i>Chair: His Excellency Nana Effah-Apenteng, Permanent Representative of Ghana to the United Nations, New York</i></p> <p><i>Next Steps:</i> Ms. Jane Holl Lute, Assistant Secretary-General, Office of Mission Support, Department of Peacekeeping Operations</p> <p><i>Closing Remarks:</i> His Excellency, Iftekhar Ahmed Chowdhury, Permanent Representative of Bangladesh to the United Nations, New York</p>

Annex 3: Executive Summary and Tabular Findings of Background Paper

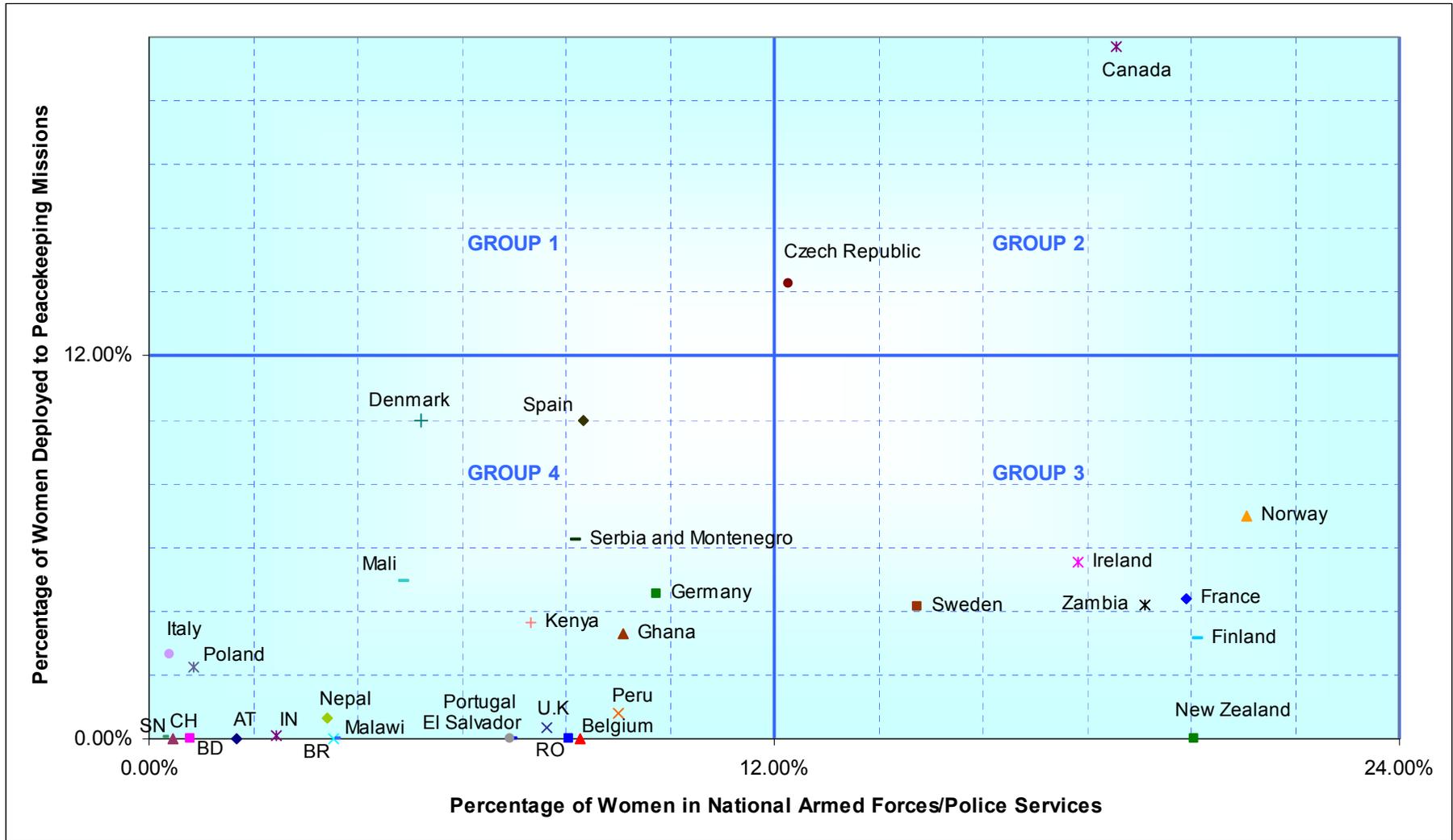
The policy dialogue was informed by a specially commissioned background paper based on a survey of troop and police contributing countries and of Force Commanders and Police Commissioners of peacekeeping operations:

1. Approximately half of Member States responding to the survey conducted for the background paper prepared for the policy dialogue, and two-thirds of force commanders and police commissioners, noted a distinctive role played by women in peacekeeping operations.
2. With one exception, all recognized that women have a positive operational impact on peacekeeping operations, enabling stronger relationships with host communities and better results in the attainment of operational mandates, for example, in situations requiring DDR, elections and humanitarian action. They agreed that women enhance morale and conduct within the mission.
3. Several respondents noted that women can undertake critical tasks that male peacekeepers cannot, especially in the screening of women ex-combatants, widening the net of intelligence gathering, performing the cordon and search of women, assisting in the aftermath of sexual violence (which is endemic in post-crisis situations), and where the segregation of men and women is culturally required.
4. It was also noted that despite the difficulties of domestic responsibilities and cultural attitudes that may constrain their travel, women are enthusiastic about peacekeeping activities, for their careers, personal fulfilment and financial reasons. They see the long periods of deployment and generally inhospitable conditions in many peacekeeping operations as disincentives, however.
5. The principal constraints to female deployment noted by field leadership are almost all logistical, relating to the provision of facilities and supplies. Occasionally, they mentioned operational concerns, such as the difficulty of placing female military observers alone in outlying posts.
6. Governments almost unanimously ascribed the low numbers of women deployed to women's low numbers in national armed and police forces, from which peacekeepers are drawn.
7. Despite the strong findings regarding women's positive impact on operational outcomes in peacekeeping operations, with very few exceptions there are marked limitations in action by either governments or DPKO to increase the deployment of women:
 - a. Only one country reported research to understand this situation better.
 - b. Very few repatriation surveys seek to understand the specific experiences of women or to learn lessons from their positive impact on peacekeeping outcomes.
 - c. Many respondents revealed difficulties in making links between the socio-economic and cultural characteristics of the host community, and their peacekeeping tasks.
 - d. Very few Member States report any concerted action to encourage female recruitment to their armed services or deployment to peacekeeping.
 - e. DPKO has no strategy to maximize female deployment.
 - f. Less than one-quarter of governments and about one-third of peacekeeping operations report making any provision for the special needs of female peacekeepers.
8. The background paper suggests that it is in fact this inaction that is the principal cause of low female deployment. It has not been easy to achieve gender balance in any area of private or public sector employment in which men have traditionally predominated, including in governmental and intergovernmental institutions. Successful efforts have been the result of considerable strategic action to remove the multiple barriers that constrain women's full involvement.

9. Any efforts to address the shortfalls in female deployment are likely to be very worthwhile in the peacekeeping arena. The potential for operational improvement as a direct result of greater gender balance is probably demonstrably greater in post-conflict and recovery situations than it is in any other area of intergovernmental activity, or in the private sector. Such an active approach is even more critical in police and armed forces, which are traditionally male professions

Graph 1a: Countries Contributing to UN Peacekeeping Operations with Higher and Lower Percentages of Women in National Armed Forces/Police Services

The following chart was compiled from data provided by UN Member States, as presented in the ensuing tables. Where countries provided female percentages for both police and armed forces, this percentage was combined into a composite figure.



Group 1 shows countries with high deployment and low recruitment.

Group 2 shows countries with high deployment and high recruitment.

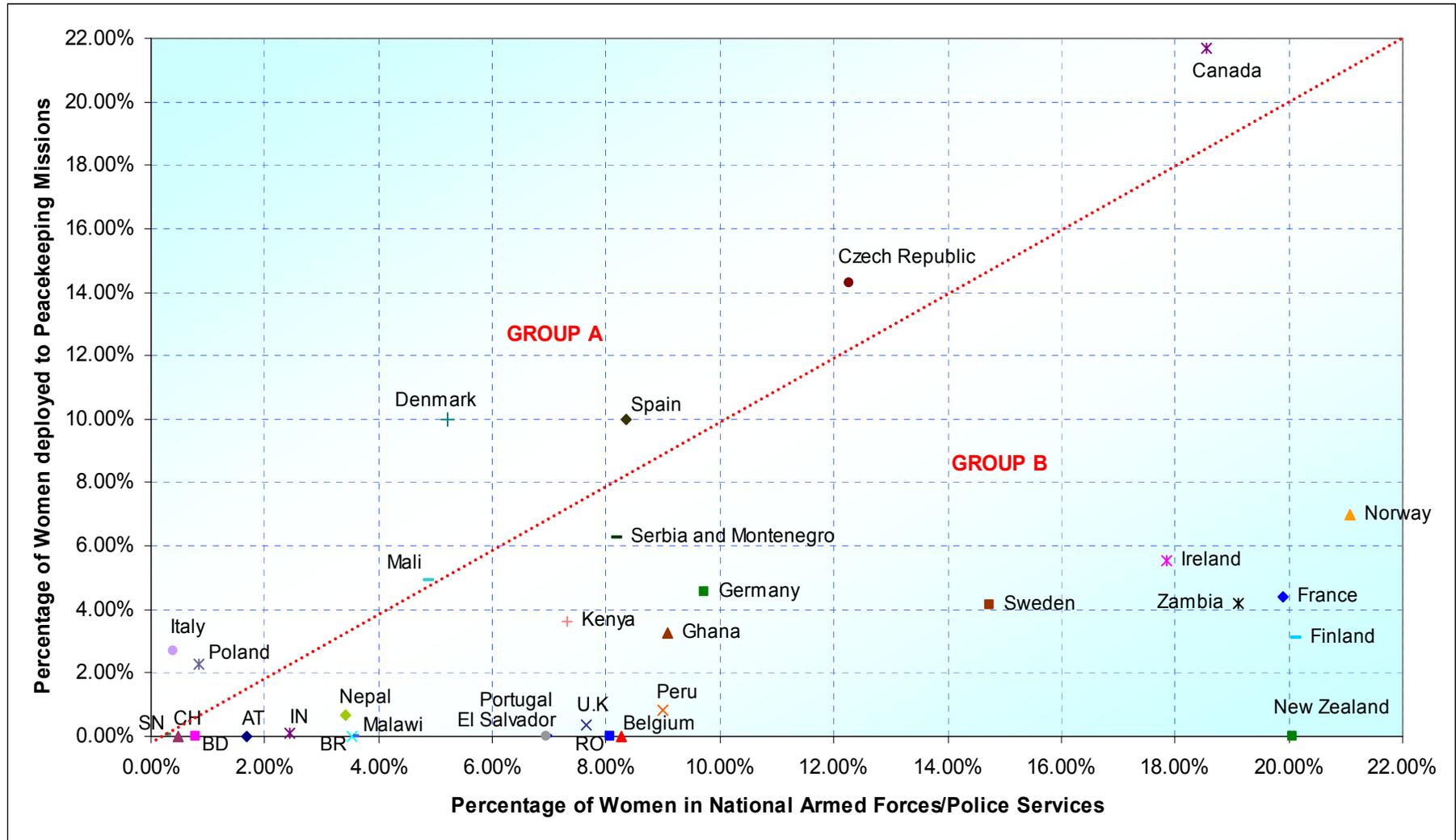
AT: Austria BD: Bangladesh BR: Brazil CH: Switzerland IN: India RO: Romania SN: Senegal

Group 3 shows countries with low deployment and high recruitment.

Group 4 shows countries with low deployment and low recruitment.

Graph 1b: Countries Contributing to UN Peacekeeping Operations with Higher and Lower Percentages of Women in National Armed Forces/Police Services

The following chart was compiled from data provided by UN Member States, as presented in the ensuing tables. Where countries provided female percentages for both police and armed forces, this percentage was combined into a composite figure.



Group A includes countries with the percentage of women deployed to missions greater than the percentage recruited to national forces and/or police services. Group B includes countries with the percentage of women deployed to missions less than the percentage recruited to national forces and/or police services.

Table 1: Women as a Percentage of Troops in Peacekeeping Operations by Country (December 2005, DPKO data)¹

Contributing country	Women	Total	Per cent
Albania	0	3	0.00
Algeria	0	11	0.00
Argentina	10	870	1.15
Australia	6	32	18.75
Austria	0	399	0.00
Bangladesh	0	9,678	0.00
Belgium	0	17	0.00
Benin	0	345	0.00
Bolivia	15	237	6.33
Bosnia Herzegovina	1	14	7.14
Brazil	0	1,256	0.00
Bulgaria	0	10	0.00
Burkina Faso	0	27	0.00
Cameroon	1	5	20.00
Canada	41	189	21.69
Chad	0	12	0.00
Chile	3	549	0.55
China	21	823	2.55
Croatia	1	27	3.70
Czech Republic	2	14	14.29
Denmark	4	40	10.00
Dominican Republic	0	4	0.00
Ecuador	0	93	0.00
Egypt	14	715	1.96
El Salvador	0	16	0.00
Ethiopia	50	3,412	1.47
Fiji	0	137	0.00
Finland	1	32	3.13
France	19	431	4.41
Gabon	0	5	0.00
Gambia	0	19	0.00
Germany	2	44	4.55
Ghana	80	2,437	3.28
Greece	0	15	0.00
Guatemala	13	219	5.94
Guinea	0	22	0.00
Honduras	0	12	0.00
Hungary	0	98	0.00
India	7	6,946	0.10
Indonesia	0	208	0.00
Ireland	25	453	5.52
Italy	2	75	2.67
Japan	0	30	0.00
Jordan	0	2,981	0.00

Table continued page 28

¹ Member States that responded to the survey are highlighted.

Kenya	56	1,547	3.62
Kyrgyzstan	3	15	20.00
Malawi	0	149	0.00
Malaysia	2	65	3.08
Mali	3	61	4.92
Moldova	0	9	0.00
Mongolia	0	7	0.00
Morocco	0	1,706	0.00
Mozambique	0	20	0.00
Namibia	59	887	6.65
Nepal	20	3,069	0.65
Netherlands	0	22	0.00
New Zealand	0	14	0.00
Niger	0	398	0.00
Nigeria	41	2,047	2.00
Norway	3	43	6.98
Pakistan	0	9,128	0.00
Paraguay	0	52	0.00
Peru	2	248	0.81
Philippines	11	396	2.78
Poland	13	574	2.26
Portugal	0	6	0.00
Republic of Korea	6	50	12.00
Romania	0	56	0.00
Russia	0	103	0.00
Senegal	1	1,424	0.07
Serbia and Montenegro	1	16	6.25
Slovakia	0	295	0.00
Slovenia	0	2	0.00
South Africa	109	1,995	5.46
Spain	21	210	10.00
Sri Lanka	0	972	0.00
Sweden	11	266	4.14
Switzerland	0	19	0.00
Thailand	0	183	0.00
Togo	0	318	0.00
Tunisia	0	521	0.00
Turkey	0	7	0.00
Uganda	0	14	0.00
Ukraine	0	535	0.00
United Kingdom	1	295	0.34
United Republic of Tanzania	3	30	10.00
United States of America	1	24	4.17
Uruguay	94	2,595	3.62
Yemen	0	28	0.00
Zambia	17	406	4.19
Zimbabwe	2	21	9.52
TOTAL	798	63,810	1.25

Table 2: Total Numbers of All Women and Men in National Armed Forces and Police Services by Country (March 2006)

Member State	<i>Total Men and Women in Armed Forces and Police</i>					
	Armed Forces			Police		
	Men	Women	Per cent	Men	Women	Per cent
Austria	15,151	261	1.69		2,476	
Bangladesh	147,119	624	0.42	114,989	1,481	1.27
Belgium	36,493	3,293	8.28			
Brazil	279,822	10,267	3.54			
Canada	54,518	8,149	13.00	13,254	3,020	18.56
Czech Republic	20,276	2,834	12.26			
Denmark	19,574	1,079	5.22			
El Salvador				15,409	1,152	6.96
Finland	13,040	4,191	24.32	7,341	940	11.35
France	401,665	107,962	21.18	91,082	14,429	13.68
Germany	239,600	12,300	4.88	210,634	36,260	14.69
Ghana	11,000	1,100	9.09			
India				1,459,824	36,552	2.44
Ireland				10,031	2,178	17.84
Italy				64,362	256	0.40
Jordan						
Kenya	26,000	1,000	3.70	50,000	5,000	9.09
Lebanon	19,107	2	0.01			
Lithuania				8,819	2,397	21.37
Malawi	5056	187	3.57			
Mali	20,000	584	2.84	5,000	700	12.28
Nepal	77,000	3,000	3.75	65,020	2,034	3.03
New Zealand	8,386	2,488	22.88	6,358	1,211	16.00
Norway			6.40	6,851	1,829	21.07
Peru	103,506	5,053	4.65	94,775	14,557	13.31
Poland	76,404	657	0.85			
Portugal				18,781	1,400	6.94
Romania	35,000	2,100	5.66	80,000	8,000	9.09
Senegal	15,000	40	0.27			
Serbia Montenegro				33,058	2,947	8.18
Slovakia			7.78			
Spain	139,502	12,690	8.34			
Sweden	10,762	497	4.41	13,391	3,682	21.57
Switzerland	223,540	1,055	0.47			12.0
United Kingdom	159,820	13,225	7.64			
Zambia	5,000	1,517	23.28	11,227	2,315	17.09
TOTAL*	2,162,341	197,382	8.36	2,380,206	144,816	5.74

* The percentage of women is calculated based on the Member States that gave numbers for both men and women.

Table 3a: Women and Men Serving in National Armed Forces by Country and Rank

Member State	Troops and NCOs			Junior Officers			Senior Officers		
	Men	Women	Per cent	Men	Women	Per cent	Men	Women	Per cent
Austria	12,602	237	1.85	2,377	24	1.00	172	0	0.00
Bangladesh	139,742	309	0.22	7,171	315	4.21	206	0	0.00
Belgium	32,039	2,941	8.41	4,413	351	7.37	41	1	2.38
Brazil	249,853	4,865	1.91	29,633	5,402	15.42	336	0	0.00
Canada	42,202	5,956	12.37	6,581	1,339	16.91	4,351	420	8.80
Czech Republic	13,892	2,096	13.11	6,365	742	10.44	32	0	0.00
Denmark	13,212	736	5.28	5,908	336	5.38	455	7	1.52
El Salvador									
Finland	1,679	279	14.25	6,898	53	0.76	36	0	0.00
France	267,577	41,508	13.43	34,738	2,812	7.49	583	13	2.18
Germany	197,600	9,700	4.68	41,800	2,600	5.86	200	0	0.00
Ghana	10,000	1,000	9.09	1,000	50	4.76	30	0	0.00
India									
Ireland									
Italy									
Jordan				10,807	1,048	8.84	230	5	2.13
Kenya	7,800	300	3.70	6,500	210	3.13	26	0	0.00
Lebanon	18,347	0	0.00	659	2	0.30	99	0	0.00
Lithuania									
Malawi				372	19	4.86	14	0	0.00
Mali		555			31			0	
Nepal	73,988	2,885	3.75	2,950	114	3.72	62	1	1.59
New Zealand	5,760	1,155	16.70	1,072	195	15.39	24	1	4.00
Norway		770		9,094	607	6.26	84	1	1.18
Peru	97,406	4,648	4.55	5,913	404	6.40	187	0	0.00
Poland	50,081	220	0.44	26,180	437	1.64	143	0	0.00
Portugal									
Romania	23,000	1,350	5.54	12,000	750	5.88	90	2	2.17
Senegal									
Serbia Montenegro									
Slovakia			7.78			7.50			0.00
Spain	101,429	11,824	10.44	25,266	621	2.40	566	0	0.00
Sweden		49			447			1	
Switzerland	203,885	799	0.39	19,603	256	1.29	52	0	0.00
United Kingdom	130,590	9,600	6.85	28,755	3,620	11.18	475	5	1.04
Zambia	4,442	1,496	25.19	32	21	39.62	26	0	0.00
TOTAL*	1,702,226	105,278	5.79	297,067	22,846	7.00	8,530	457	5.07

* The percentage of women is calculated based on the Member States that gave numbers for both men and women.

Table 3b: Women and Men Serving in National Police Services by Country and Rank (Military Equivalent)

Member State	Troops and NCOs			Junior Officers			Senior Officers		
	Men	Women	Per cent	Men	Women	Per cent	Men	Women	Per cent
Austria					12				
Bangladesh	113,661	1,397	1.21	1,053	47	4.27	31	0	0.00
Belgium									
Brazil									
Canada	12,642	2,968	19.01	463	40	7.95	79	6	7.06
Czech Republic							32	0	0.00
Denmark									
El Salvador	13,366	1,000	6.96	396	48	10.81	25	3	10.71
Finland	6,550	900	12.08	752	37	4.69	39	3	7.14
France	83,899	12,417	12.89	5,002	188	3.62	47	0	0.00
Germany	79,401	17,235	17.83	131,224	19,025	12.66	9	0	0.00
Ghana									
India	1,096,083	36,401	3.21	2,227	41	1.81	508	5	0.97
Ireland	9,527	2,151	18.42	445	23	4.91	59	4	6.35
Italy	61,931	225	0.36	2,479	31	1.24	88	0	0.00
Jordan									
Kenya									
Lebanon									
Lithuania	4,217	407	8.80	4,602	1,990	30.19	1	0	0.00
Malawi									
Mali									
Nepal	55,714	1,991	3.45	2,098	43	2.01	70	0	0.00
New Zealand	6,129	1,197	16.34	229	14	5.76	N/A	N/A	
Norway*	4,015	1,492	27.09				2,863	337	10.53
Peru	82,903	10,473	11.22	11,818	4,284	26.61	54	0	0.00
Poland									
Portugal	18,188	1,341	6.87	547	57	9.44	46	2	4.17
Romania	60,000	5,000	7.69	18,000	2,300	11.33	65	1	1.52
Senegal									
Serbia Montenegro	28,253	2,184	7.18	4,795	762	13.71	10	1	9.09
Slovakia									
Spain									
Sweden	11,108	3,114	21.90	1,115	150	11.86	22	6	21.43
Switzerland			1.80			10.00			<0.2
United Kingdom									
Zambia	8,892	2,076	18.93	2,294	233	9.22	41	6	12.77
TOTAL**	1,756,479	103,969	5.59	189,539	29,325	13.39	4,089	374	8.38

* In Norway, the rank is not divided into senior and junior level.

** The percentage of women is calculated based on the Member States that gave numbers for both men and women.

Table 4: Tabulation of Responses from Countries Contributing Troops and Police

Regulatory Environment															
3. Formal Policy Commitment		4. Specific Selection Criteria		5. Plan to Implement 1325		6. Specific Deployment Policy		7. Limit Deployment to Certain Functions		8. Limit Deployment to High Threat		9. Home Visits		10. Special Equipment	
Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
21	17	15	22	18	14	6	30	9	27	20	15	23	15	7	28
Pre-Deployment Selection and Training								Operational Impact							
11.*		12. Encourage Female Deployment		13. Gender Training		14. Special Training for Women		15. Exit Surveys		16.** Surveys of Differences Male/Female		17. Impact of Women Noted		18. Changes	
Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
		11	23	23	13	10	26	28	8	10	20	16	20	14	19

* Question 11 open-ended response.

** Question 16 only for those who answered “yes” to Question 15.

Table 5: Tabulation of Responses from Force Commanders²/Police Commissioners³

Military Personnel													
1. Assessment of Gender Differences		2. Impact of Women		3. Surveys of Male/Female Experience		4. Work Environment		5. Challenges		6. Facilities		7. Gender Focal Point	
Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
3	12	10	5	2	13	2	13	5	10	6	9	5	10
Police Personnel													
1. Assessment of Gender Differences		2. Impact of Women		3. Surveys of Male/Female Experience		4. Work Environment		5. Challenges		6. Facilities		7. Gender Focal Point	
Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
0	8	6	2	0	8	0	8	4	4	2	6	6	2

² MINURSO, MINUSTAH, MONUC, ONUCI, UNAMA, UNDOF, UNFICYP, UNIFIL, UNMEE, UNMIL, UNMIS, UNMOGIP, UNOMIG, UNOTIL and UNTSO

³ ONUB, UNAMA, UNFICYP, UNMIL, UNMIS, UNIOSIL, UNMOGIP, UNOMIG and UNOTIL