

HUMAN RIGHTS I: Gender equality in the military and in diplomatic service

The rights of women have been on the agenda of intergovernmental organizations at least since the early 20th century and the establishment of the United Nations (UN) in 1945 marked a significant turning point. Expressing *“faith in fundamental human rights, in the dignity of human person, in the equal rights of men and women and of Nations large and small”* in the Charter the UN has been addressing women’s status as an issue of discrimination. One of the crucial subtopics related to gender equality has been the role of women in the security sector, mainly meaning military and diplomacy. Diversity in the military is a complex subject, both in its concept and in terms of practical implications. It is one of the most difficult challenges for human resource management that military leaders have faced over the past three decades. Its main focus is the full integration of women, which some analysts see as the most problematic thus many nations have yet to resolve these gender-related issues. Increased racial integration, as well as integration of LGBT community members has proven to be less problematic than implementation of the gender perspective on the same subject matter.

According to the United Nations, before the Second World War, 90 per cent of casualties in conflicts were combatants. Today, the majority of casualties are civilians, especially women and children. Furthermore, women are often excluded from efforts to make and keep the peace – despite representing half the population. The lack of institutional arrangements to protect women and the widespread use of sexual- and gender-based violence as a tactic of war, remain major impediments to building sustainable peace. The need to ensure every attempt is made to make the integration of gender sustainable and transferable, both as a concept and an operational tool. For example, women’s participation in the security sector has been recognized as essential for the success of UN peacekeeping missions but the number of female military personnel deployed in current peacekeeping missions and military operations is very low. On average, only three percent of military personnel in UN missions are women, most of whom are employed as support staff rather than in protection tasks. Moreover, women make only 10% of police personnel in UN missions. While the UN

encourages and advocates for the deployment of women to uniformed functions, the responsibility for deployment of women in the police and military lies with Member States.

Sources:

<https://www.cambridge.org/core/services/aop-cambridge-core/content/view/S0003055415000386>

<http://www.un.org/en/peacekeeping/issues/women/womeninpk.shtml>

http://www.nato.int/cps/en/natohq/topics_91091.htm

<http://www.un.org/en/peacekeeping/issues/women/womeninpk.shtml>

Existing measures:

The blueprint for gender and peacekeeping work for the Department of Peacekeeping Operations (DPKO) is rooted in **Security Council Resolution 1325 (UNCR 1325) (2000)** (link to the Resolution to be found below) which was the first Resolution to address the disproportionate and unique impact of armed conflict on women.

The Resolution the importance of women's equal and full participation as active agents in the prevention and resolution of conflicts, peace-building and peacekeeping. It calls on member states to ensure women's equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and urges all actors to increase the participation of women and incorporate gender perspective in all areas of peace building.

Furthermore, NATO and its partners' active commitment to UNSCR 1325 and related Resolutions resulted in a formal NATO/EAPC policy to support the implementation of these Resolutions, first issued in December 2007. A first action plan to mainstream UNSCR 1325 and related Resolutions into NATO-led operations and missions was endorsed at the Lisbon Summit in November 2010 on the occasion of the tenth anniversary of UNSCR 1325. Those policies were then revised again in 2014.

Other recent measures include various training programs by the UN meant to increase deployment of female peacekeepers to operations and contribute to the overall wellbeing of women and children in affected areas.

Links:

UNSCR 1325:

[http://www.un.org/ga/search/view_doc.asp?symbol=S/RES/1325\(2000\)&Lang=E](http://www.un.org/ga/search/view_doc.asp?symbol=S/RES/1325(2000)&Lang=E)

<http://www.unwomen.org/en/news/stories/2015/10/peacekeeping-training-for-female-officers>

<http://www.unwomen.org/en/news/stories/2015/5/female-peacekeepers-take-the-helm>

<http://www.unwomen.org/en/news/stories/2015/5/interview-with-patrick-cammaert>

<http://www.un.org/en/peacekeeping/issues/military/advocateaward.shtml>

Key actors:

Working closely with NATO on its active commitment to UNSCR 1325 make up in total of 56 Allies and partners signed up to their implementation. Afghanistan, Australia, Japan, Jordan and the United Arab Emirates participated actively in their development, and New Zealand later associated itself with this effort too. Progress reports are issued every six months.

UNSCR 1325 and similar Resolutions also being implemented in NATO-led operations and missions. There were gender advisers nominated at both Strategic Commands – Allied Command Operations and Allied Command Transformation – as well as in subordinate commands and the operations in Afghanistan and Kosovo. Moreover, an important milestone was reached in May 2015, when NATO's first ever female Commander was appointed to NATO's headquarters in Sarajevo, Bosnia and Herzegovina.

Some questions to consider:

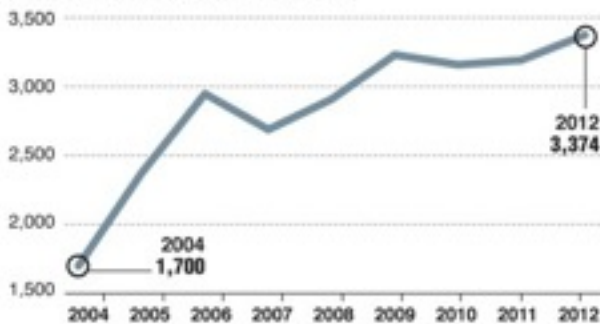
- 1) Current percentage of women in military and diplomatic service and their roles
- 2) History of female involvement in military and diplomacy
- 3) Questions of social, cultural and physical differences in gender
- 4) Problematic of prejudice, sexism and sexual assault

Sexual assaults in the military

The Department of Defense's annual report on sexual assault and prevention estimated about 26,000 active-duty members experienced unwanted sexual contact in 2012. Most were women in the lower ranks.

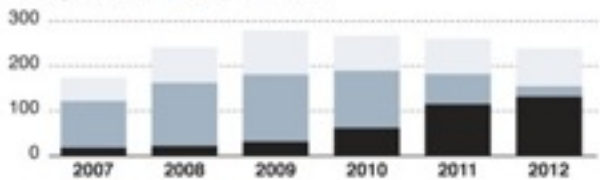
Reports of sexual assault

Annually, to the Department of Defense



Sexual assaults in combat areas

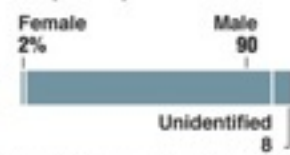
■ Afghanistan ■ Iraq ■ Other



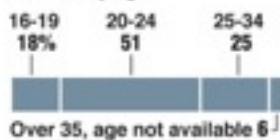
Victims by sex*



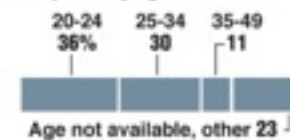
Suspects by sex*



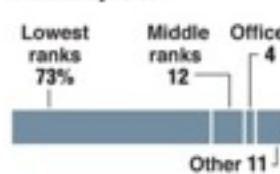
Victims by age



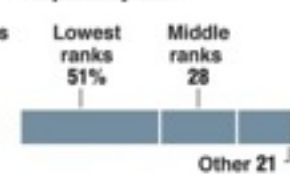
Suspects by age



Victims by rank



Suspects by rank



NOTE: Combat reports do not include classified records

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Source: Department of Defense
Graphic: Chicago Tribune

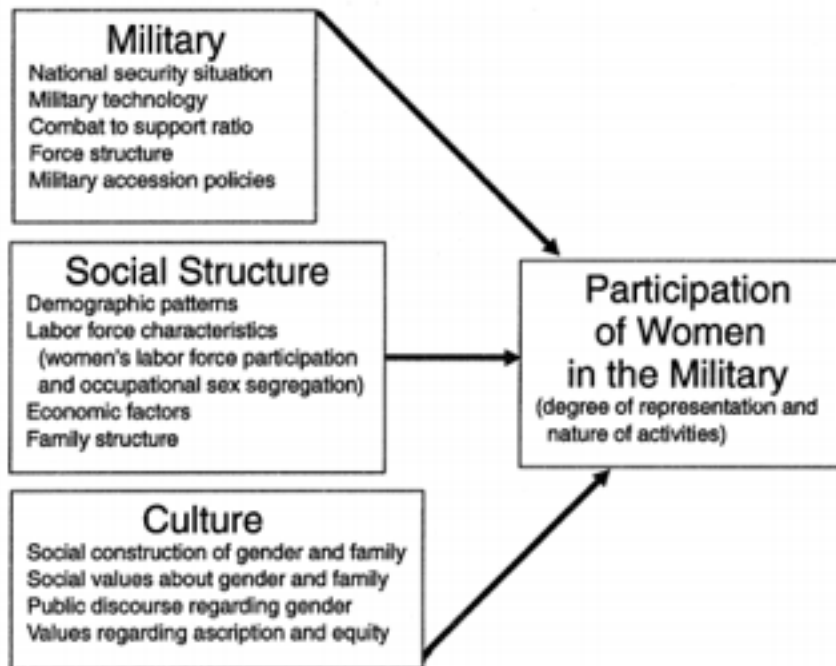


FIGURE 1: Theory of Factors Affecting Women's Military Participation



DPKO/OMA Statistical Report on Female Military and Police Personnel in UN Peacekeeping Operations Prepared for the 10th Anniversary of the SCR 1325



CATEGORIES		2000	2001	2002 (1)	2003	2004	2005 (2)	2006	2007	2008	2009 (3)	2010
UN Military Experts on Mission (UNMEM) (Includes Military Observers, Military Liaison Officers and Military Advisers)	Total UNMEM	1,490	1,749	1,808	1,708	2,099	2,139	2,686	2,557	2,361	2,300	2,321
	Female	-	-	-	-	-	43	62	89	89	86	96
	%	-	-	-	-	-	2.01%	2.31%	3.48%	3.77%	3.74%	4.14%
TROOPS (Includes Staff Officers)	Total Cont	28,739	37,774	35,698	30,805	53,130	59,677	62,865	71,391	74,696	80,907	83,635
	Female	-	-	-	-	-	973	1,173	1,397	1,645	1,956	2,021
	%	-	-	-	-	-	1.63%	1.87%	1.93%	2.20%	2.42%	2.42%
POLICE (Includes Individual Police and Police Formed Units)	Total Police	7,194	7,628	6,754	4,435	5,516	5,991	8,055	9,380	11,519	12,212	13,970
	Female	-	-	-	-	-	-	-	-	-	887	1,215
	%	-	-	-	-	-	-	-	-	-	7.26%	8.70%
SUBTOTAL MILITARY/POLICE		37,423	47,151	44,260	36,948	60,745	67,807	74,841	83,328	88,576	95,419	99,926
TOTAL FEMALE		-	-	-	-	-	1,016	1,235	1,486	1,734	2,929	3,332
PERCENTAGE OF FEMALE/TOTAL		-	-	-	-	-	1.50%	1.65%	1.78%	1.96%	3.07%	3.33%

Remarks:

-- UN Security Council Resolution 1325 on women, peace and security was adopted on 31 October 2000

-- The above data was extracted from the "Monthly Strength Report" (FGS/OMA/DPKO)

Milestones towards a gender reporting in UN peacekeeping operations:

(1) August 2002 -- First Monthly Strength Report is released

(2) 2005 -- First gender disaggregated statistics is made available for the military personnel

(3) 2009 -- First gender disaggregated statistics is made available for the police personnel