



Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives

2018

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¹ Turkey recognises the Republic of Macedonia by its constitutional name.

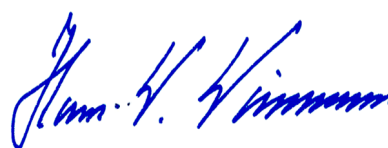
² In February 2019, the country officially changed its name to the Republic of North Macedonia and became a NATO Member Nation in March 2020. Taking into account that the 2018 Summary of the National Reports reflects the date of the year 2018, in this edition, the Republic of North Macedonia will be referred to with its former denomination and will be considered as a NATO Partner Nation.

Introduction

The Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) is an integral mechanism to encourage the exchange of information and sharing of best practices, in line with NATO's core tasks of collective defence, crisis management and cooperative security. During the Brussels Summit on 11 and 12 July 2018, the NATO/EAPC Policy and Action Plan on Women, Peace and Security (WPS)¹ were both updated and endorsed. The aim was to enforce the application of the United Nations Security Council Resolution (UNSCR) 1325, the seven related Resolutions² and the revised WPS 3's framework principles (Integration, Inclusiveness and Integrity) into practice.

The Alliance's commitment to integrating gender perspectives in military operations and implementing UNSCR 1325 in the military and political sectors are exemplified through the analyses provided in the Summary of the National Reports. Each nation is given the opportunity to showcase their respective National Action Plan and milestones reached to integrate gender perspectives in the military. In this fifth edition of this report, the trending analysis has been met with challenges as not all of the same number of Member and Partner Nations, who participated in 2017, contributed to the 2018 report. Therefore, this year's collection of data may be skewed and not an accurate qualitative and quantitative reflection or comparison.

I extend my sincere gratitude to the nations who have contributed to the 2018 Summary of the National Reports. Continued participation and collaboration will allow the Alliance to advance its endeavours towards a more gender inclusive armed forces.



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¹ NATO/EAPC Women, Peace and Security Policy and Action Plan 2018

² UNSCR 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015)

Acronyms

A

AAF	Albanian Armed Forces
ACO	Allied Command Operations
ACT	Allied Command Transformation
ADF	Australian Defence Force
ADL	Advanced Distance Learning
AFM	Armed Forces of Montenegro
AP	Action Plan

B

BAF	Belgian Armed Forces
BGRAF	Bulgarian Armed Forces
BiHAF	Armed Forces of Bosnia and Herzegovina
Bi-SC	Bi-Strategic Commands
Bi-SCD	Bi-Strategic Command Directive
BMI	Body Mass Index
BUAFWA	Bulgarian Armed Forces Women Association

C

CAF	Canadian Armed Forces / Croatian Armed Forces
CBRN	Chemical, Biological, Radiological and Nuclear Defence
CCMS	Conflict and Complaint Management Services Centres
CCOE	CIMIC Center of Excellence
CDF	Chief of Defence Force
CDS	Chief of Defence Staff
CHOD	Chief of Defence
CIMIC	Civil-Military Cooperation
Ci-MEG	Civil-Military Engagement Group
CMDR	Crisis Management for Disaster Response
CoC	Code of Conduct
CoE	Centre of Excellence
COPD	Comprehensive Operation Planning Directive
CPTMs	Core Pre-Deployment Training Materials
CR-SGBV	Conflict-Related Sexual and Gender-Based Violence
CSAP	NATO Civil Society Advisory Panel
CSEL	Command Senior Enlisted Leaders
CSDP	Common Security and Defence Policy
CSRT-SM	Canadian Armed Forces Strategic Response Team on Sexual Misconduct

D

DA	Training of Section Leaders

DAOD	Defence Administrative Orders and Directives
DAP	Defence Action Plan
DCAF	Geneva Centre for Security Sector Governance
DDR	Disarmament, Demobilization and Reintegration
DF	Defence Forces
DGMPRA	Director General of Military Personnel Research
DMP	Director of Military Prosecutions
DND	Department of National Defence
DOD	Department of Defence
DRDC	Defence Research and Development Canada
DWAO	Defence Women's Advisory Organization
D&I	Diversity and Inclusion

E

EAPC	Euro-Atlantic Partnership Council
ED	Emergency Department
EEM	Training for Staff Officers
EI	Employment Insurance
ESDC	The European Security and Defence College
EUNAVFOR	European Union Naval Force
EUPOL Afghanistan	European Union Police Mission in Afghanistan
E&T	Education and Training

F

FAF	French Armed Forces
FAS	Foreign Area Specialist
FCA	Family Care Assistance
FCP	Family Care Plan
FET	Female Engagement Team
FMoD	Federal Ministry of Defence
FRAGO	Fragmentary Order
FWA	Flexible Work Arrangement

G

GBA+	Gender Based Analysis Plus
GBV	Gender Based Violence
GENAD	Gender Advisor
GFA	Gender Field Advisor
GFP	Gender Focal Point
GPOI	Global Peace Operations Initiative
GS	General Staff
GToT	Gender Training of Trainers Course

H

HADR	Humanitarian Aid and Disaster Relief

HAF	Hellenic Armed Forces
HISB	Harmful and Inappropriate Sexual Behaviour
HDF	Hungarian Defence Force
HDVS	Harassment, Discrimination, Sexual-based Violence
HMoD	Ministry of Defence of the Hellenic Republic
HQ	Headquarters
HR	Human Resources
HRVCON	Hrvatski Contingent (Croatian Contingent)
HS	Human Security

I

IAF	Italian Armed Force
ICCM	Integrated Conflict and Complaint Management
ICT	Information and Communications Technology
IHL	International Humanitarian Law
IMPS	Initial Minimum Period of Service
IMS	International Military Staff
IPAP	Individual Partnership Action Plan
ISAF	International Security Assistance Force
ISTI	Advanced Institute for Investigation Techniques

J

J1	Manpower, Personnel and Administration
JADL	Joint Advanced Distance Learning
JFC	Joint Force Command
JSOP	Joint Staff Operations Programme
JTF	Joint Task Force

K

KFOR	Kosovo Force
KLS	Key Leader Seminar

L

LAF	Latvian Armed Forces/ Lithuanian Armed Forces
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning and Intersex
LUXAF	Luxembourg Armed Forces

M

MC	Military Committee
MFSP	Abteilung für menschenorientierte Führung und Wehrpolitik (Military Family Services Program)
MoD	Ministry of Defence
MOE	Military Observatory for Equality
MFA	Ministry of Foreign Affairs
MoND	Ministry of National Defence

MOS Military Occupational Specialties
MP Military Police

N

NAP National Action Plan
NATO North Atlantic Treaty Organization
NCGM Nordic Centre for Gender in Military Operations
NCGP NATO Committee on Gender Perspectives
NCO Non-Commissioned Officer
NGO Non-Governmental Organization
NORDEFCO Nordic Defence Cooperation
NZDF New Zealand Defence Forces

O

OF Officer Rank
Ops Operations
OR Other Rank
OSCE Organization for Security and Co-operation in Europe

P

PAF Polish Armed Forces / Portuguese Armed Forces
PAPRR Plan of Activities for Achieving Gender Equality in Montenegro
PCBMS Permanent Compulsory Basic Military Service
PfP Partnership for Peace
PKO Peacekeeping Operation
PoC Point of Contact
PR Public Relations
PSO Peace Support Operations
PSTC Peace Support Training Centre

Q

QPIP Québec Parental Insurance Plan

R

RACVIAC Regional Arms Control Verification and Implementation Assistance Centre
RAF Romanian Armed Forces
RAP Readiness Action Plan
RD Royal Decree
RSM Resolute Support Mission

S

SAF Serbian Armed Forces / Slovenian Armed Forces / Spanish Armed Forces
SEA Sexual Exploitation and Abuse

SEED	Sexual Ethics Education in Defence
SEESAC	South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
SeMPRO	Sexual Misconduct Prevention and Response Office
SGBV	Sexual and Gender-Based Violence
SGSR WPS	NATO Secretary General's Special Representative for Women, Peace and Security
SLS	Senior Leader Seminar
SMART	Sexual Misconduct Action Response Team
SME	Subject Matter Expert
SMRC	Sexual Misconduct Support Centre
SOF	Special Operations Forces
SOP	Standard Operating Procedure
SPS	Science for Peace and Security Programme
SSR	Security Sector Reform
STANAG	Standardization Agreements
SVKAF	Slovak Armed Forces
SWEDINT	Swedish Armed Forces International Centre
T	
TAF	Turkish Armed Forces
U	
UN	United Nations
UN CPTM	United Nations Core Pre-Deployment Training Materials
UNDP	United Nations Development Programme
UNSCR	United Nations Security Council Resolution
UNPOC	United Nations Protection of Civilians Course
UN Women	United Nations Women
US AFRICOM	United States Africa Command
W	
WAN	Women's Advisory Network
WPS	Women, Peace and Security

Executive Summary

Since 2014, the Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) has been one of the lines of effort to share gender related information and progress within the national armed forces. For the Alliance, 2018 marked as an important year. In addition to relocating to the New Headquarters, the Heads of State and Government of 29 Member Nations of the North Atlantic Alliance issued the Brussels Summit Declaration at NATO's Brussels Summit. As such, NATO continues with its efforts to strive for peace, security and stability under their three core tasks: collective defence, cooperative security and crisis management.

This fifth edition of the report provides an overview of the NATO Member and Partner Nations' efforts to integrate gender perspectives in their armed forces in 2018, as well as, their implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS). In order to analyse the integration of gender perspectives, this report examines National Action Plans, policies, gender related programmes, and sex-disaggregated data.

Updates to the 2018 Summary of the National Reports questionnaire allowed for a more detailed analysis in Education and Training (E&T), average age, work-life balance, sexual harassment, sexual abuse and sexual assault. In addition, these changes increased visibility of nations' strategies for implementing NCGP Recommendations into their respective National Action Plans and policies. Development of a more structured and representative report provides the Alliance with a more comprehensive understanding of the status of women and men in the national armed forces. These achievements strengthen an international endeavour to project stability through a diverse yet cohesive effort in gender mainstreaming.

The 23 NATO Member Nations that have provided data for the 2018 Summary of the National Reports are the following: Albania, Belgium, Bulgaria, Canada, Croatia, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Montenegro, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Turkey. The 7 NATO Partner Nations that have provided data for the 2018 Summary of the National Reports are the following: Australia, Bosnia and Herzegovina, Ireland, Moldova, New Zealand, Serbia and the former Yugoslav Republic of Macedonia.

The 2018 Summary of the National Reports has two segments. The first segment is the Executive Summary, providing a comparative analysis of the data provided by the contributing NATO Member and Partner Nations. The Executive Summary consists of seven chapters:

- Chapter 1 outlines the Representation of Women and Men in the Armed Forces;
- Chapter 2 provides an overview of Applications and Successful Recruitment;
- Chapter 3 gives an insight on Retention Statistics;
- Chapter 4 shows Representation of Women and Men across Services and Ranks;
- Chapter 5 offers an analysis of Gender Perspectives;
- Chapter 6 elaborates on gender related Education and Training; and
- Chapter 7 focuses on the implementation of the NCGP Recommendations in 2018.

The second segment is the National Reports of Member and Partner Nations. It introduces the profiles of the 23 NATO Member Nations that submitted, followed by 7 Partner Nations. The national narratives enable the reader to learn about different national strategies of gender mainstreaming in policy and procedures and the progression of integrating women into their armed forces, including whether they used targeting recruitment strategies.

The updated questionnaire adds several new statistics and graphs in the 2018 Summary of the National Reports. This year's improved questionnaire increased the relevance of the questions and enabled further data analysis. The updated questions regarding the recruitment rate of service personnel capture who had completed basic training. When analysing retention, the list of reasons why personnel left the national armed forces has expanded to reflect growing trends. In regards to the work and life balance, the information has expanded beyond capturing parental right to include flexible-working options, average age of military personnel and special considerations provided for dual-service couples.

Compared to previous Summaries of the National Reports, the number of reporting nations has decreased which affects the robustness of the overall data analysis. As NATO's largest compilation of gender statistics, the continuation of this report is crucial for evidence-based reporting to integrate gender perspective into collective defence, crisis management and cooperative security. The intent is that all Member Nations of the Alliance and more Partner Nations will continue to contribute to future Summaries of the National Reports. NATO stakeholders, partners, researchers and communities of interest rely on NATO's lead in advancing gender perspectives and ability to share data analysis.

1 Representation of Women and Men in the Armed Forces

Chapter 1 of the Executive Summary outlines representation trends of military women and men in the armed forces of NATO Member and Partner Nations in 2018.

Figure 1 indicates the 2018 percentage of active duty military women in the NATO Member Nations' armed forces is **11.3%** compared to **88.7%** for active duty men. This average was calculated based on the total number of full-time military personnel reported from 22 out of 28 NATO Member Nations. Iceland was exempted, as this nation does not have an armed force to report upon.

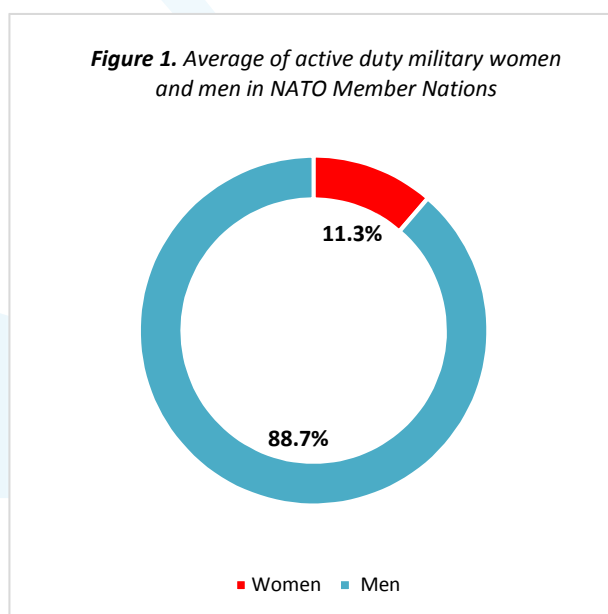


Figure 2 shows the percentage trends of military women over the course of the last 19 years. The average has increased by **+4.2%** since 1999 when women represented **7.1%** of the NATO Member Nations' armed forces. In 2018, they represent **11.3%** based on 22 of 28 Member Nations' submissions. However, this 2018 comparative analysis may not be a true reflection of the current status. Uncaptured data may have skewed the yearly percentage trends for women in the military.

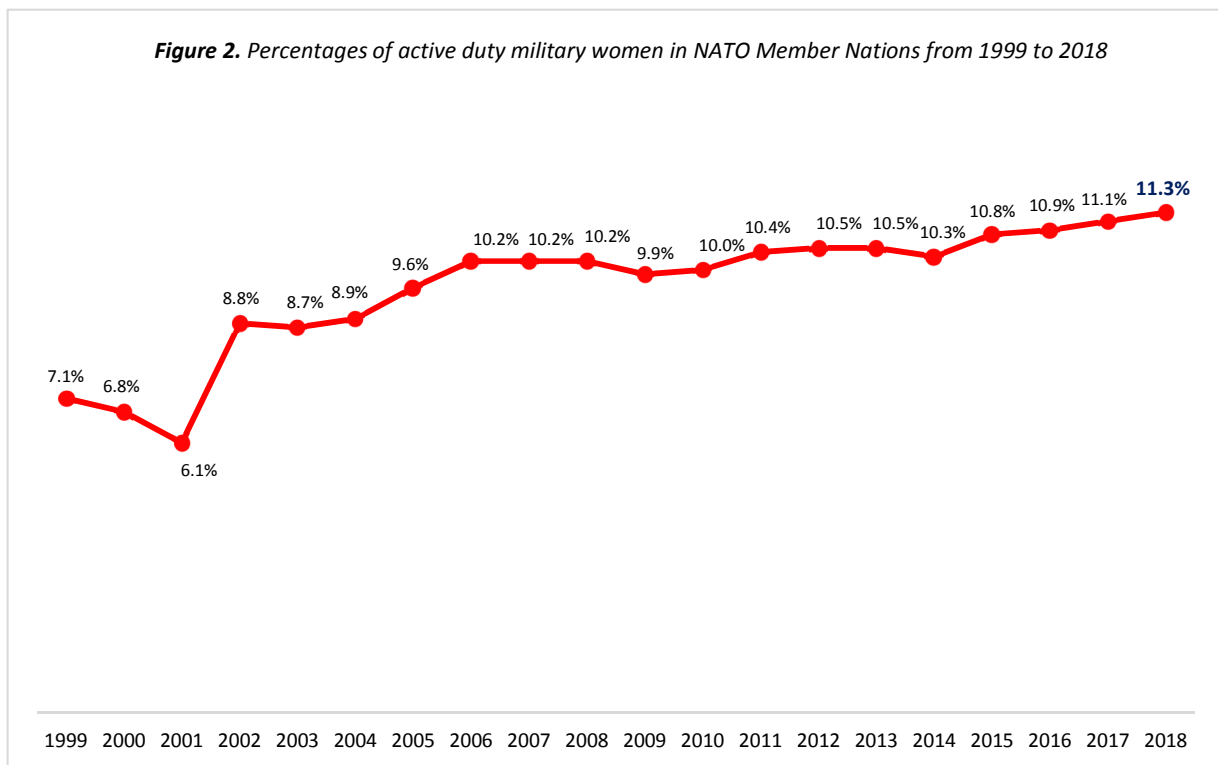


Figure 3 outlines the 2018 percentage of women in the armed forces of each NATO Member Nation that reported. The NATO average for military women in 2018 is **11.3%**, which indicates an increase of **+0.2%** compared to 2017 when it was **11.1%**. The analysis indicates that 14 Member Nations are above or equal to and 8 are below the 2018 NATO average.

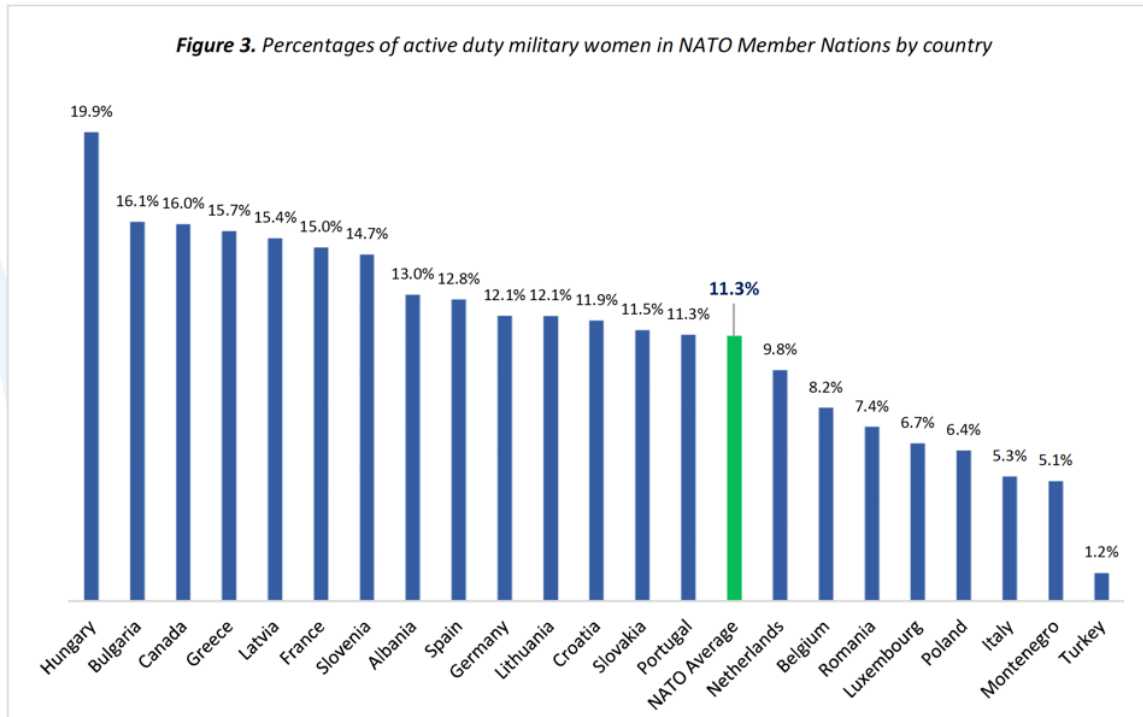


Figure 4 highlights that 18 of the 22 Member Nations reported an increase in women's representation in their armed forces and that 4 of the 22 Member Nations reported a decrease in women's representation in 2018. The overall NATO representation average for men in the armed forces remains relatively unchanged (-0.2%) from 2017 (88.9%) to 2018 (88.7%).

Poland had the largest increase in women's representation (+1.4%), Montenegro and Portugal had the second largest increase (+0.8%) and Slovakia the third (+0.7%). There was a +0.6% growth in women's representation in Hungary and Bulgaria, as well as, +0.4% in Lithuania, Luxembourg, Croatia, Italy and Turkey. Canada, Germany and Belgium indicated a +0.3% growth, while women's representation in the armed forces of Greece increased by +0.2%. Finally, a +0.1% growth was seen in Latvia, Spain and the Netherlands. Compared to 2017, women's representation decreased in the armed forces of France (-0.2%), Albania (-0.1%), Romania (-1.0%) and Slovenia (-1.8%).

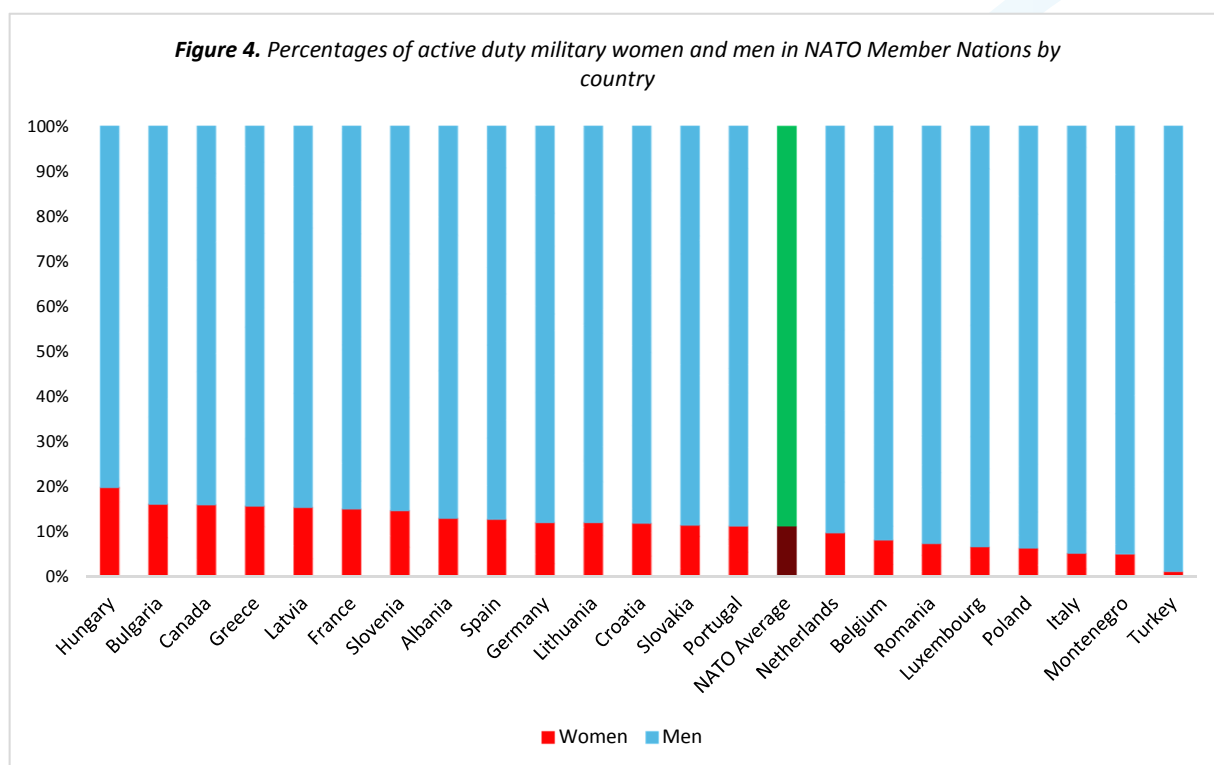


Figure 5 indicates the percentages of all active duty military women in the 7 Partner Nations who submitted data for this section in 2018.

In 2017, the average percentage of all active duty women for the 11 Partner Nations who reported was of **8.8%** whilst in 2018, 7 Partner Nations had an average of **11.5%**.

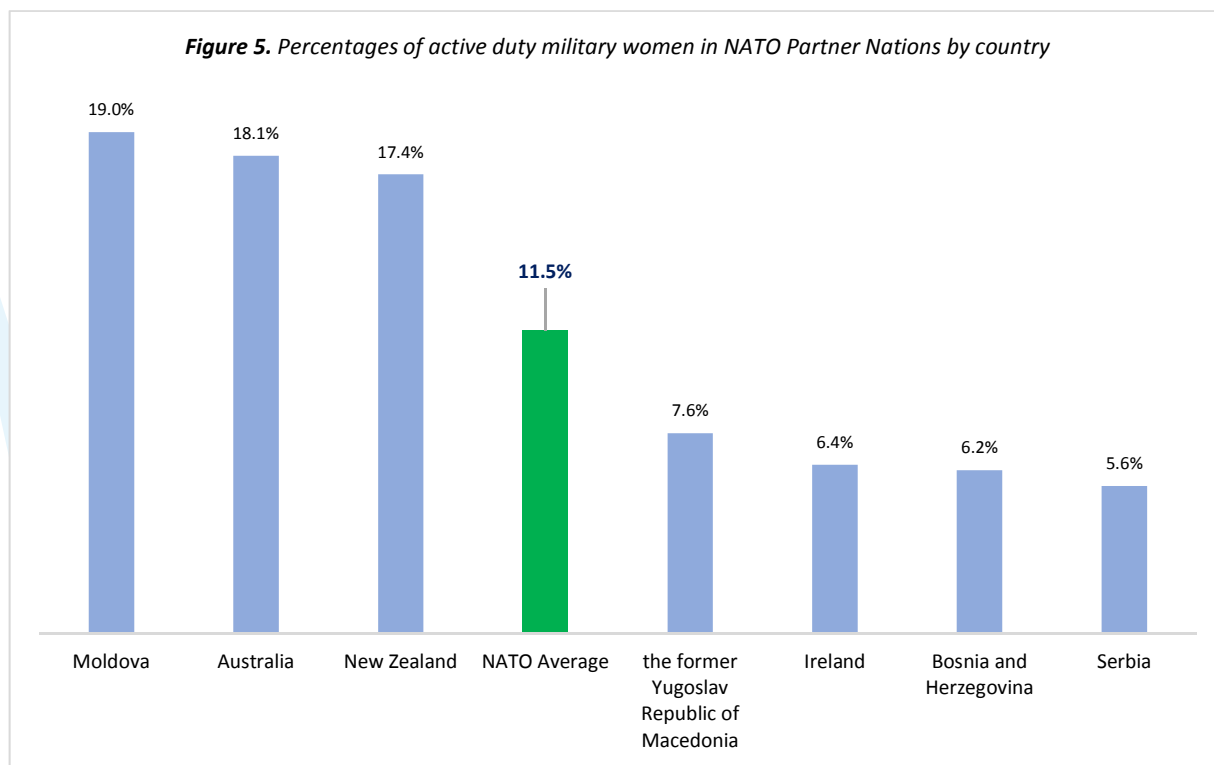


Figure 6 indicates the percentages of all active duty military women and men in the 22 NATO Member Nations and 7 Partner Nations who submitted data for this section.

In comparison to Member Nations, the analysis indicates that 3 Partner Nations are above and 4 are below the 2018 NATO average. The Partner Nations that reported an increase in women's representation in their respective armed forces are Moldova (+2.0%), Australia (+1.0%), the former Yugoslav Republic of Macedonia (+0.6%) and New Zealand (+0.1%).

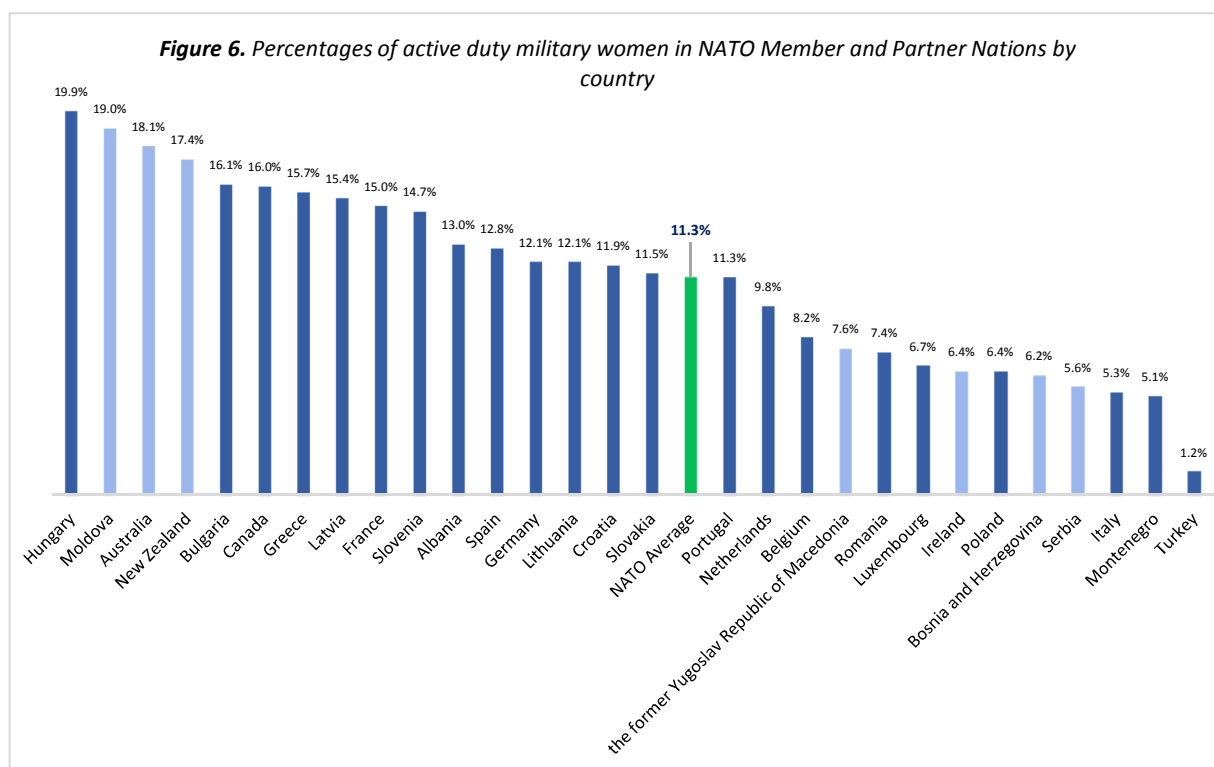


Figure 7 shows that the percentage of women in the NATO Member Nations' Reserve Forces in 2018 is **14.4%**. This average is calculated based on the data received from 14 NATO Member Nations that have a Reserve Force. In 2017, 20 Member Nations had **11.7%** of women in the Reserves. Compared to last year, the average representation of women in the Reserves increased by **+2.7%** in 2018.

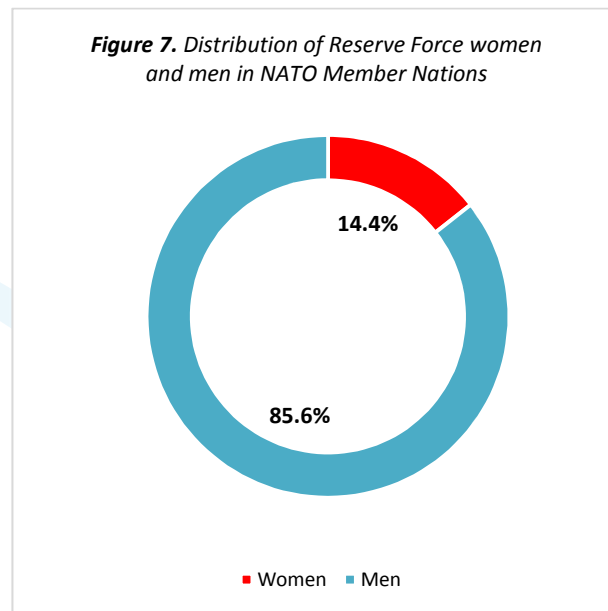


Figure 8 displays the percentage of women in the Reserve Forces of each of the 14 NATO Member Nations and 3 Partner Nations that provided data for this section. The NATO average for women in the Reserve Forces amongst Member and Partner Nations is **12.1%**. This indicates an increase of **+1.2%** compared to 2017 when women represented **10.9%** of 20 Member Nations' and 6 Partner Nations' Reserves.

Hungary had the largest increase in the representation of women Reserves (**+3.9%**), followed by Germany (**+1.1%**), Slovenia (**+0.8%**), France (**+0.5%**), New Zealand (**+0.7%**), the Netherlands (**+0.5%**), Italy (**+0.2%**) and Canada (**0.1%**). There was a decrease in women's representation in the Reserve Forces of Poland (**-2.5%**), Latvia (**-2.1%**), Bulgaria (**-1.7%**), Lithuania (**-0.4%**) and Spain (**-0.2%**). Women's representation remained the same in the Reserve Forces of Croatia.

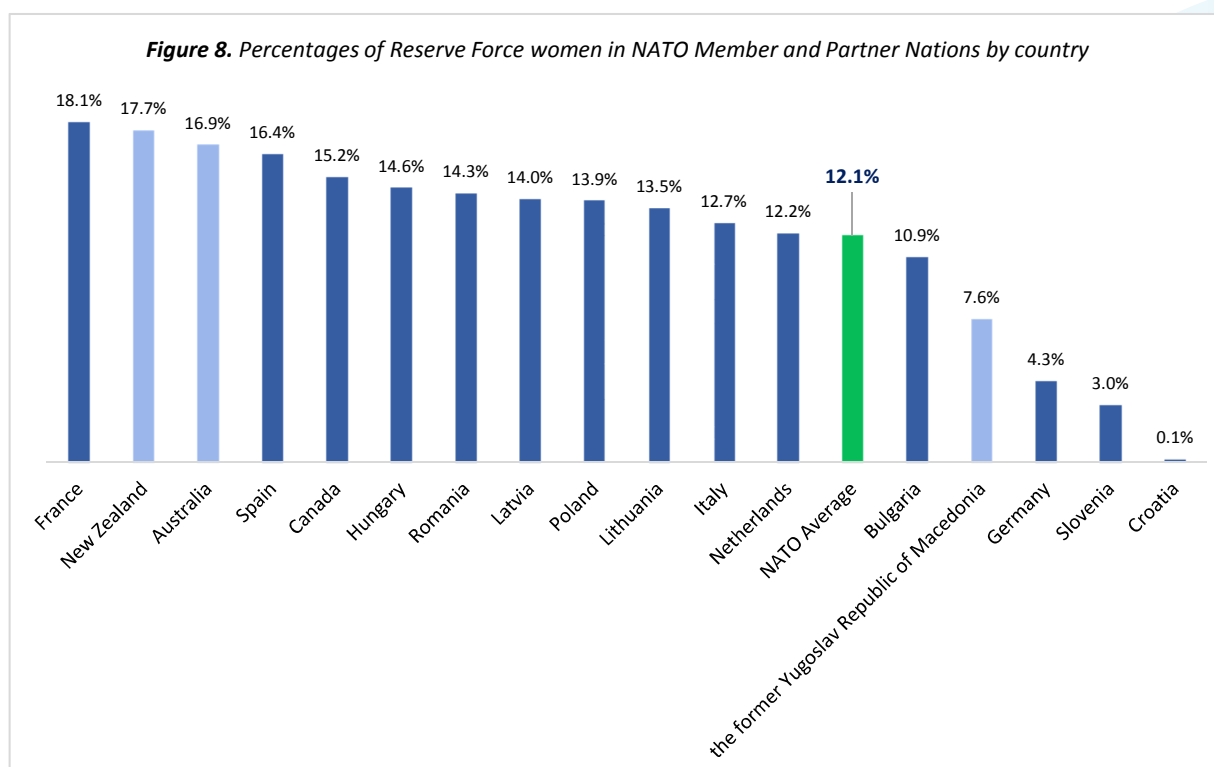
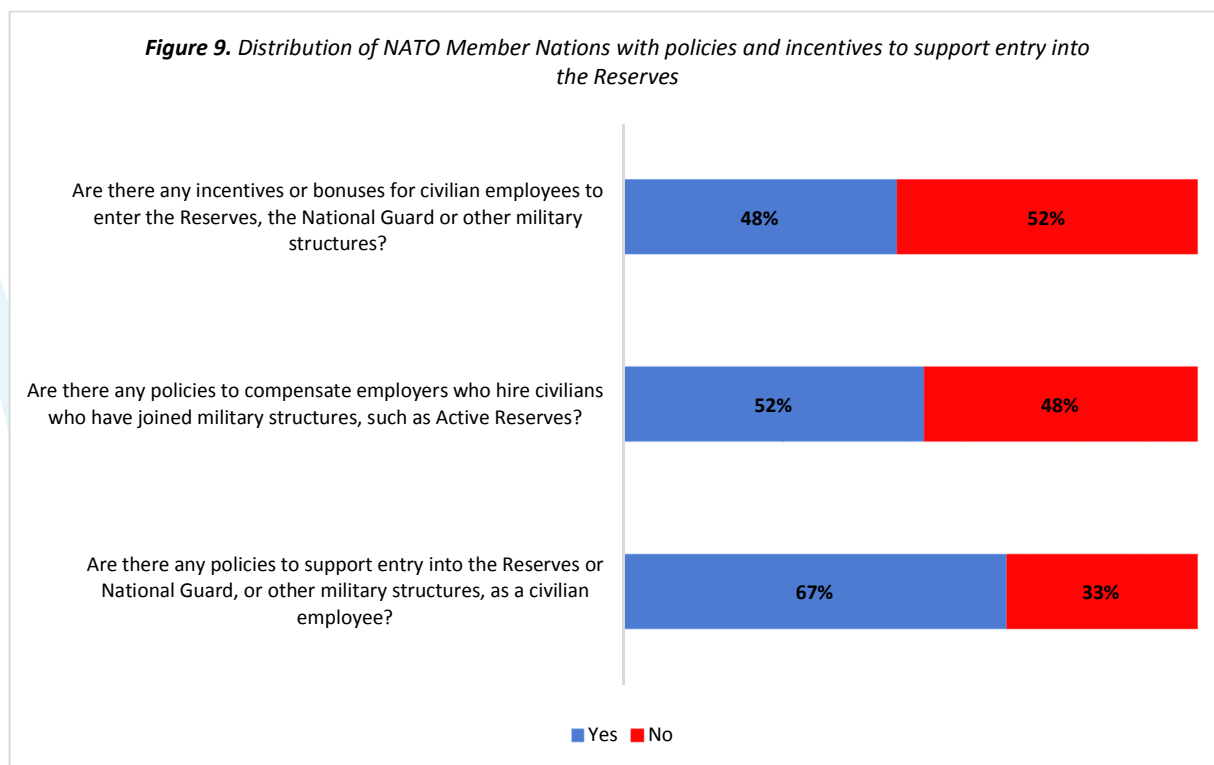


Figure 9 shows the percentage of NATO Member Nations with policies that support entry into the Reserves. Out of 21 nations that provided data for this section, 14 have policies to support entry into the Reserves as a civilian employee (67%), 11 have policies to compensate civilians who have joined military structures (52%) and 10 have bonuses or incentives for civilian employees to enter the Reserves (48%).



*In summary, the representation of NATO Member Nations' active duty women in the armed forces has continued to grow by **+0.2%** in 2018. Similarly, Partner Nations also represented a growth of **+2.7%** in women's representation in their active duty armed forces.*

*Furthermore, in 2018 there was an increase of **+2.7%** of women in the NATO Member Nations' Reserve Forces compared to 2017. Partner Nations also represented a growth of **+1.2%** in women's representation in their Reserves.*

2 Applications and Recruitment

Chapter 2 of the Executive Summary draws upon the trends identified in the 2018 application and recruitment processes of NATO Member and Partner Nations' armed forces.

The data analysis for this section was based on the total number of military applicants received and successful recruits enrolled in 20 NATO Member Nations and 5 Partner Nations during 2018. Iceland was exempted, as this nation does not have an armed force to report upon.

Figure 10a represents the percentages of women who applied to the military. Greece (**40.9%**), Canada (**34.9%**) and Latvia (**33.6%**) had the highest percentages of women applicants.

In 2018, Greece, Canada, Latvia and Romania indicated that more than **30%** of applications to the military came from women. Applications from women accounted for more than **20%** in Bulgaria, New Zealand, Italy, Portugal and Slovakia.

Conversely, comparative trends from 2017 to 2018 show a decrease in the percentages of women who applied to the armed forces of Lithuania (**-12.8%**), Slovenia (**-11.4%**), Luxembourg (**-3.7%**) and Ireland (**-3.1%**).

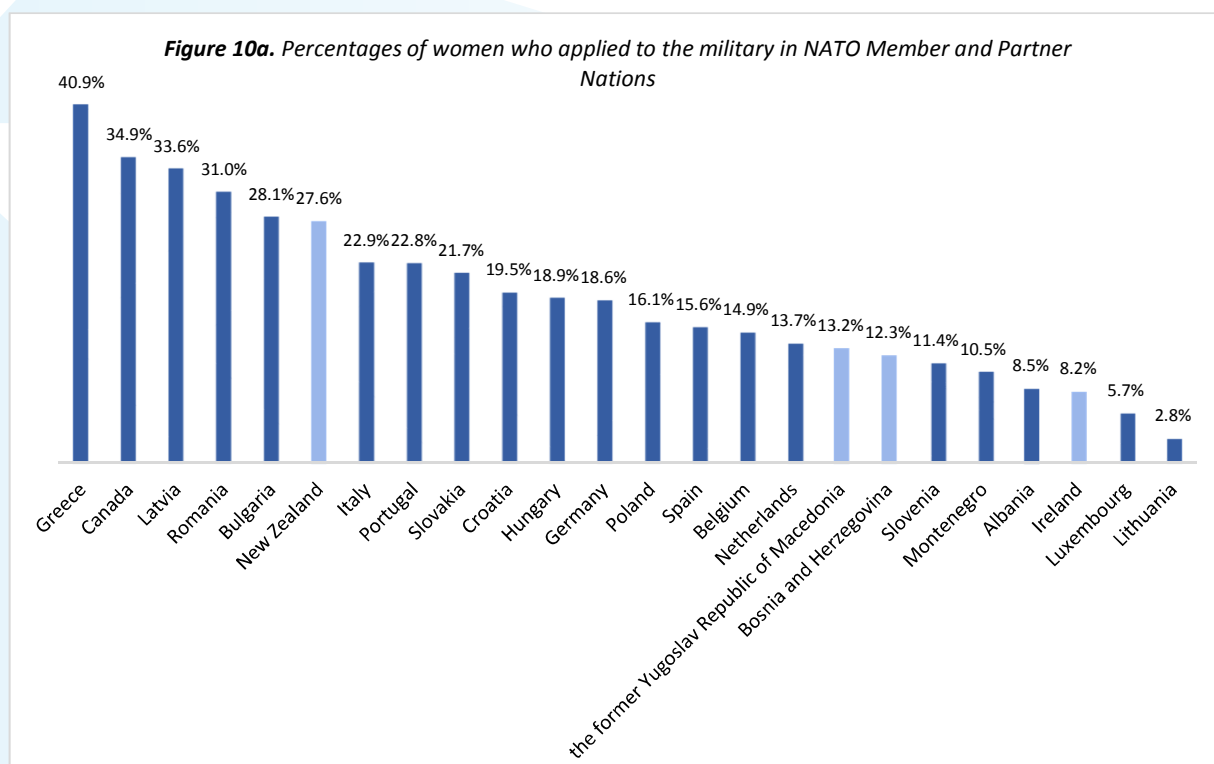


Figure 10b shows the percentages of women who were recruited into the armed forces. Latvia (**37.4%**), Greece (**29.2%**) and Bulgaria (**27.9%**) had the highest percentages of women recruits.

In 2018, Latvia, Greece, Bulgaria, New Zealand, Romania, Serbia and Slovakia indicated that more than **20%** of recruits in the military were women.

Comparative trends from 2017 to 2018 show a decrease in the percentages of women who were recruited to the armed forces of Slovenia (**-19.3%**), Lithuania (**-12.0%**), Montenegro (**-5.4%**), Ireland (**-1.9%**), Portugal (**-0.8%**), Canada (**-0.6%**) and Spain (**-0.1%**).

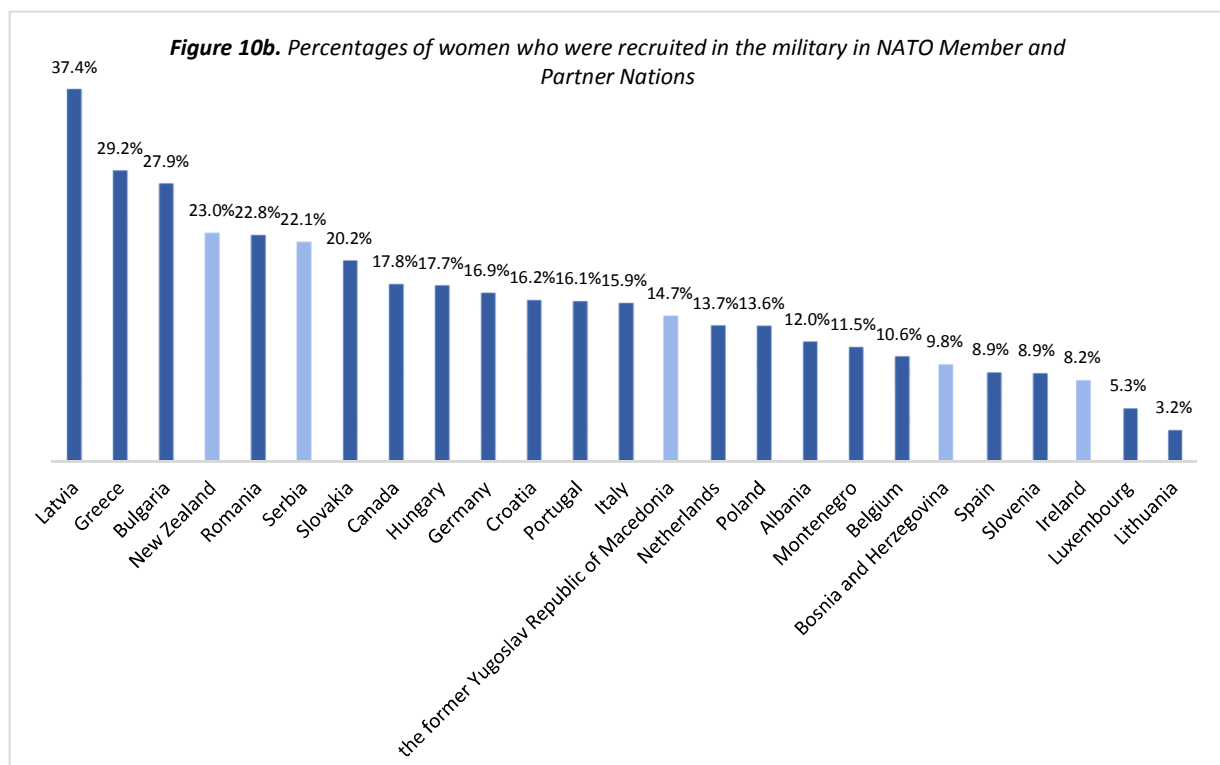


Figure 11a shows a statistical comparison between the percentages of women and men applicants in the armed forces of NATO Member and Partner Nations in 2018. The nations with the highest percentage of women applicants are Greece (**40.9%**), Canada (**34.9%**) and Latvia (**33.6%**). Conversely, the nations with the highest percentage of men applicants are Lithuania (**97.2%**), Luxembourg (**94.3%**), and Ireland (**91.8%**).

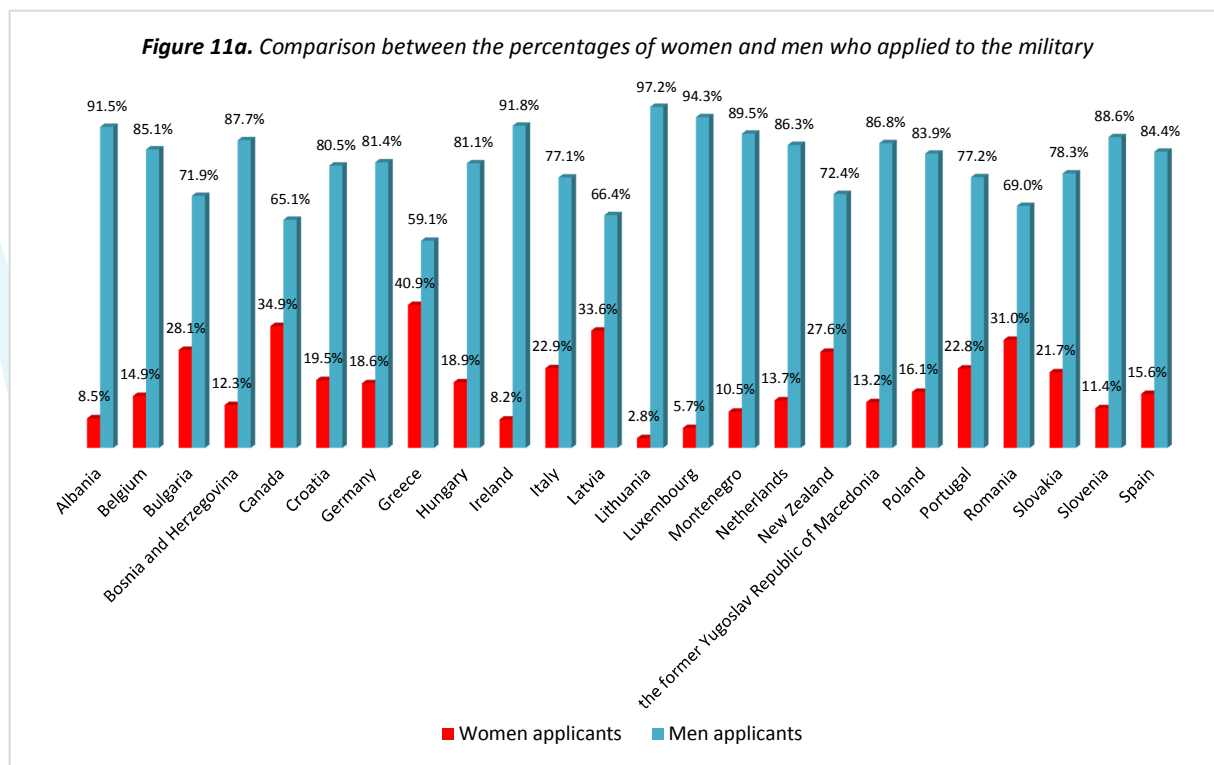


Figure 11b shows a statistical comparison between the percentages of women and men recruits in the armed forces of NATO Member and Partner Nations in 2018.

The nations with the highest percentage of women recruits are Latvia (37.4%), Greece (29.2%) and Bulgaria (27.9%). Conversely, the nations with the highest percentage of men recruits are Lithuania (96.8%), Luxembourg (94.7%), and Ireland (91.8%).

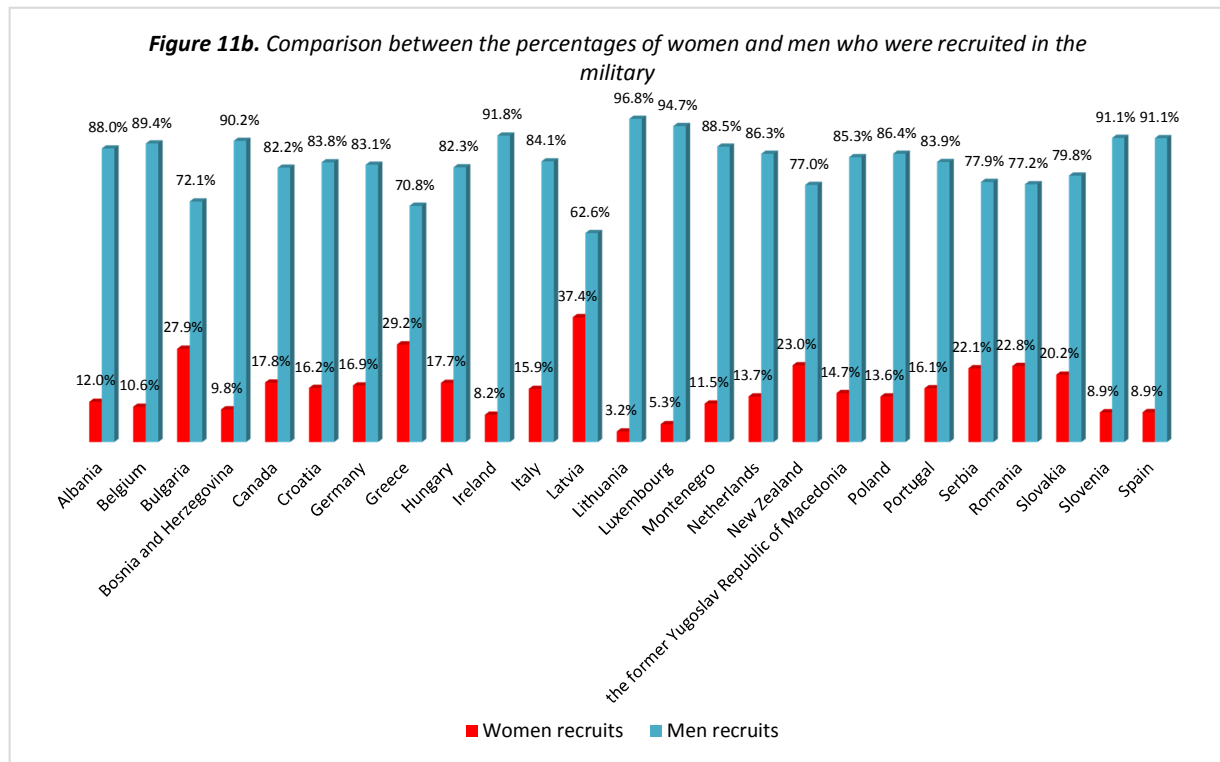
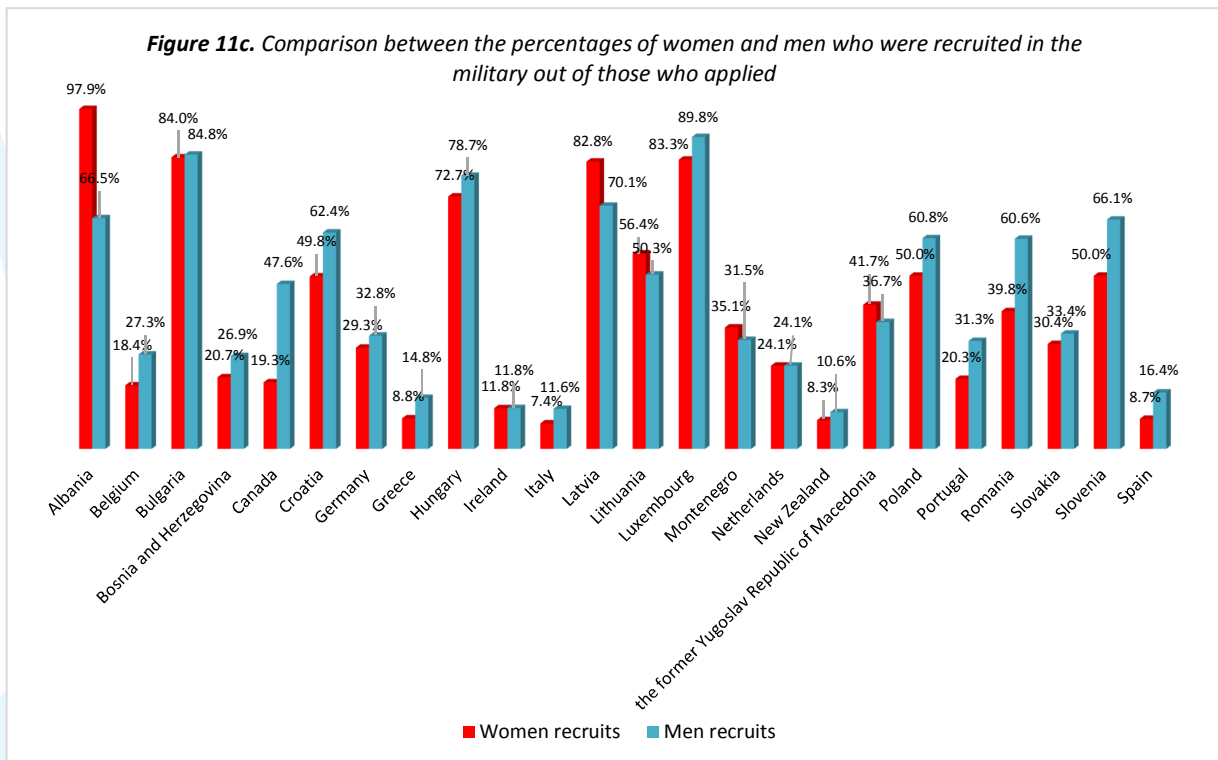


Figure 11c shows a statistical comparison of both women and men who applied and were recruited in the armed forces of NATO Member and Partner Nations in 2018.

The nations that indicated the highest recruitment success rates for women in comparison to men are Albania (**31.4%**), Latvia (**12.7%**), Lithuania (**6.1%**), the former Yugoslav Republic of Macedonia (**4.0%**) and Montenegro (**0.4%**). Conversely, the nations that indicated the highest recruitment success rates for men in comparison to women are Canada (**23.3%**), Romania (**20.8%**), Slovenia (**16.1%**), Belgium (**8.9%**) and Spain (**7.7%**).



In summary, Chapter 2 outlined the trends of the application and recruitment process in NATO Member and Partner Nations for 2018. The diverse trends identified may reflect the recruitment strategies and campaigns that each nation incorporates for specific gender targeting in line with their respective National Action Plans and/or based on their quota requirements. These trends may fluctuate annually based on each nation's needs, enrolment and recruitment requirements.

3 Retention

Chapter 3 of the Executive Summary outlines personnel retention trends, average age and work-life balance for military personnel in the armed forces of NATO Member and Partner Nations in 2018.

Figure 12 shows the percentages of women who left the armed forces in 2018. Amongst the 21 out of 28 Member Nations (except for Iceland) that provided responses, the data indicates that more men than women tend to leave the military. Turkey (0.8%), Montenegro (3.0%) and Poland (3.1%) had the lowest percentages of women leaving the military.

Amongst the 4 Partner Nations that submitted data, the former Yugoslav Republic of Macedonia (3.6%) had the lowest percentage of women leaving the armed forces in 2018.

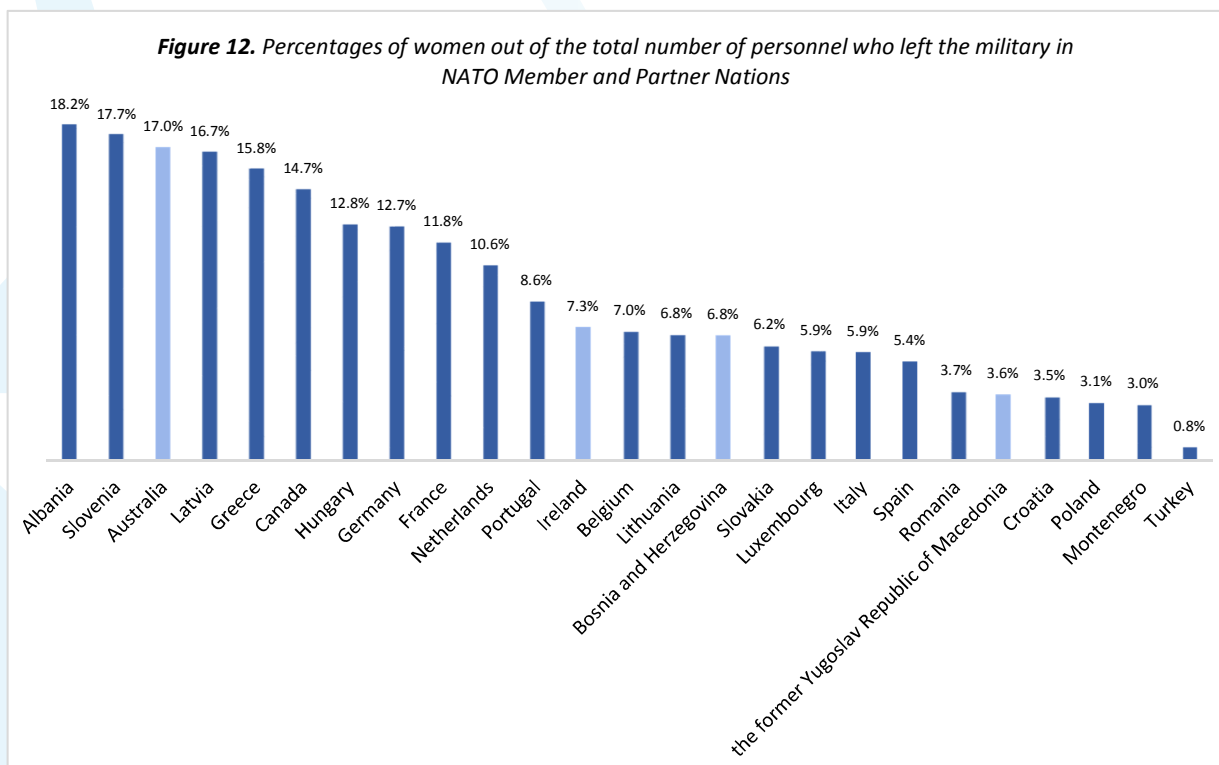


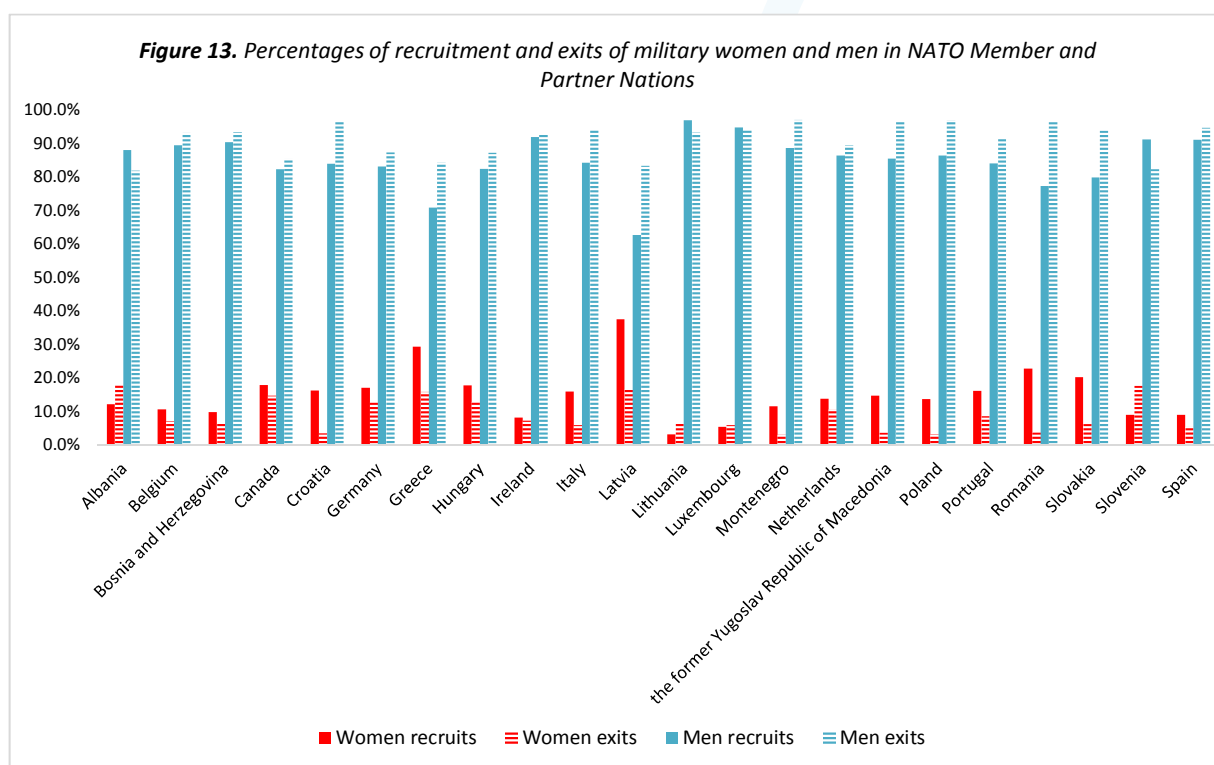
Figure 13 shows the comparison between recruitment and exits of military women and men, in order to analyse women and men's turnover in the armed forces.

In 2018, Latvia (+20.7%) and Romania (+19.0%) had the highest gain of women recruited compared to those who exited the military. Slovakia (+14.0%), Greece (+13.4%), Croatia (+12.7%), the former Yugoslav Republic of Macedonia (+11.1%), Poland (+10.5%) and Italy (+10.0%) had an average above 10%. Montenegro (+8.5%), Portugal (+7.4%), Hungary (+4.9%), Germany (+4.2%), Spain (+3.6%), Belgium (+3.6%), Canada (+3.1%), the Netherlands (+3.1%), Bosnia and Herzegovina (+3.0%) as well as Ireland (+0.9%) were between 0% and 10%.

Conversely, Latvia (-20.7%) and Romania (-19.0%) had the highest percentage of men exiting compared to the percentage of those recruited in the military in 2018. If these trends continue, then the gap will narrow between the percentage of women and men in the armed forces of these 18 NATO Member States.

In 2018, Slovenia (-8.8%), Albania (-6.2%), Lithuania (-3.7%) and Luxembourg (-0.6%) had the highest percentage of women exiting compared to the percentage of those recruited in the military.

On the other hand, Slovenia (+8.8%), Albania (+6.2%), Lithuania (+3.7%) and Luxembourg (+0.6%) had the highest percentage of men being recruited compared to the percentage of men exiting. If these trends continue, then the gap will widen between the percentage of women and men in the armed forces of these 4 NATO Member Nations.



Figures 14a and 14b indicate the percentages of NATO Member Nations with policies to promote the retention of military personnel.

Based on 22 out of 28 Member Nations that provided data for this section, 18 nations (82%) have retention policies. In addition, 6 nations (27%) have specific retention policies for women (Albania, Bulgaria, Canada, Germany, Montenegro and Spain).

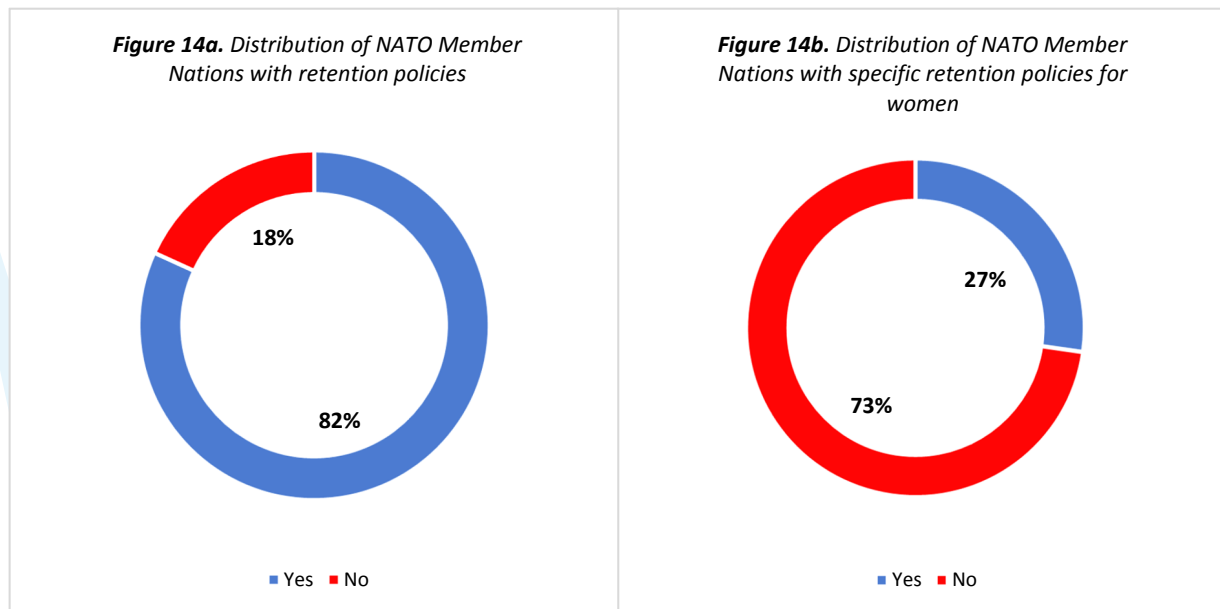


Table 1. Specific Retention Policies for Women*	
Albania	In 2018, there were three specific retention policies for women in the Albanian Armed Forces: 1. National Strategy for Gender Equality 2016-2020; 2. Action Plan MM 2018-2020 for Gender; and 3. Assignment of prefects, prison directors and a recruitment structure for the Reserve Forces in the Personnel Recruitment Centre.
Bulgaria	In 2018, the Labour Code offered specific retention policies as special protections for service women in the Bulgarian Armed Forces. Additionally, by an order of the Ministry of Defence (MoD), a list of employees is announced on an annual basis, comprising female personnel working with a flexible schedule. In 2018, there were military kindergartens appointed to the largest military garrisons, with duty officers looking after the children when their parents were away on duty.
Canada	The Chief of Defence Staff's Strategic Initiating Directive made the retention and recruiting of women a priority in order to reach the stated diversity goals for a representative and operationally effective armed forces.
Germany	In 2018, an important instrument for the retention of women was mentoring. For the targeted promotion of young talent, a Bundeswehr-wide mentoring programme was designed for equal opportunities. The three-year pilot project, conceived in August 2016, aimed at providing tomorrow's leadership with the knowledge they need to further their careers and become responsible leaders.

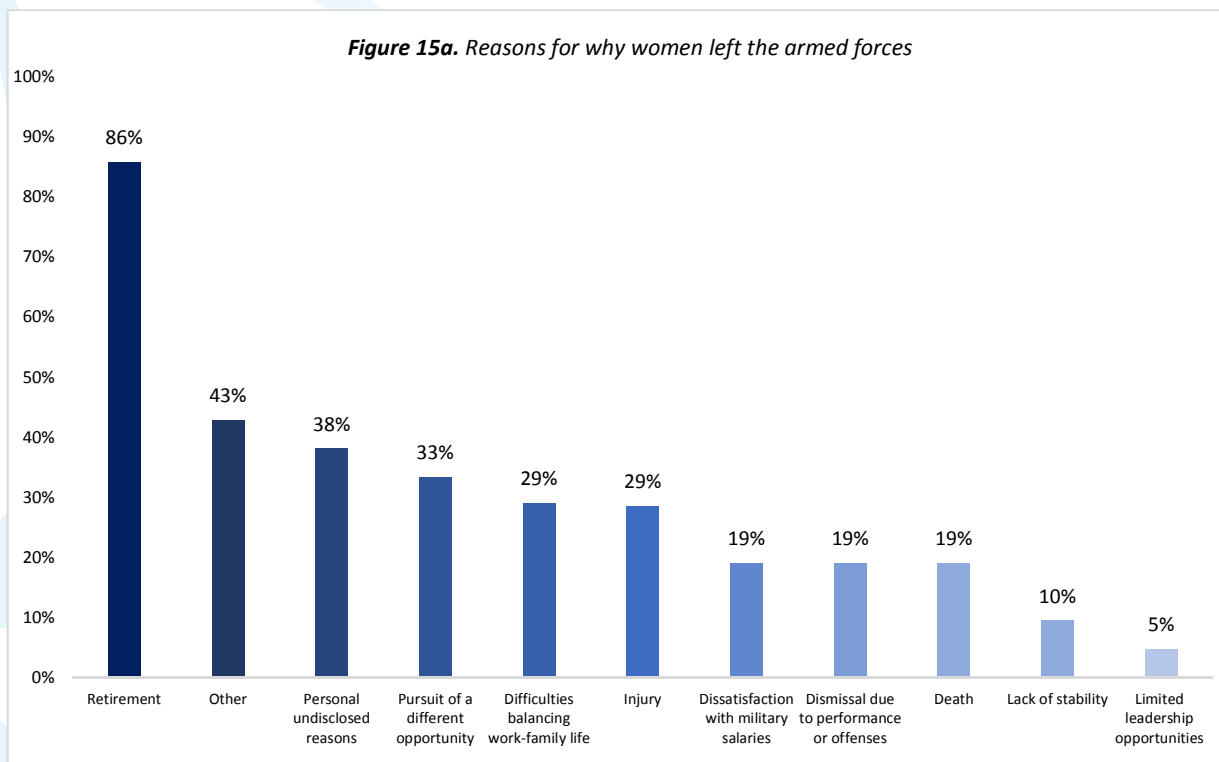
	The core of the programme is a personal exchange between experienced leaders as mentors and their mentees. Competence training, network meetings and a joint excellence workshop supplement the programme. Furthermore, Bundeswehr's mentoring programme is an instrument of modern and sustainable personnel development and promotion of young talent. It is an instrument of effective gender-diversity strategy for the reduction of women's under-representation in leadership positions.
Montenegro	In 2018, the Armed Forces of Montenegro (AFM) had specific retention policies for women. The guidelines for the attraction and retention of women in the AFM, in place in 2018, aimed at attracting and motivating women to begin a career in the military, at strengthening the professional development of women, and at encouraging and training women to participate in peacekeeping missions. In addition, the guidelines were designed to increase the representation of women in the military in command positions as well as on missions. Lastly, the guidelines are designed to eliminate cultural barriers to create a positive climate for the integration of women into the AFM.
Spain	In 2018, the Spanish Armed Forces (SAF) had specific retention policies for women. As such, the SAF take into account pregnancy while on courses and for competitive exams; guarantee no reduction in salary for status change due to pregnancy; and consider quotas in the evaluation boards.

*More information on specific retention policies for women is given in the relevant National Reports.

Figures 15a illustrates the main reasons why women tend to leave the armed forces.

The data provided by 21 NATO Member Nations show that most nations listed retirement as the number one reason for why women left the military in 2018. This is followed by other reasons, personal undisclosed reasons and pursuit of a different career or educational opportunity.

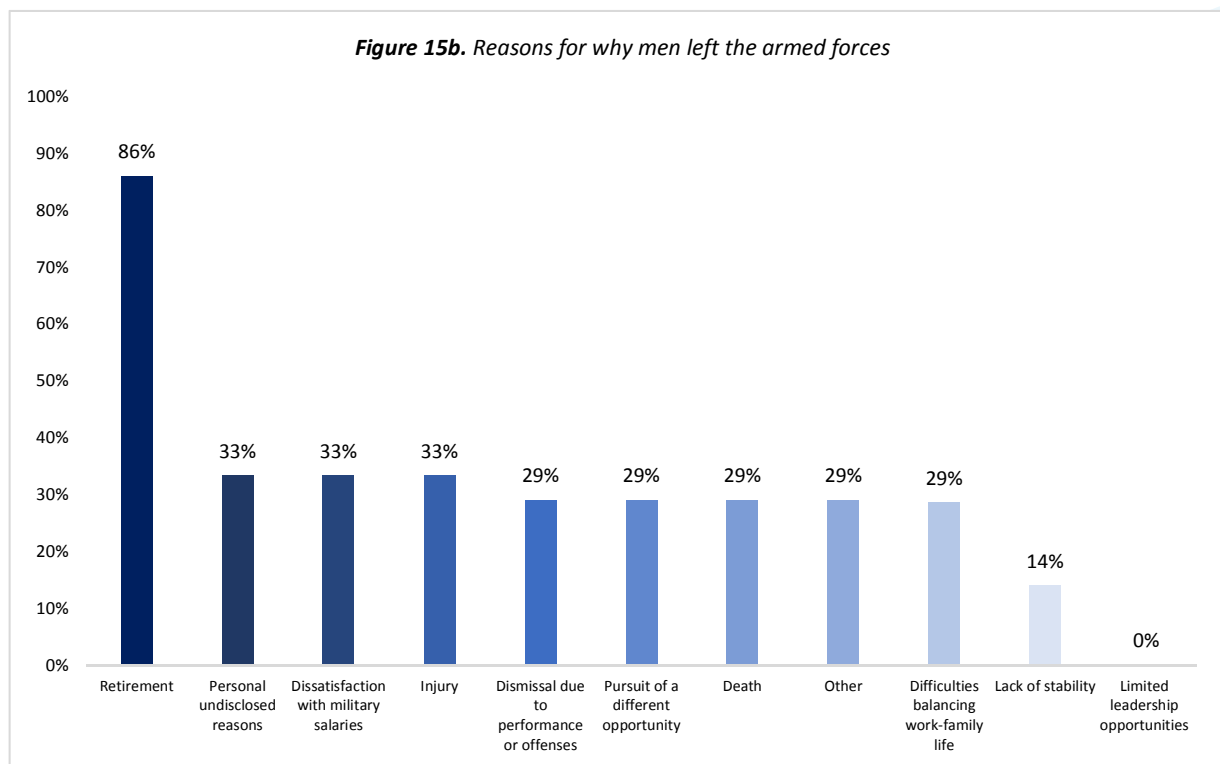
Compared to 2017, there was an increase in reporting by nations for why women left the military in the following categories: personal undisclosed reasons (+20%), dismissal due to poor performance or disciplinary offences (+12%), retirement (+11%), difficulties in balancing work-family life (+11%), dissatisfaction with military salaries (+8%), injury (+8%) and lack of stability (+3%).



Figures 15b illustrates the main reasons why men tend to leave the armed forces.

The data provided by 21 NATO Member Nations show that most nations listed retirement as the number one reason for why men left the military in 2018. This is followed by injury, dissatisfaction with military salaries and personal undisclosed reasons.

Compared to 2017, there was an increase in reporting by nations for why men left the military in the following categories: retirement (+25%), dismissal due to poor performance or disciplinary offences (+25%), dissatisfaction with military salaries (+19%), personal undisclosed reasons (+19%), injury (+12%), difficulties in balancing work-family life (+11%) and lack of stability (+10%).



The common reasons for leaving the military for both women and men are retirement, difficulties in balancing work-family life, injury, lack of stability, pursue of a different career or educational opportunity as well as personal undisclosed reasons.

Women also highlighted that there are limited leadership opportunities and this was one of their reasons for leaving the military in 2018 (in 5% of nations). For men, this was not a selected reason for exiting the armed forces.

Figure 16 shows the percentage of NATO Member Nations with networks to support women in the military.

Excluding Iceland, out of 22 out of 28 Member Nations that provided data, **50%** offer supportive systems for women in the armed forces. Table 2 describes in more detail the respective supportive networks for women in the military.

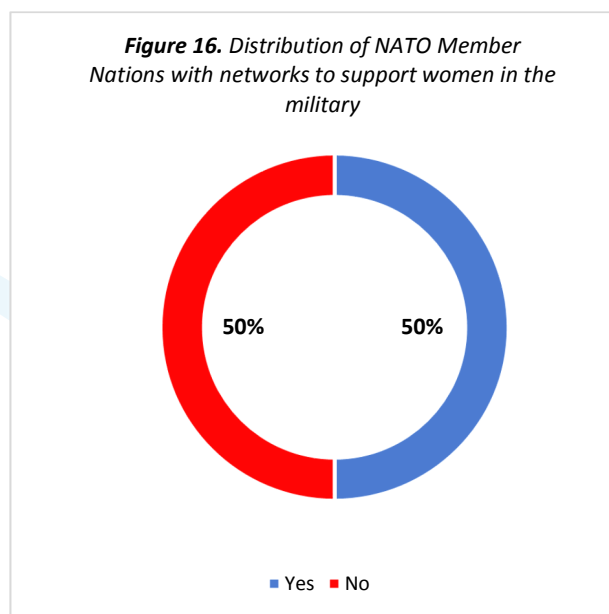


Table 2. Networks to Support Women in the Military*		
Australia		There is a network to support women in the Australian Defence Forces (ADF), such as women's network groups and contact points. Each service has mentoring, networking and leadership programmes in place for women.
Belgium	<i>Gender in Motion</i>	The "Gender in Motion" Network was implemented on 4 December 2018.
Bulgaria	<i>Bulgarian Armed Forces Women Association</i>	The Bulgarian Armed Forces Women Association (BUAFWA) is a non-governmental organisation established in 2006. Most of its members are women on active duty and Reserves. The main goals of BUAFWA are the promotion and endorsement of the prestige and social status of women in the armed forces, as well as the implementation of the WPS agenda. Relations between the Association and the MoD are regulated by an agreement that follows the main goal of BUAFWA itself: to protect their common interests. BUAFWA can directly inform the MoD and the Chief of

		Defence about cases of discrimination and can participate in the decision-making process within the MoD by giving opinions and statements.
Canada	<i>Defence Women's Advisory Organization</i>	The Defence Women's Advisory Organization (DWAOW) is a volunteer organisation with local committees at the base level as well as a national committee drawing upon all the local organisations. The DWAOW provides advice on issues affecting women's service. This advice is used to inform senior leadership at the local and national levels to assist in removing barriers and resolving issues as well as contributing to policy and programme development through consultation. In addition, the Defence Team mentoring programme allows mentors and mentees to request specifically for other women.
France	<i>Avec les femmes de la Défense</i>	Since 2016, the association "Avec les femmes de la Défense" has gathered military and civilian women working at the MoD.
Germany		The "Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr" advances equal opportunities for the women and men of the armed forces, fighting present and future gender-based discrimination. Furthermore, military Equal Opportunities Officers must be appointed at the division level and above, and Equal Opportunities Spokespersons must be appointed at the battalion level and above.
Hungary	<i>The Committee for Military Women</i>	
Ireland	<i>Defence Forces Women's Network</i>	
Moldova	<i>Ministry of Defence Coordination Group on Gender Perspectives; Gender Focal Points within Human Resource Development; Military Education Policy Directorate in the Ministry of Defence; J1 Personal and Mobilization Directorate from the National Army; Legal Directorate from the Main Staff of the National Army</i>	
Montenegro		There is a network to support women in the military, which is made up of the Gender Equality Coordinators in the Armed Forces of Montenegro (AFM) and MoD, as well as gender trainers in charge of conducting training related to gender for personnel in the AFM.
Netherlands		There are many networks to support personnel in the military. There are

		networks to support lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) employees, women and bi-cultural personnel. Furthermore, there are networks for young employees, technicians, logistics, employees within the autism and highly gifted spectrums. These networks cooperate with one another and support both military and civilian personnel.
New Zealand	<i>Women's Advisory Network</i>	The Women's Advisory Network supports women in the New Zealand Defence Force (NZDF). It is led by a centralized Steering Group and provides for networks across locations, services, rank levels, and includes civilian personnel as well as men.
Poland	<i>The Council on Women in the Polish Armed Forces</i>	The Council on Women in the Polish Armed Forces (PAF) is an opinion and advisory body comprised of soldiers representing different forces who monitor the situation of women in military service. The Council was created in 1999 after Poland joined NATO. The Council is composed of 20 members and a Chairwoman. The members of the Council are elected in a private voting by the service members representing different forces. These are not regular positions but they are treated as supplemental tasks. Only the Chairwoman of the Council has a regular position. The Council is tasked with monitoring the situation of women in military service, receiving complaints and applications, negotiating problem-solving, promoting women military service in Poland and abroad, analysing documentation, participating in the drafting of documents, conducting training, as well as organising conferences, meetings and exhibitions dedicated to the promotion of women in the armed forces.
Portugal	<i>Advisory team within the Chief of Naval Personnel's Office; Gender Perspective Office within the Navy; Points of Contact within the Army; Air Force Women's Networking Group.</i>	Each Service has its own network to support women in the military. Since 2008, the Navy has had a permanent advisory team within the Chief of Naval Personnel's Office. Furthermore, the Navy has a Gender Perspective Office within the Personnel Naval Command. These two Offices support both military women and men on matters such as parental leave, working conditions, gender-based discrimination and other gender-related issues. The Army has a gender network with several Points of

		Contacts (PoCs) representing all the Command Structure's main bodies. In the Air Force, the "Air Force Women's Networking Group" has been active since its establishment in 1993.
Slovakia	<i>Association of Women in the Military</i>	
Spain	<i>The Gender Network</i>	

*More information on specific retention policies for women is given in the relevant National Reports.

3.1 Average Age

This section provides an overview of the average age of military service women and men in NATO Member Nations in 2018.

Table 3 reflects the average age of women and men in the armed forces of 21 out of the 28 NATO Member Nations (except for Iceland) that provided data for this section.

In general, women are **1.6 years** younger than men when comparing the average age of all military personnel and **1.3 years** younger for Non-Commissioned Officers (NCOs). Amongst Officers, women are **2.9 years** younger than men, making it the biggest age difference for this section. Women are **1.9 years** younger than men amongst personnel deployed in operations.

Table 3. Average Age of Military Personnel

	Women	Men
All Military Personnel	35.1 years	36.2 years
NCOs	37.5 years	38.8 years
Officers	36.6 years	39.5 years
Deployed Personnel	34.2 years	36.1 years

Figure 17a shows the average age for military women in NATO Member States compared to 2017.

In 2018 for women, the average age for women in 2018 decreased by **-1.8 years** amongst all military personnel, **-0.3 years** amongst NCOs, **-0.2 years** amongst Officers and **-0.4 years** amongst deployed personnel.

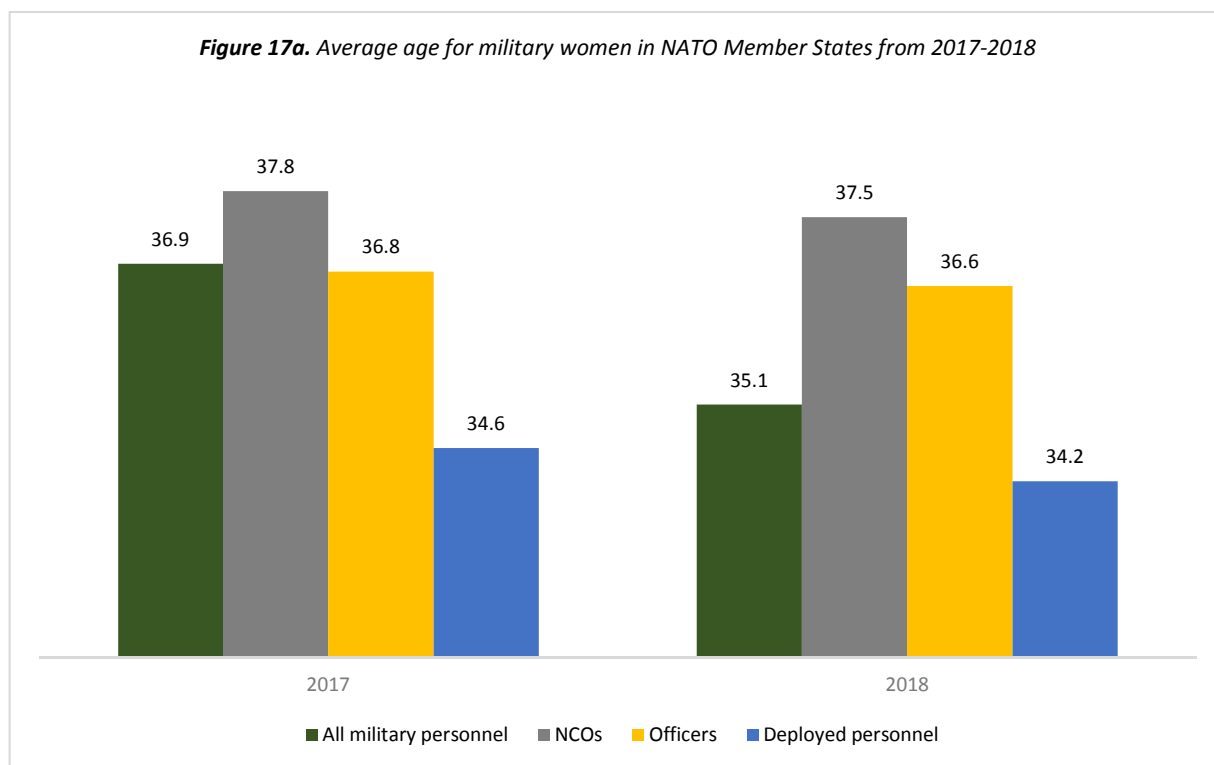
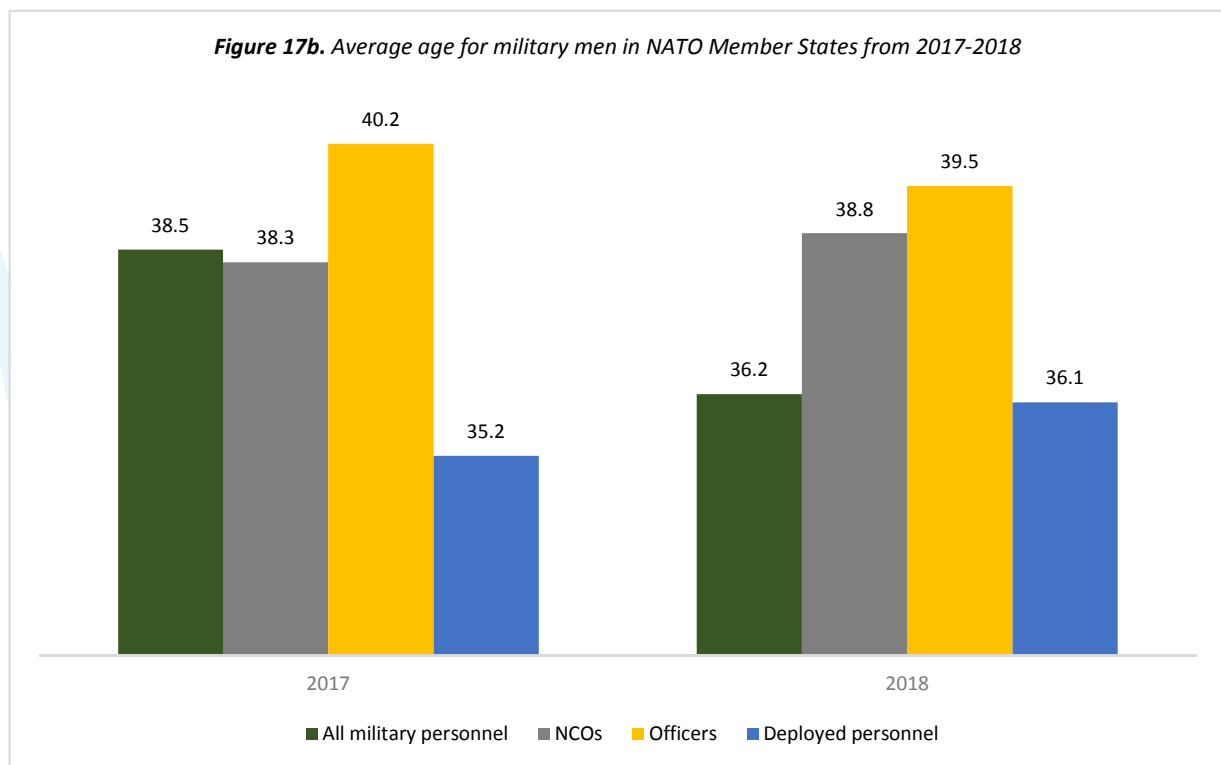


Figure 17b shows the average age for military men in NATO Member States compared to 2017.

In 2018 for men, the average age decreased by **-2.3 years** amongst all military personnel and increased by **+0.5 years** amongst NCOs. It decreased by **-0.7 years** amongst Officers and increased by **+0.9 years** amongst deployed personnel.



3.2 Work-Life Balance

This section focuses on work-life balance for military personnel. In particular, it examines parental leave rights, options for flexible working arrangements and other work-life balance policies (childcare, policies for dual service couples, etc.).

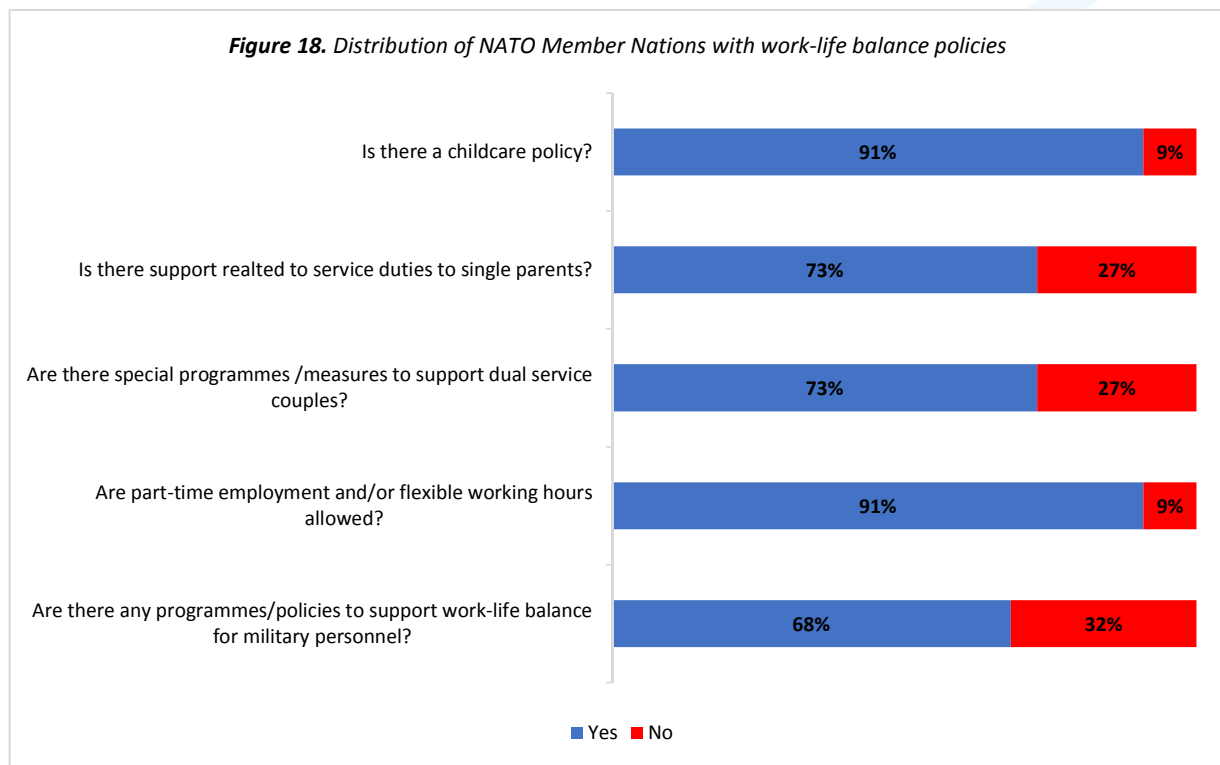
Table 4 provides data on parental, maternity and paternity leave available in NATO Member and Partner Nations. Whilst the table gives an overview of parental leave rights, more detailed and exhaustive information can be found in the respective National Reports.

Table 4. Parental Leave Policies				
Country	Parental	Maternity	Paternity	Transferrable
Albania	15 weeks	52 weeks	38 weeks	No
Australia	52 weeks	52 weeks	2 weeks	Yes
Belgium		15 weeks	2 weeks	No
Bulgaria	84 weeks	52 weeks	32 weeks	Yes
Bosnia and Herzegovina		52 weeks	52 weeks	Yes
Canada	37 weeks	16/18 weeks		Yes
Croatia	52 weeks	26 weeks		Yes
France	156 weeks	16/26 weeks	2 weeks	No
Germany	156 weeks			Yes
Greece	36 weeks	20 weeks		Yes
Hungary	24 weeks	24 weeks	1 week	Yes
Italy	40 weeks	20 weeks	20 weeks	No
Ireland		26 weeks	2 weeks	No
Latvia		16 weeks	2 weeks	No
Lithuania	160 weeks	156 weeks	4 weeks	Yes
Luxembourg	52 weeks	46 weeks	26 weeks	No
Moldova		18 weeks	2 weeks	Yes
Montenegro		52 weeks	46 weeks	Yes
Netherlands	13 weeks	16 weeks	29 weeks	No
New Zealand	52 weeks	52 weeks	52 weeks	No
Poland	32 weeks	20 weeks	2 weeks	Yes

Portugal	21 weeks	21 weeks	3.5 weeks	Yes
Romania	96 weeks	6 weeks	3 weeks	Yes
Serbia		52 weeks	52 weeks	Yes
Slovakia		35 weeks	28 weeks	Yes
Slovenia		53 weeks	13 weeks	Yes
Spain	20 weeks	16 weeks	14 weeks	Yes
the former Yugoslav Republic of Macedonia		38/52 weeks	38/52 weeks	No
Turkey		16 weeks	1 week	No

Figure 18 provides an overview of work-life balance policies in the armed forces of the 22 out of 28 NATO Member Nations (except for Iceland) that provided data for this section. In 2018, **68%** of nations reported having programmes to support work-life balance for military personnel. In addition, **91%** of nations have childcare policies and allow part-time employment and/or flexible working hours. Finally, **73%** of nations reported having special programmes for dual service couples, the same average of those with policies to support single parents serving in the armed forces.

Compared to 2017, almost all work-life balance categories increased in percentage in 2018. The most significant increase (**+27%**) can be seen in nations allowing part-time employment and/or flexible working hours (**64%** in 2017 to **91%** in 2018). Moreover, **+9%** of nations reported having programmes to support single parents (**64%** to **73%**) and **+5%** to support dual service couples (**68%** to **73%**). Finally, **+2%** of nations reported having childcare policies (**89%** to **91%**).



Chapter 3 sections provided an overview of general retention trends, the average age as well as work-life balance initiatives in the armed forces of NATO Member and Partner Nations.

The most common reasons for why women and men leave the military are retirement, difficulties in balancing work-family life and injury. However, data indicates that limited leadership opportunities are another reason for why women leave the military, which differs from the data captured for men.

*Notably in 2018, **27%** of the NATO Member Nations have special policies in place to ensure the retention of military women. Furthermore, in **50%** of the nations there are networks to support women in the armed forces. As for the average age for personnel, in 2018 service women and men's average age decreased in all ranks, as well as amongst deployed personnel. The trends reported in 2018 may indicate that the national armed forces have a younger average age amongst personnel compared to 2017.*

*Finally, NATO Member Nations provided their personnel with work-life balance policies as an important part of their retention strategies. Since 2017, a significant increase in work-life balance policies can be identified. In this regard, **91%** of the nations having a childcare policy in place, **73%** offering support to single parents, **73%** supporting dual service couples, **91%** making available part-time employment and/or flexible working hours in 2018.*

Work-life balance matters because it can inhibit gender integration if it is disproportionate between women and men. Soldiers are expected to put service before self but cultural and societal expectations often pressure military women to serve their family in a way that men are excused, which causes a disadvantage to women in military careers. However, men may also be disadvantaged because parental policies vary greatly amongst the nations, as some cultural norms inhibit the full utilization of parental leave for men.

4 Services and Ranks

Chapter 4 of the Executive Summary gives an insight into the distribution of military women and men from NATO Member and Partner Nations across services and ranks within their national armed forces in 2018.

Figures 19a and 19b show the distribution of military women and men by service in the 21 out of 28 NATO Member Nations (except Iceland) that provided data for this section, excluding Iceland that does not have any armed forces.

With regards to all military women in 2018, **43%** are serving in the Army, **32%** in other categories, **16%** in the Air Force and **9%** in the Navy. Amongst all serving military men, **54%** are in the Army, followed by **20%** in other categories, **15%** in the Air Force and **11%** in the Navy.

Figure 19a. Distribution of military women by service in NATO Member Nations

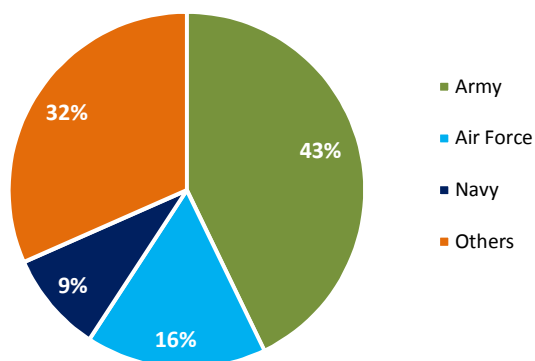
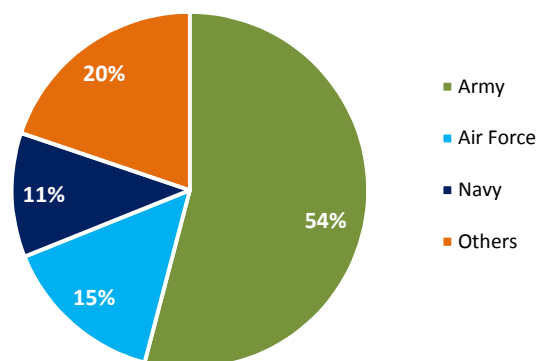
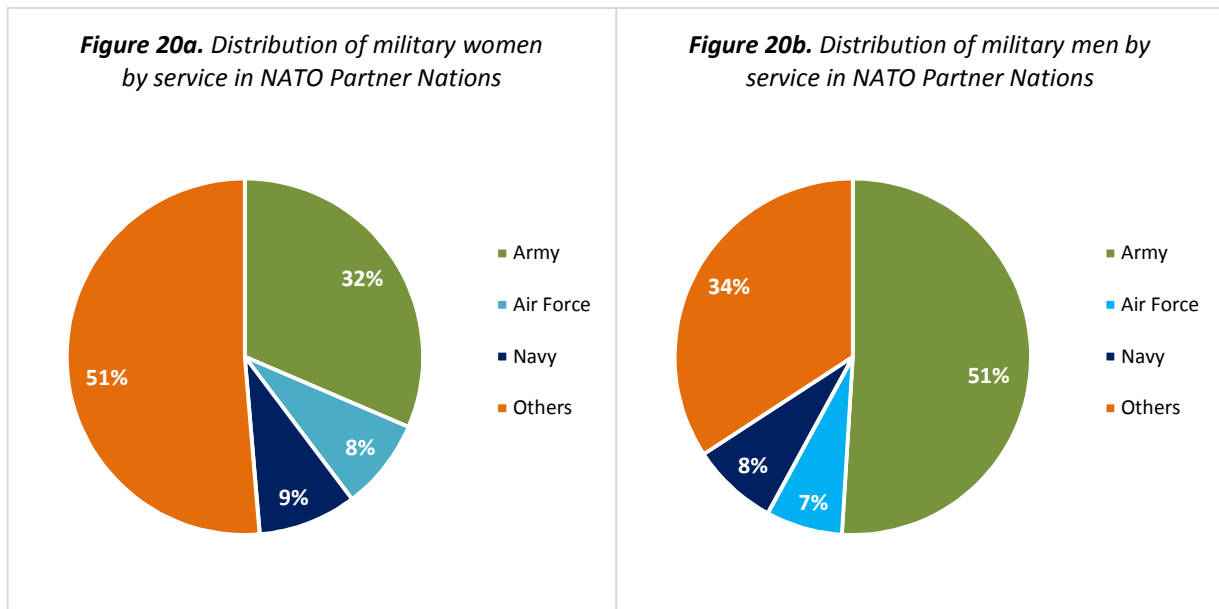


Figure 19b. Distribution of military men by service in NATO Member Nations



Figures 20a and 20b show the 6 NATO Partner Nations that provided responses for the distribution of military women and men by service. For Partner Nations, the distribution of women is significantly higher in the Others category (51%), followed by the Army (22%), Air Force (8%) and Navy (9%). Conversely, most men serve in the army (51%), followed by the Others category (35%), the Navy (8%) and the Air Force (7%).



Main Areas of Employment

Figure 21a shows women's main areas of employment in the armed forces of the 21 NATO Member Nations that provided data for this section. The data shows that most women in 2018 are employed in other categories of the Army (**33.1%**), Air Force (**10.6%**) and Navy (**6.7%**), as well as in Logistics (**8.8%**) and Medical Services (**8.6%**).

Other categories include, but are not limited to: Marine Corps, Services and Supply Corps, technicians, military assistants, planning and management professionals, loadmasters, different specialists, etc.

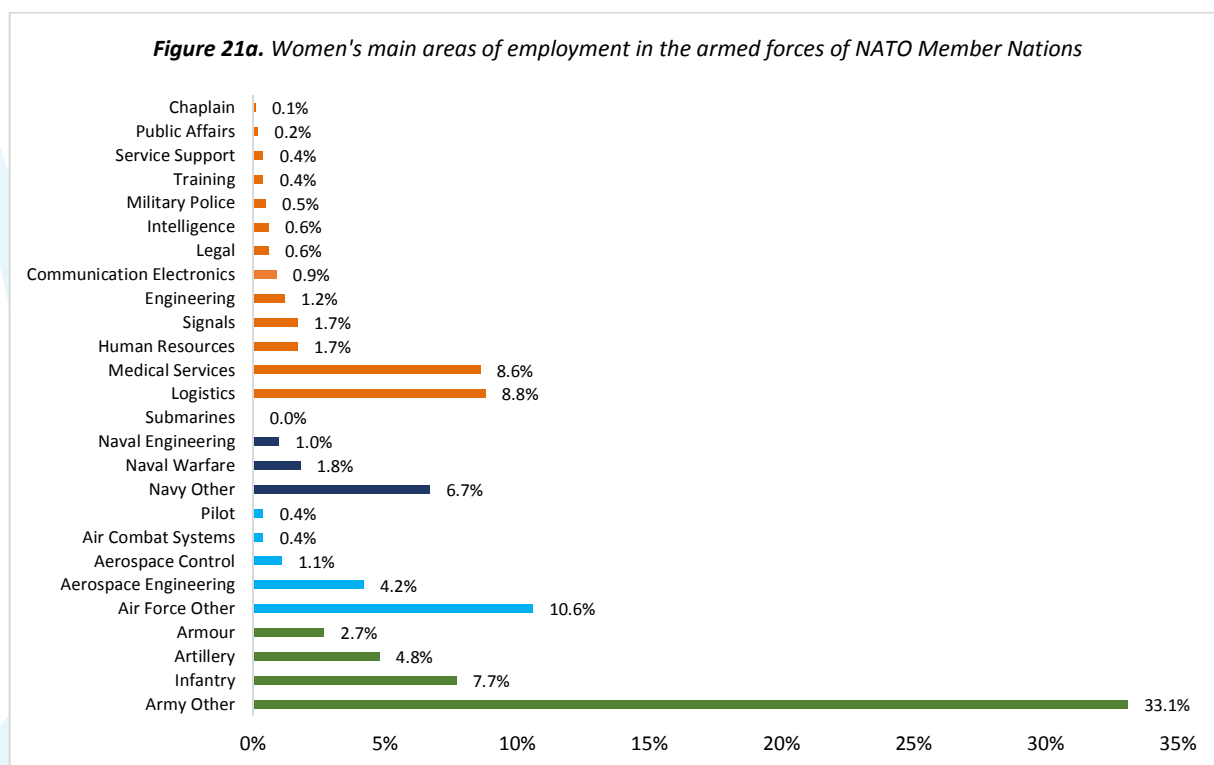
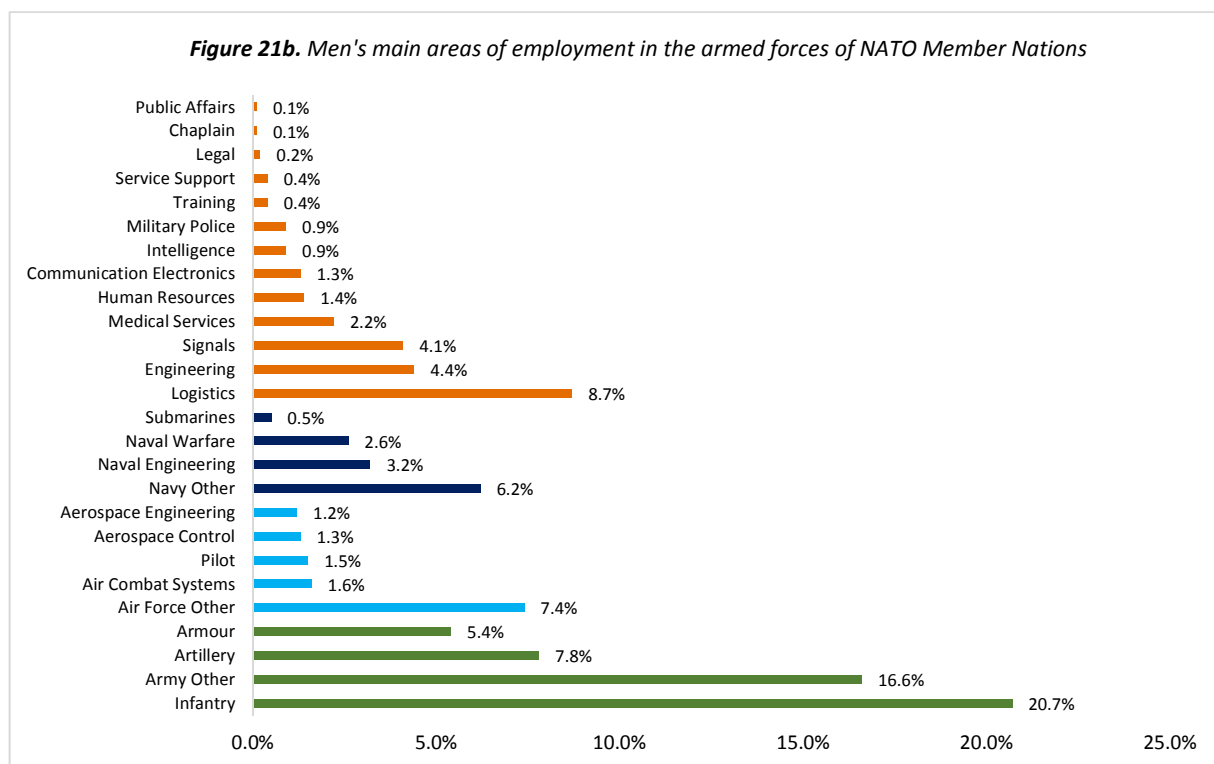


Figure 21b shows men's main areas of employment in the armed forces of NATO Member Nations in 2018. The data shows that most men in 2018 are employed in Infantry (**20.7%**) other categories of the Army (**16.6%**), Air Force (**7.4%**) and Navy (**6.2%**), as well as in Artillery (**7.8%**), Logistics (**8.7%**), Engineering (**4.4%**) and Signals (**4.1%**).

Other categories include, but are not limited to: Marine Corps, Services and Supply Corps, technicians, military assistants, planning and management professionals, loadmasters, different specialists, etc.



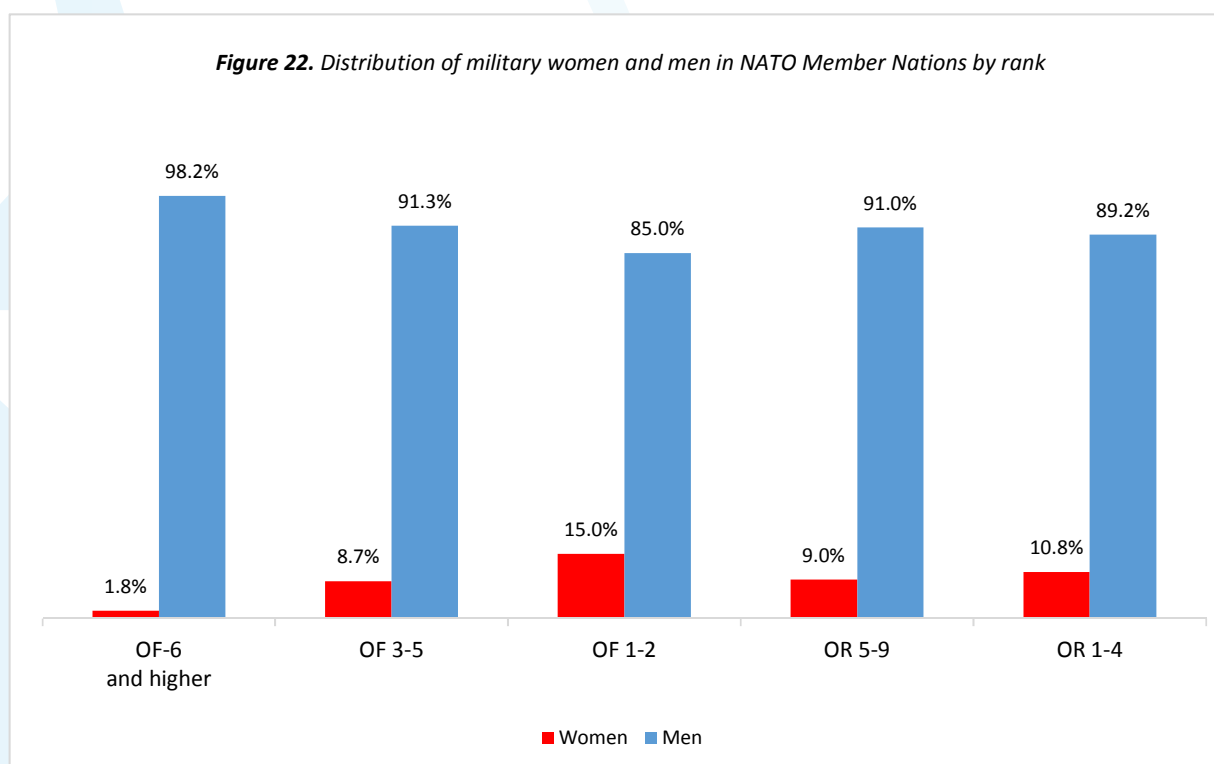
Distribution of Women and Men by Rank

Table 5. NATO Ranks (STANAG 2116, 2010 – Edition 6)

Other Ranks (OR)	Officers (OF)
OR 5-9: Non Commissioned Officers (NCOs)	OF 6 and higher: Generals
OR 1-4: Privates and Corporals	OF 5: Colonels and Lieutenant Colonels
	OF 4: Lieutenant Colonels
	OF 3: Majors
	OF 1-2: Junior Officers

Figure 22 illustrates the comparison between the percentages of military women and men by rank in the 20 NATO Member Nations that provided data for this section.

The highest percentage of women (**15%**) is amongst Junior Officers (OF 1-2), followed by **10.8%** amongst Privates and Corporals (OR 1-4), **9%** amongst mid-level Officers (OF 3-5) and **8.7%** amongst NCOs (OR 5-9). Women represent **1.8%** of high-level Officers (OF 6 and higher).



Compared to 2017, the representation of women in Officer ranks decreased overall. Women in OF-6 and higher ranks decreased by **-7.9%** (from **9.7%** in 2017 to **1.8%** in 2018), decreased by **-4.9%** in OF 3-5 (from **13.6%** to **8.7%**) and increased by **+0.1%** in OF 1-2 (from **14.9%** in 2017 to **15%** in 2018). Compared to 2017, the percentage of men increased overall. Men in OF-6 and higher ranks increased by **+7.9%** (from **90.3%** in 2017 to **98.2%** in 2018) by **+4.9%** in OF 3-5 (from **86.4%** to **91.3%**) and decreased by **-0.1%** in OF 1-2 (from **85.1%** in 2017 to **85.0%** in 2018).

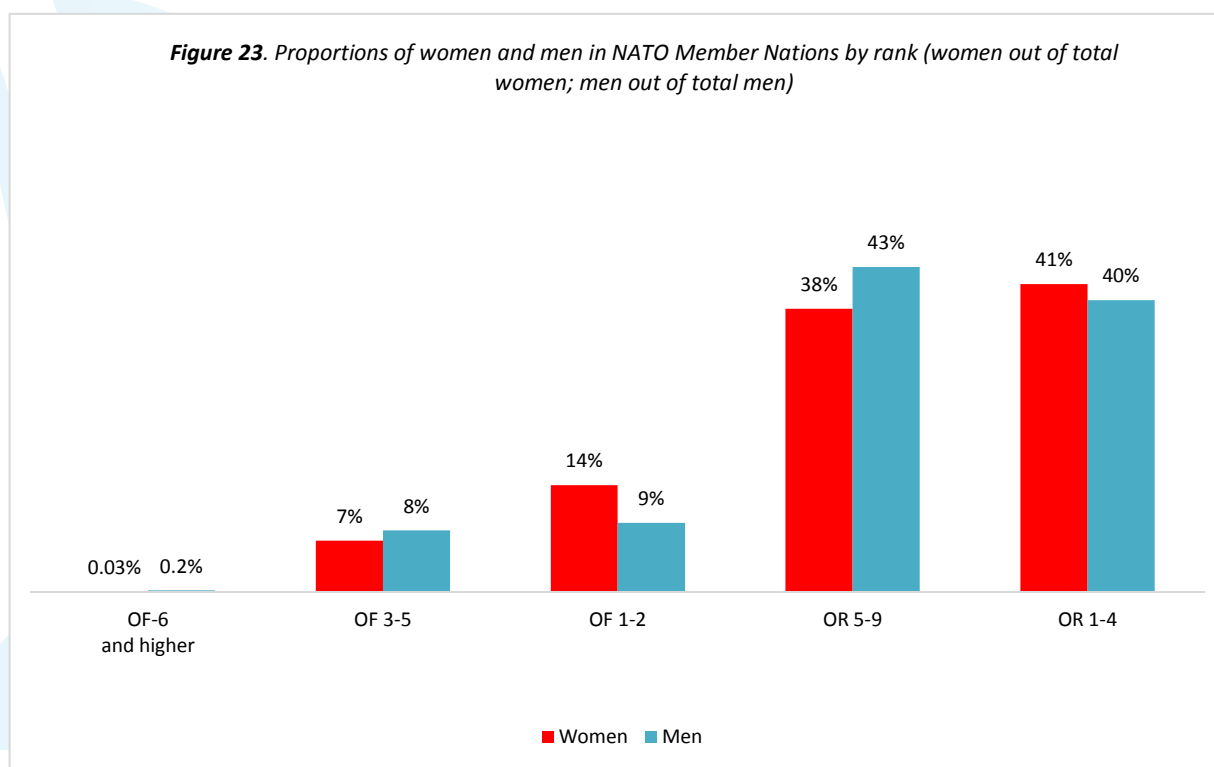
A decrease for women in OF-6 and higher ranks may reflect on fluctuation in retirements for women and men in an already small population within Officer ranks. A decrease for women in OF 3-5 Ranks may reflect on fluctuation of retention for women and men in Officer ranks. Furthermore, these decreases may be a reflection of the underreporting from other large nations with bigger armed forces and have a longer history of women's representation in their forces. No change in the representation of women and men in OF 1-2 ranks may reflect no major changes in recruitment strategies amongst NATO Member Nations.

Compared to 2017, the representation of women in Other Ranks decreased overall. Women decreased in OR 5-9 by **-2.5%** (from **11.5%** in 2017 to **9%** in 2018) and in OR 1-4 by **-1.7%** (from **12.5%** to **10.8%**). Compared to 2017, the representation of men in Other Ranks increased overall. Men increased in OR 5-9 by **+2.5%** (from **88.5%** in 2017 to **91%** in 2018) and in OR 1-4 by **1.7%** (from **87.5%** in 2017 to **89.2%** in 2018).

Figure 23 shows the distribution by women by rank out of the total number of women serving in the armed forces, as well as that of men, to illustrate the proportions of women and men in all service ranks.

In 2018, **0.03%** of all women are serving in OF 6 positions and higher, against **0.2%** of all men. Amongst OF 3-5, there is a **1%** difference between the percentages of women (**7%**) and men (**8%**), whilst the percentage of women (**14%**) serving in OF 1-2 positions is higher than that of men (**9%**).

Amongst Other Ranks, the average for men in OR 5-9 is **43%** whilst for women is **38%** (a **5%** difference). Finally, the percentage of women (**41%**) serving in OR 1-4 positions is **1%** higher than that of men (**40%**).



Notably, the high percentage women in OF 1-2 might reflect a successful recruitment of women. The majority of all serving women and men are represented in Other Ranks, such as OR 5-9 and OR1-4.

Compared to 2017, the representation of women decreased by **-0.04%** in OF-6 and higher (from **0.07%** in 2017 to **0.03%** in 2018), as well as by **-2%** in OF 3-5 (from **9%** to **7%**). Such a development of a decreasing percentage of women serving in OF 6-higher and OF 3-5 might represent a retention problem.

Amongst men, their representation slightly decreased amongst Officers, but increased by **+7%** in OR 5-9 (from **36%** in 2017 to **43%** in 2018).

Figure 24 gives a historical analysis that shows the percentages of military women in Officer and Other Ranks from 2002 to 2018.

Since 2014, the representation of women Officers and in Other Rank positions remained relatively stable, with approximately **30%** of women serving in OF and approximately **71%** in OR. However, this year's data indicates a significant change. In 2018, **78.9%** of women ranked in OR (+8.1%), while the percentage of those in OF decreased from **29.2%** in 2017 to **21.1%** in 2018 (-8.1%).

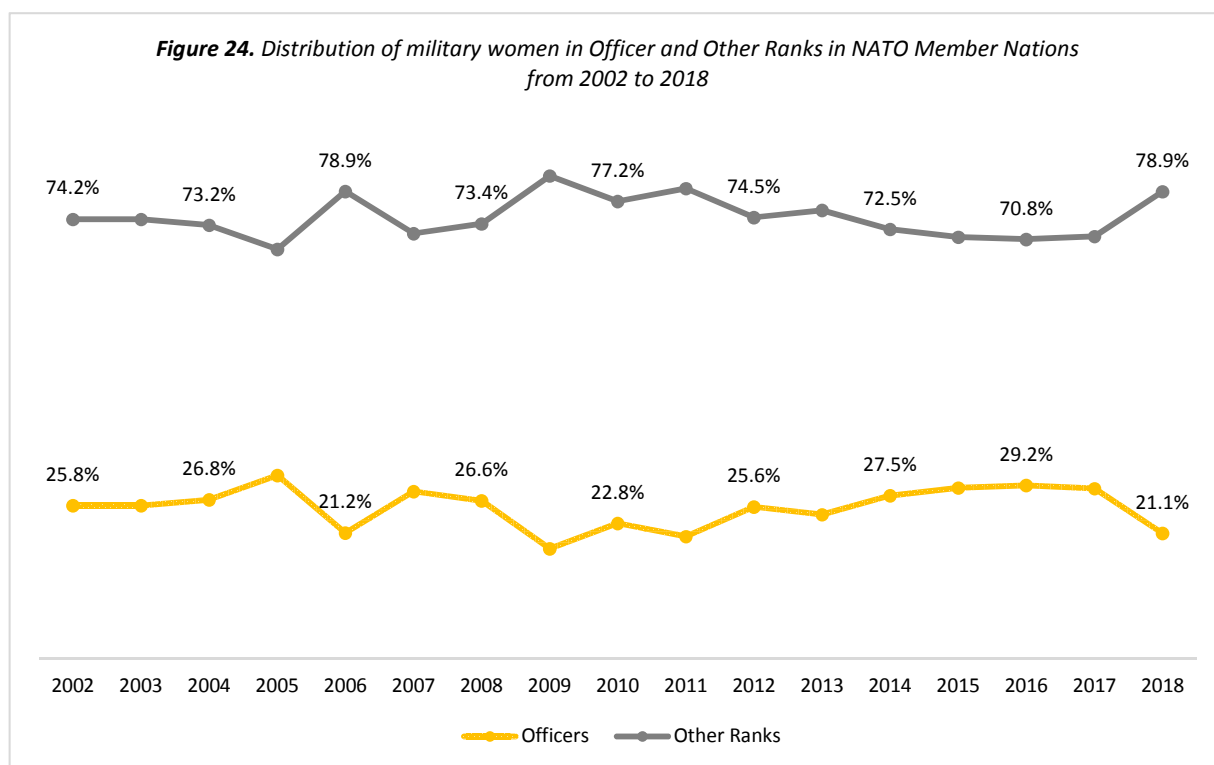
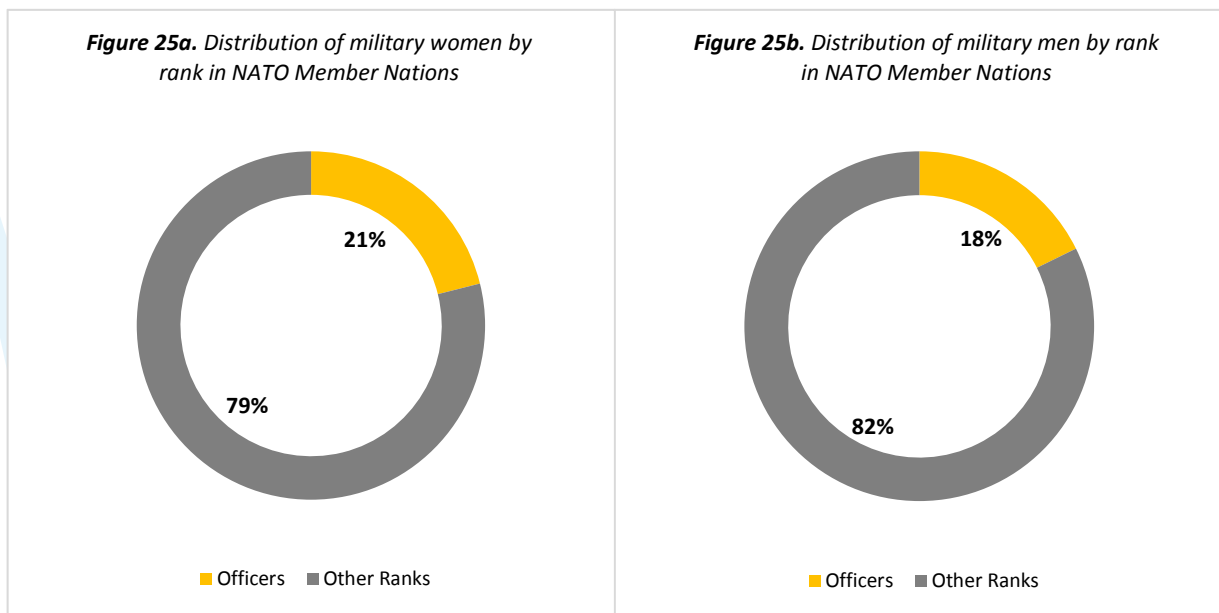


Figure 25a illustrates the percentages of military women serving as Officers compared to military women serving in Other Ranks.

Figure 25b illustrates the percentage of military men serving as Officers compared to military men serving in Other Ranks.

Compared to 2017, **-8%** less women (from **29%** in 2017 to **21%** in 2018), and **-4%** less men (from **22%** to **18%**) served as Officers in 2018.



*Chapter 4 provided for a detailed insight into the distribution of service women and men across the main areas of deployment and ranks in armed forces of NATO Member Nations in 2018. As the most noticeable development from 2017 to 2018, the representation of women decreased by **-8%** in Officer Ranks and increased by **+8%** amongst Other Ranks.*

5 Gender Perspectives

Chapter 5 of the Executive Summary analyses the integration of gender perspectives into the armed forces of NATO Member Nations in 2018. The Chapter is divided into three sections. Section 5 identifies the general trends regarding the integration of gender perspectives into the respective armed forces. Section 5.1 highlights nations' initiatives to address sexual harassment and sexual abuse within their armed forces. Finally, Section 5.2 provides data on Gender Advisors (GENADs) and Gender Focal Points (GFPs) in NATO Member and Partner Nations.

Figure 26 shows that in 2018, **71%** of 22 NATO Member Nations (except Iceland) reported having military entities that deal with the integration of gender perspectives in their respective armed forces. That is a decrease of **-11%** compared to 2017, when it was **82%** of nations.

In addition, **55%** of the Member Nations introduced new policies or legislation related to the integration of gender perspectives. This is a **+16%** increase compared to 2017, when it was **39%** of nations. Iceland was not included as it does not have any armed forces.

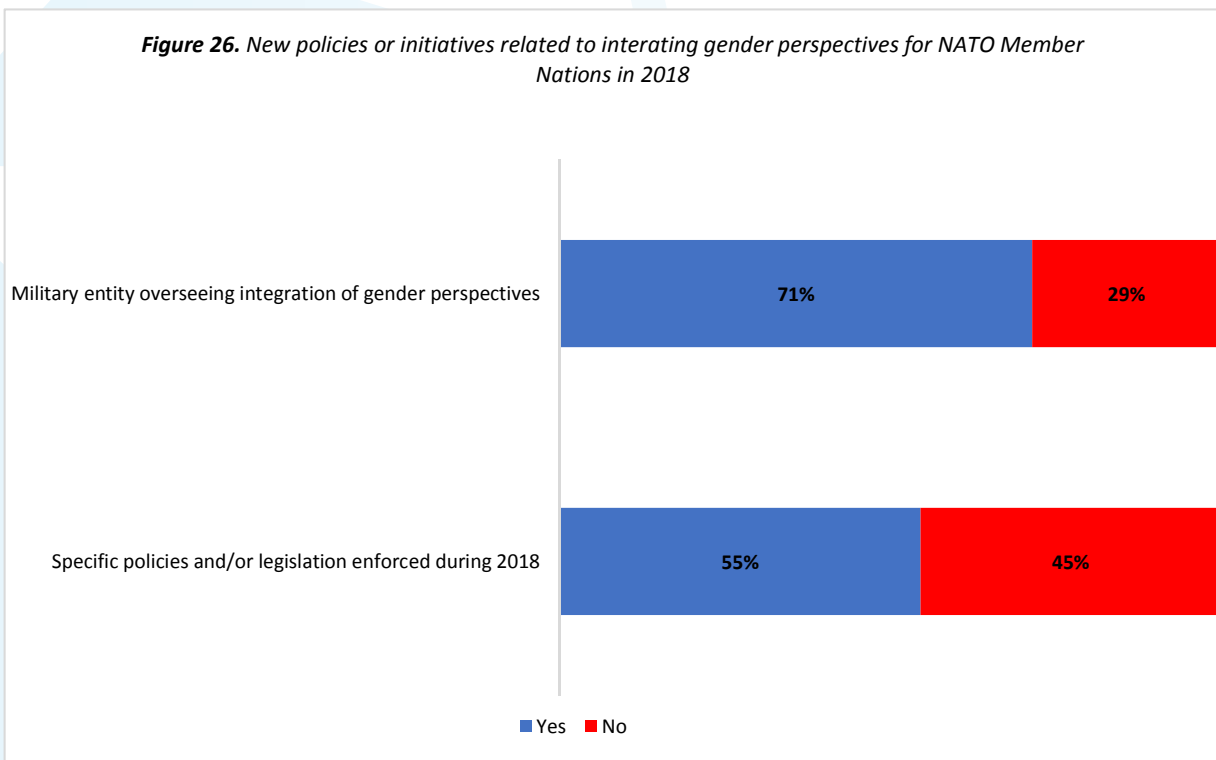


Figure 27 shows that **27%** of the 22 NATO Member Nations have policies to promote the recruitment of women in the military (a **-16%** decrease compared to 2017) and **77%** of them have the same enlistment requirements for women and men (a **+16%** increase from 2017).

In **82%** of the Member Nations, all active duty positions are open to women (a **-7%** decrease compared to 2017) and **14%** of them have a quota system for women and men in their respective armed forces, which is the same as in 2017.

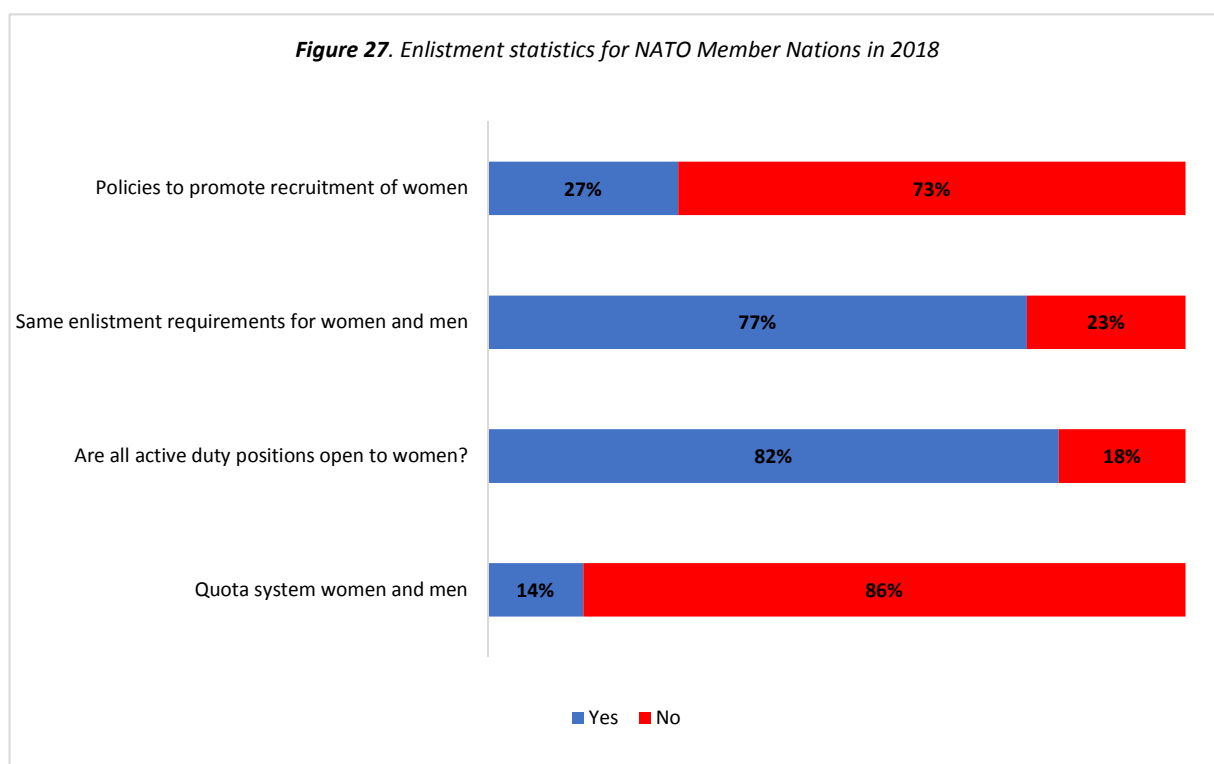


Figure 28 indicates the percentage of the 22 NATO Member Nations where all positions are open to women in the armed forces. Back in 2014, **30%** of nations still had restrictions on women in the military. In 2017, this average had decreased to **11%**.

In 2018, **18%** of the Member Nations still have restrictions on women serving in all positions (a **+7%** increase compared to 2017) while **82%** have no restrictions at all (a **-7%** decrease).

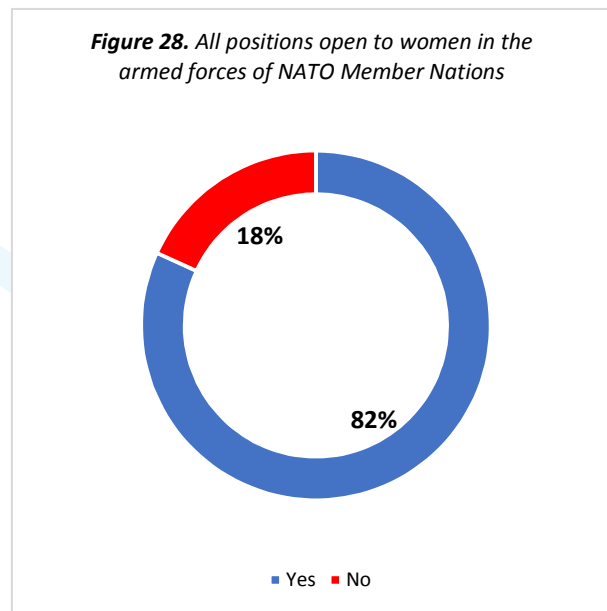
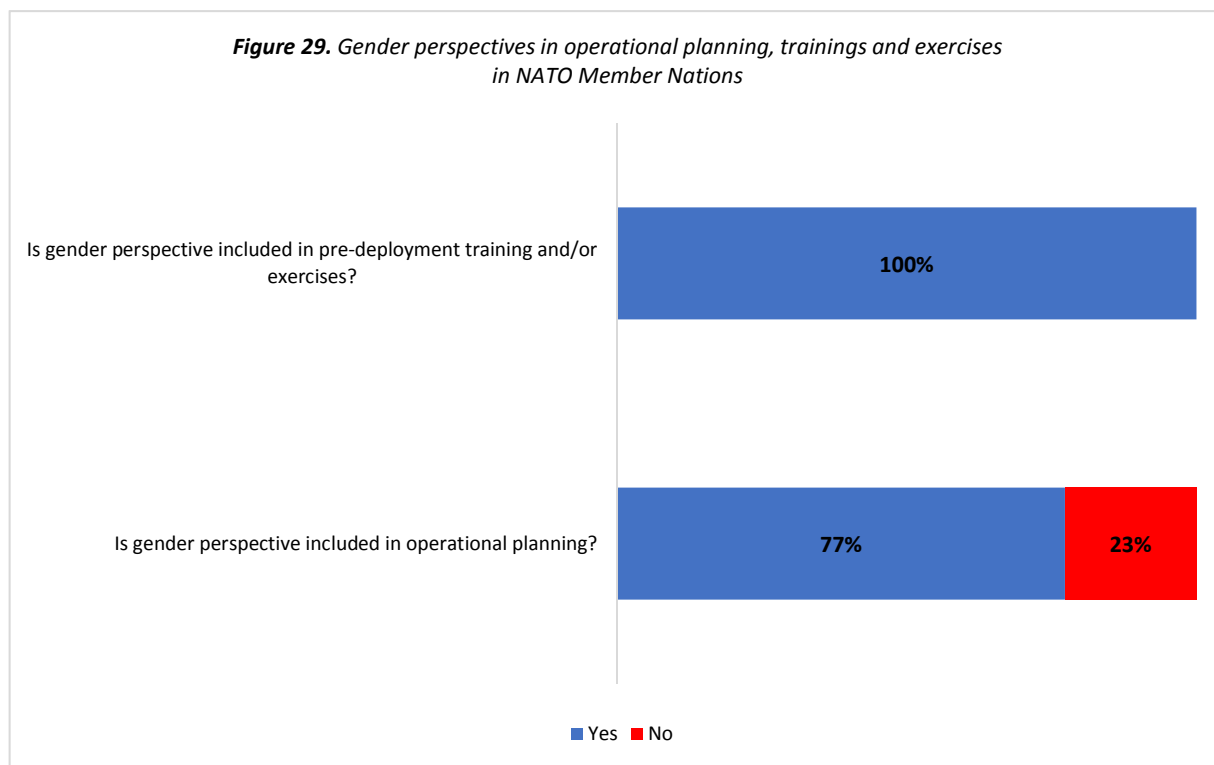


Figure 29 illustrates that 22 NATO Member Nations reported inclusion of gender in pre-deployment training and exercises in 2018, showing a **+4%** increase from 2017, when the average was **96%** of nations.

In addition, **77%** of the Member Nations reported inclusion of gender in operational planning in 2018. In 2017, this percentage was **78%**, showing a **-1%** decrease compared to last year.



5.1 Sexual Harassment and Sexual Abuse

This section provides an overview of sexual harassment and sexual abuse in the armed forces of NATO Member Nations, outlining whether nations have strategies to prevent and to respond to incidents.

Figure 30 shows that in 2018, **52%** of the 22 NATO Member Nations that provided data for this section reported cases of sexual harassment and/or sexual abuse. In 2018, there was an increase of **+2%** in reported cases from 2017. Subsequently, **48%** of the nations did not provide data for this section.

In 2018, **71%** of the Member Nations had formal procedures in place to report incidents (**-8%** decrease compared to **79%** in 2017). Approximately **71%** of the Member Nations had appointed personnel who handle allegations (**+7%** increase compared to **64%** in 2017).

Furthermore, **81%** of the nations had programmes and/or training related to the prevention of sexual harassment and sexual abuse (**-1%** decrease compared to **82%** in 2017). Finally, **67%** of the Member Nations had strategies and/or policies related to their prevention (**-4%** decrease compared to **71%** in 2017).

Figure 30. Prevention of sexual harassment and sexual abuse in NATO Member Nations

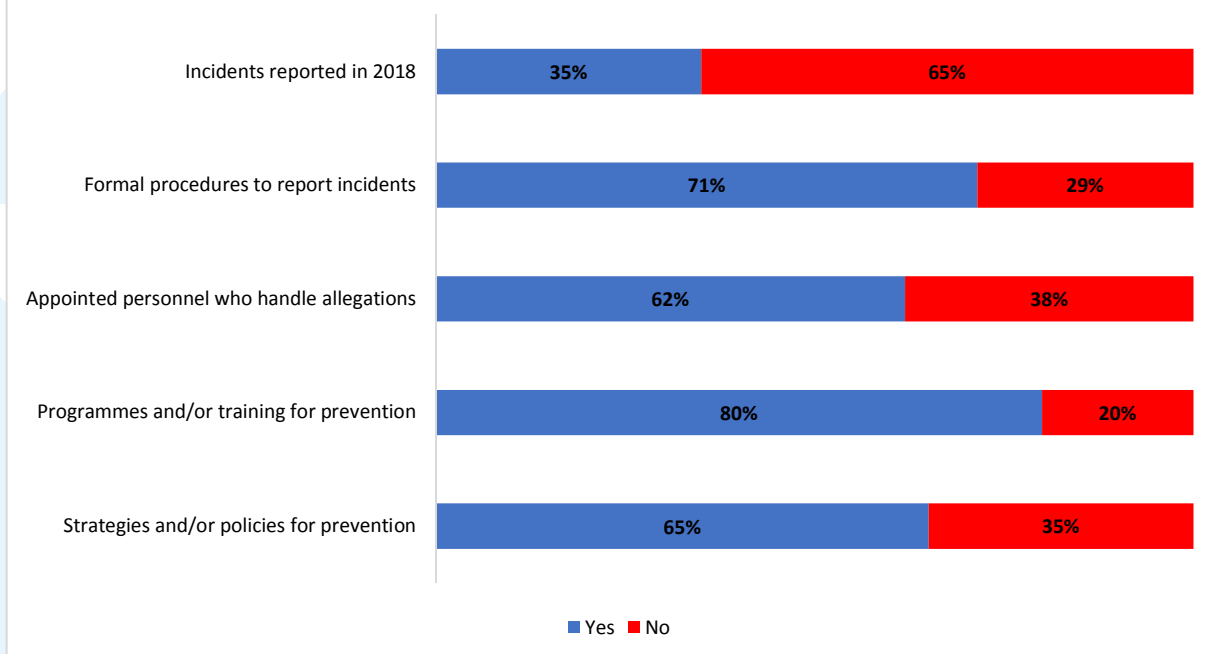
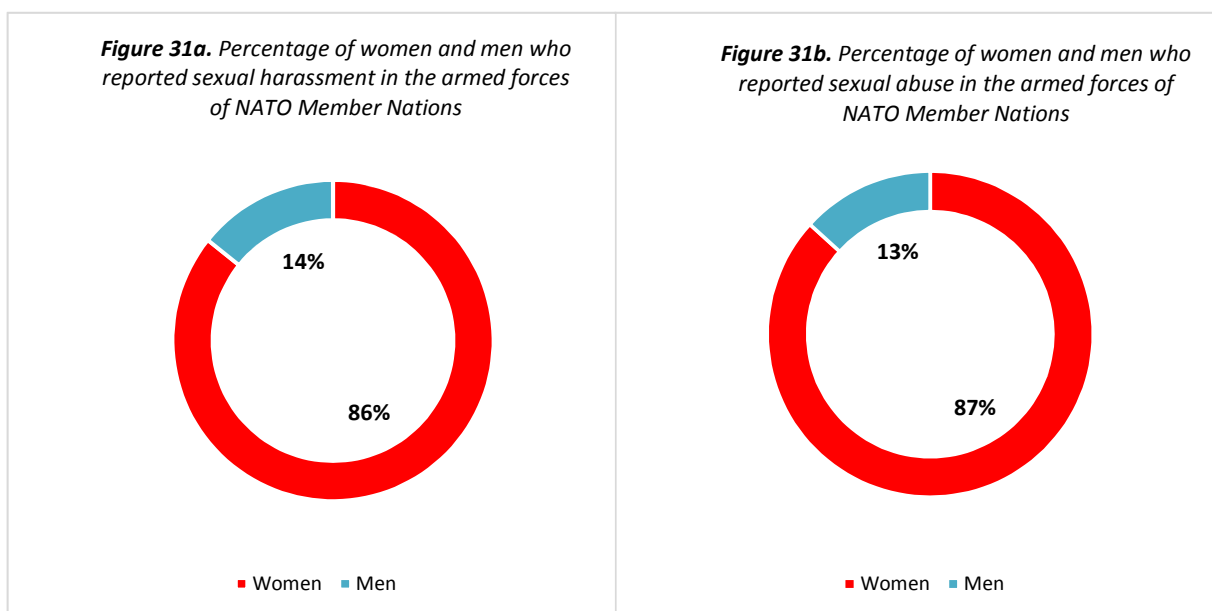


Figure 31a and 31b show data from the NATO Member Nations that reported cases of sexual harassment and sexual abuse in 2018.

For incidents of sexual harassment, **86%** of cases were reported by women and **14%** were reported by men. For incidents of sexual abuse, **87%** of cases were women and **13%** by men, which is approximately the same average as in 2017.



5.2 Gender Advisors and Gender Focal Points

This section outlines the representation of Gender Advisors (GENADs) and Gender Focal Points (GFPs) in the Ministry of Defence (MoD), General Staff and national armed forces of NATO Member and Partner Nations in 2018.

Figure 32a indicates the number of NATO certified and non-NATO certified GENADs in NATO Member and Partner Nations within their MoD, General Staff and national armed forces. In 2018, the nations that reported having GENADs include 15 out of 22 Member Nations and 3 out of 7 Partner Nations.

In the MoDs of NATO Member and Partner Nations in 2018, there are **18** GENADs, **7** of which are NATO certified and **11** non-NATO certified. The nations that in 2018 reported having GENADs in their MoD are Bulgaria, Croatia, Luxembourg, Montenegro, the Netherlands, Poland and Australia.

In the General Staff, there are **57** GENADs, **9** of which are NATO certified and **48** non-NATO certified. The nations that in 2018 reported having GENADs in their General Staff are Croatia, France, Italy, Lithuania, Luxembourg, the Netherlands, Portugal, Slovenia and Australia.

Finally, in the national armed forces, there are **697** GENADs, **137** of which are NATO certified and **560** non-NATO certified. The nations that in 2018 reported having GENADs in their armed forces are Belgium, Canada, Croatia, Greece, Italy, Luxembourg, the Netherlands, Portugal, Slovenia, Spain, Australia, Ireland and New Zealand. In comparison to 2017, there were **594** GENADs in the Member Nations' armed forces and **216** in the Partner Nations' armed forces. The significant decrease in the 2018 total number of GENADs in the national armed forces may be due to the lack of reporting from nations who had previously participated in 2017.

Figure 32a. Distribution of Gender Advisors in NATO Member and Partner Nations in 2018

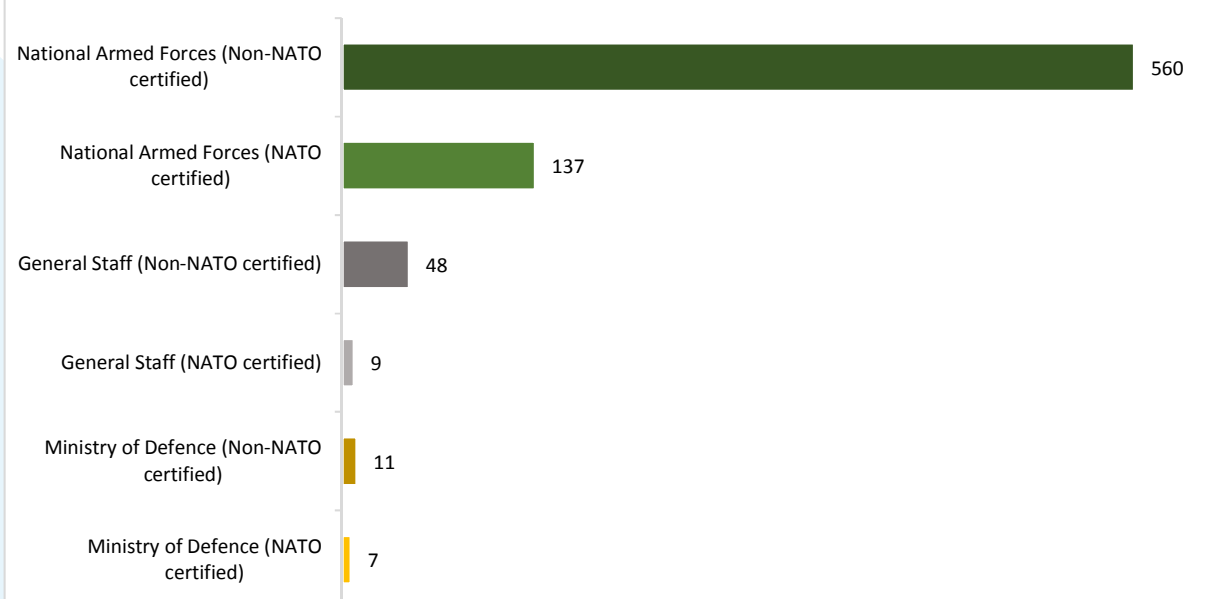
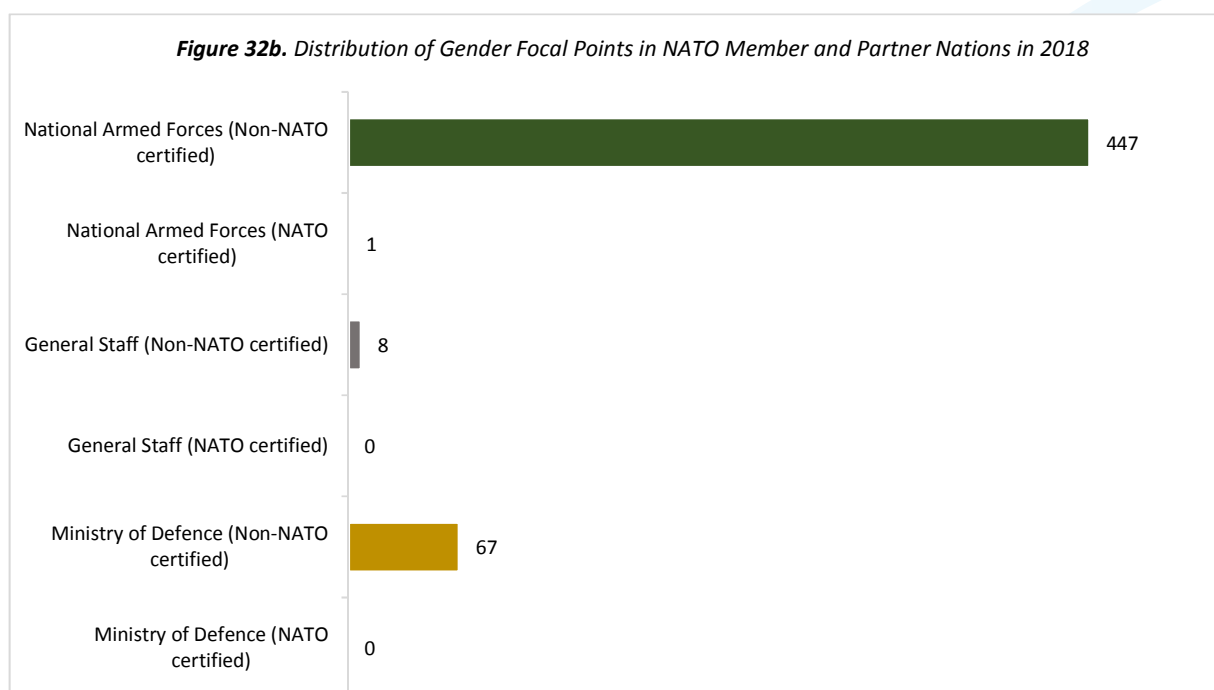


Figure 32b indicates the number of NATO certified and non-NATO certified GFPs in NATO Member and Partner Nations within their MoD, General Staff and national armed forces. In 2018, the nations that reported having GFPs include 8 out of 22 Member Nations and 3 out of 7 Partner Nations.

In the MoDs, there is a total of **67** non-NATO certified GFPs, specifically in Bulgaria, Canada, Montenegro, Romania, Slovenia, Bosnia and Herzegovina as well as the former Yugoslav Republic of Macedonia.

In the General Staff there are **8** non-NATO certified GFPs, specifically in Montenegro, Romania, Bosnia and Herzegovina as well as Moldova.

Furthermore, in the national armed forces there is **1** NATO certified and **447** non-NATO certified GFPs, specifically in Belgium, Bulgaria, Canada, Luxembourg, Portugal, Romania, Australia as well as Bosnia and Herzegovina.



Chapter 5 outlined the integration of gender perspectives into the armed forces of NATO Member and Partner Nations in 2018.

In 2018, the majority of Member Nations reported new policies that aim to integrate gender perspectives into their respective armed forces.

In addition, the majority of Member Nations have formal reporting procedures and appointed personnel in place to handle allegations of sexual harassment and sexual abuse. Regarding the prevention of sexual harassment and abuse, most NATO Member Nations have strategies and/or policies in place and provide respective programmes and/or training.

Furthermore, data reported by Member and Partner shows that the vast majority of the armed forces' GENADs and GFPs are non-NATO certified.

6 Education and Training

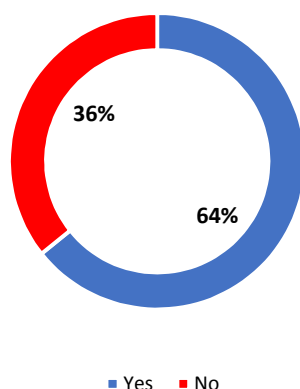
Chapter 6 of the Executive Summary gives an insight into gender related Education and Training (E&T). The respective sections of the questionnaire was developed in consultation and collaborations with the Gender Advisor (GENAD) of the NATO Allied Command Transformation (ACT) and NATO's Department Head, the Nordic Centre for Gender in Military Operations (NCGM). This chapter provides an assessment of the current gender related E&T courses and programmes available to the national armed forces.

NATO Education and Training Package for Nations

Figure 33 shows that, out of the 21 Member and 6 Partner Nations that provided data for this section, **14** Member and **4** Partner Nations (**64%**) used the 'NATO Gender E&T Package for Nations' in 2018. Furthermore, **17** out of these 18 nations agreed or strongly agreed that the E&T Package was useful for their national armed forces.

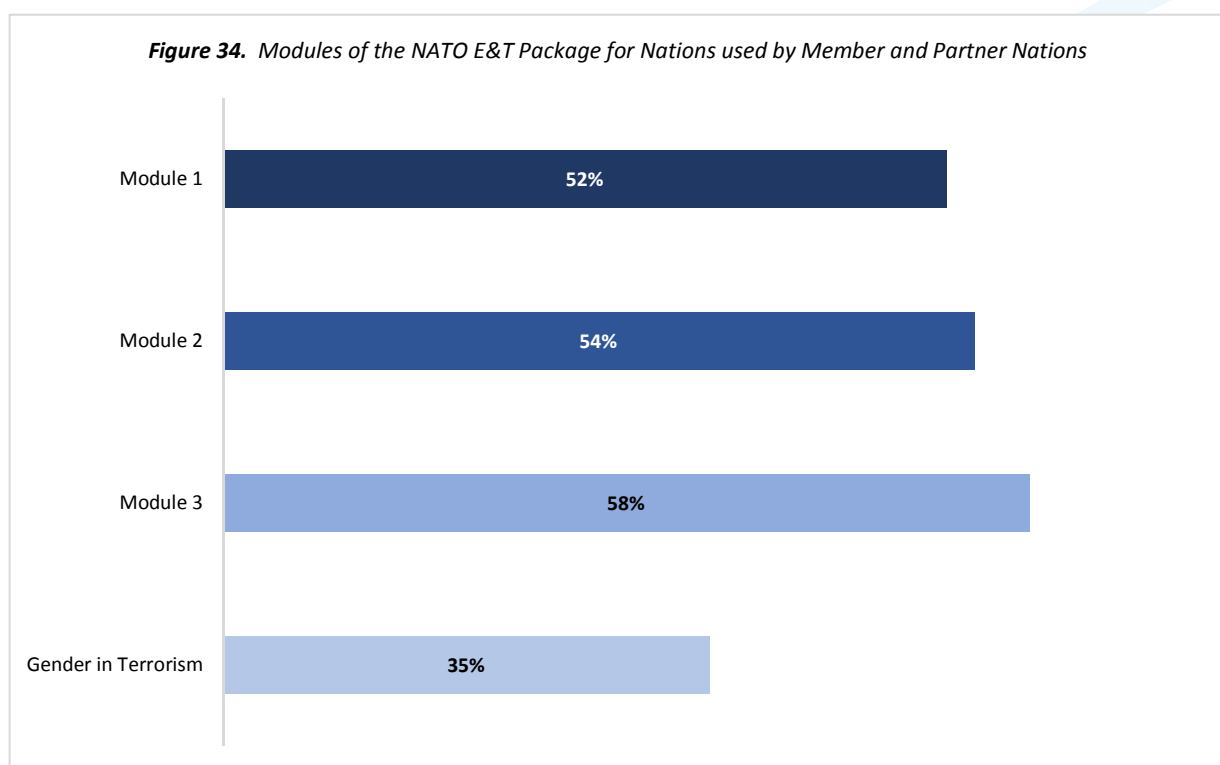
The Member Nations that used the 'NATO Gender E&T Package for Nations' were Albania, Bulgaria, Canada, Croatia, France, Greece, Italy, Montenegro, the Netherlands, Poland, Portugal, Romania, Slovakia and Slovenia. The Partner Nations that used the training package were Bosnia and Herzegovina, Ireland, New Zealand and the former Yugoslav Republic of Macedonia.

Figure 33. 'NATO Gender Education and Training Package for Nations' used in national training programmes by Member and Partner Nations



The 'NATO Gender E&T Package for Nations' is divided into four parts: *Module 1* focuses on the Strategic-Operational Level; *Module 2* on the Tactical Level; *Module 3* on Pre-deployment Training; and *Module* on 'Gender in Terrorism E&T Package for Nations'.

Figure 34 shows the Modules that were most frequently used by Member and Partner Nations. Out of 21 nations that provided data for this section, 10 Member and 1 Partner Nation reported using *Module 1* (52%). Out of 24 nations, 10 Member and 3 Partner Nations reported using *Module 2* (54%). Out of 26 nations, 12 Member and 3 Partner Nations reported using *Module 3* (58%). Lastly, out of 20 nations, 6 Member and 1 Partner Nation reported using the *Module* on 'Gender in Terrorism E&T Package for Nations' (35%).



NATO Member and Partner Nations provided the following suggestions for improvement of the 'NATO Gender E&T Package for Nations':

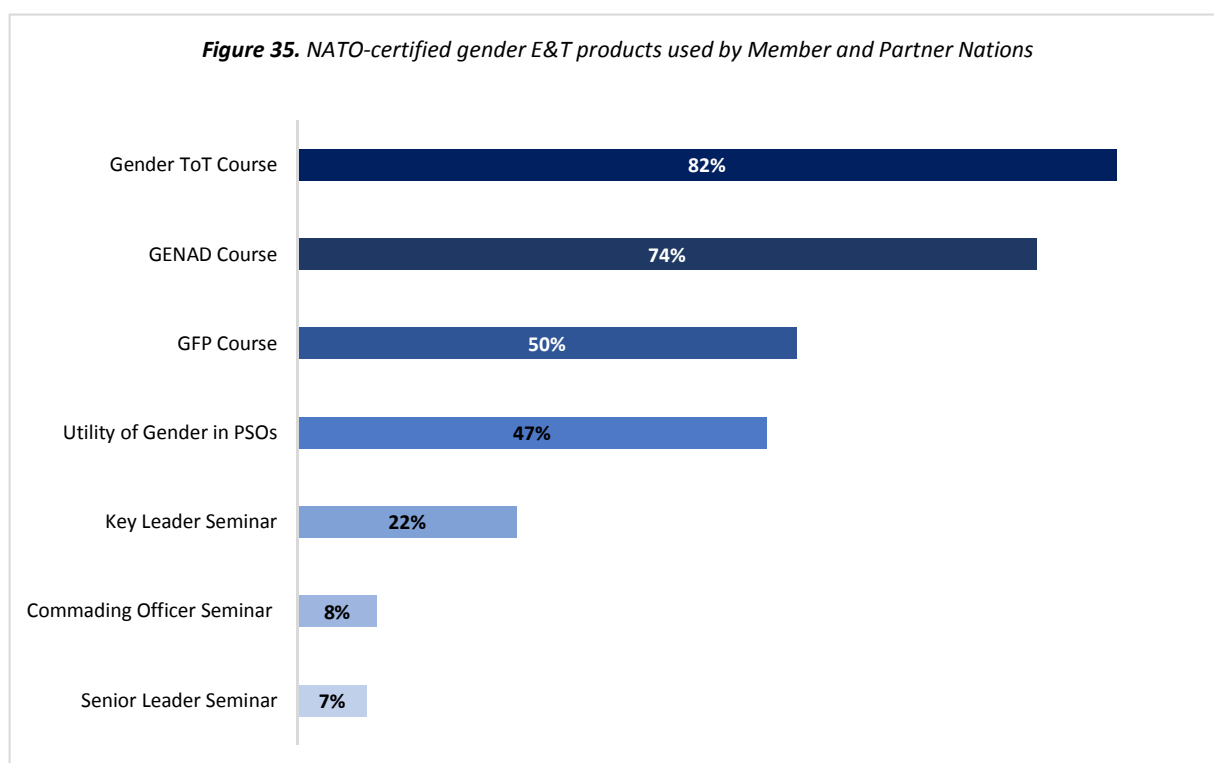
1. Include the latest United Nations Security Council Resolutions (UNSCRs) on Women, Peace and Security (WPS);
2. Include more comprehensive content addressing Conflict-Related Sexual and Gender-Based Violence (CR-SGBV) as well as Sexual Exploitation and Abuse (SEA);
3. Provide more examples of best practices concerning the implementation of gender perspectives in military operations;
4. Add a training module for Gender Focal Points (GFPs);
5. Provide translated versions in other languages;

- 
6. Add general information on WPS situational awareness for all operation and mission areas in order to prepare personnel in pre-deployment training; and
 7. Additional education in the following topics: Women Key Leaders, Non-Governmental Organisations (NGOs) and Governmental Organisations, legislation on gender equality and gender perspectives, National Action Plans (NAPs), inclusion of women in peace processes, as well as data on women in security and defence forces.

NATO-Certified Gender Education and Training Products

Figure 35 shows which NATO-certified gender E&T products were used by NATO Member and Partner Nations in 2018. These include: Key Leader Seminar, Commanding Officer Seminar, Senior Leader Seminar, GENAD Course, Gender Training of Trainers (ToT) Course, GFP Course as well as the course 'Utility of Gender in Peace Support Operations'.

The products most frequently used by the nations in 2018 is the Gender Training of Trainers Course (**82%**), the GENAD Course (**74%**) and the GFP Course (**50%**).



Furthermore, 21 NATO Member Nations (except Iceland) and 3 Partner Nations provided data on their use of the following Advanced Distance Learning (ADL) courses: *ADL 168* 'Role of the Gender Advisor Course'; *ADL 169* 'Improving Operational Effectiveness by Integrating Gender Perspectives'; and *ADL 171* 'Gender Focal Point'.

In 2018, **13%** of the nations used *ADL 168* and *ADL 169*, **4%** used *ADL 171* and **5%** used other training material.

Nations also used gender related training material from other organisations, such as:

1. UN Military Observers Course and UN Peace Support Operations Basic Course on WPS;
2. European Security and Defence College (ESDC) training on integrating gender perspectives in common security and defence policy missions;

- 
3. Geneva Centre for Security Sector Governance (DCAF) ‘Teaching Gender in the Military’; and
 4. Literature and practical examples from NCGM, the Swedish Defence Research Agency and the Folke Bernadotte Academy.

Training of Gender Advisors and Gender Focal Points

Figure 36 reflects the institutions where 1,691 GENADs from 13 NATO Member and 2 Partner Nations received training in 2018. Most of them (**90%**) received training through national programmes, **6%** were trained at the ESDC, **3%** at the NCGM and **0.2%** through NCGM and ACT ADL courses.

In 2017, **88%** of GENADs were trained at the NCGM, showing a drastic decrease as only **3%** of GENADs were trained at the NCGM in 2018. Please note that this decrease may be skewed and not an accurate reflection as not all Member and Partner Nations submitted their reports in 2018.

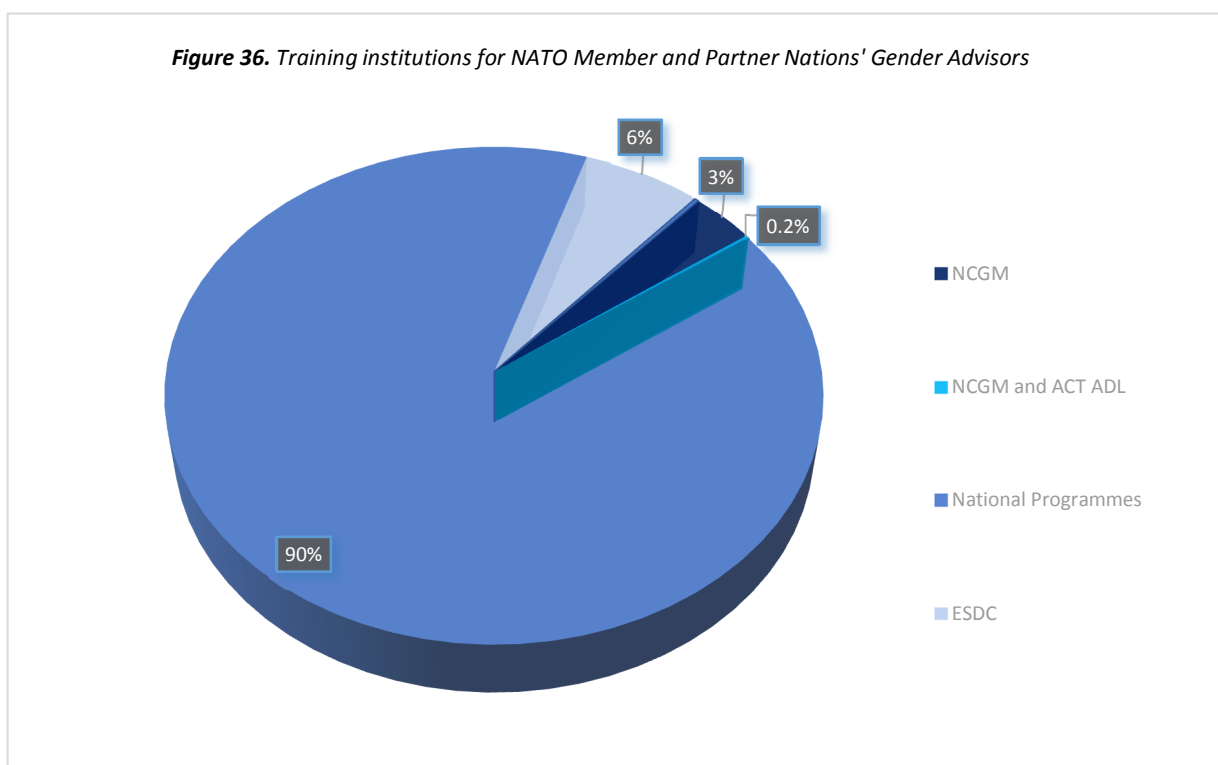
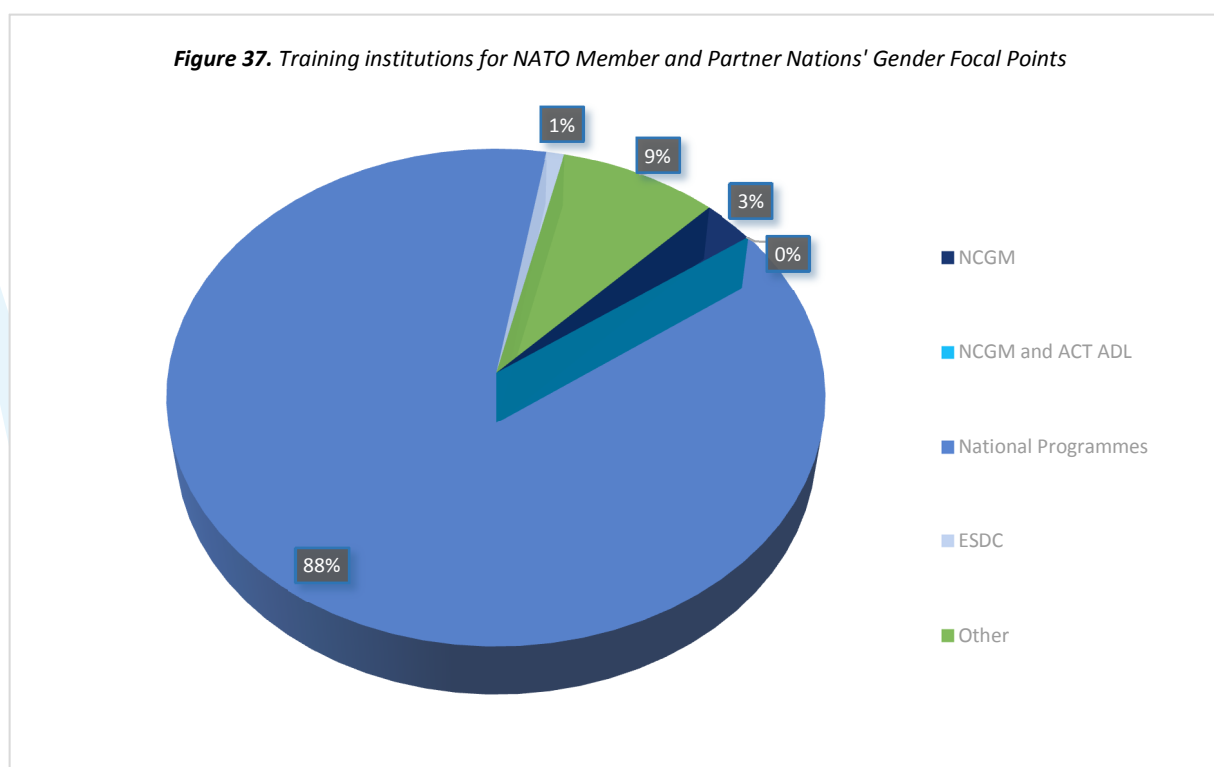


Figure 37 reflects the institutions where 105 GFPs from 4 Member and 2 Partner Nations received training. In 2018, **88%** of GFPs received training through national programmes, **9%** were trained by other institutions and/or methods, **3%** were trained at the NCGM and **1%** at the ESDC.



In summary, Chapter 6 reflects that all Modules of the NATO E&T Package for Nations were used in 2018. Among other NATO-certified training programmes, especially the GENAD Course and the Gender Training of Trainers Course appear to be popular E&T tools for nations. Furthermore, the vast majority of GENADs and GFPs in 2018 received training through the national training capacity of their respective nations.

7 NCGP Recommendations to the Military Committee

Chapter 7 of the Executive Summary outlines the NATO Committee on Gender Perspectives (NCGP) recommendation process to the Military Committee (MC).

During the NCGP Annual Conference, syndicate working groups develop the NCGP Recommendations and outcomes, in order to advance the integration of gender perspectives in military planning and operations, whilst adhering to the United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions. Based on NCGP's Terms of Reference, recommendations or outcomes are presented to the MC on an annual basis, immediately after the conclusion of the NCGP Annual Conference.

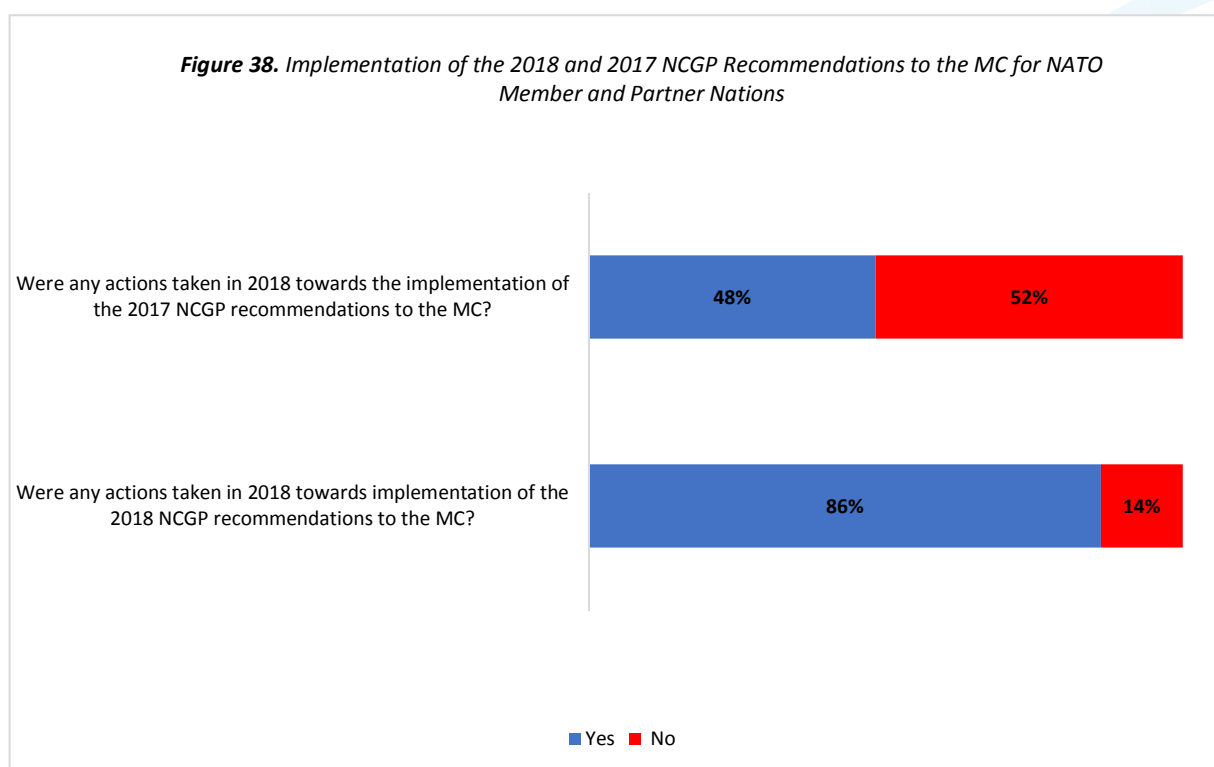
The theme for the 2018 NCGP Conference was a '360° approach to gender', aiming to raise awareness of gender initiatives across the political, military and social domains in NATO, the United Nations (UN), the European Union (EU), the Organisation for Security and Co-operation in Europe (OSCE), and their respective nations and partners. There were more than 140 participants from 43 NATO Member and Partner Nations.

The Summary of the National Reports covers nations' progress and milestones for the previous year's NCGP Recommendations and requests nations to report on actions taken towards implementing the reporting year's Recommendations. The following section provides an overview of the actions taken by NATO Member and Partner Nations for the 2017 and 2018 NCGP Recommendations to the MC. In addition to sharing of information with the community of interest, the Summary of the National Reports acts as an accountability mechanism for NATO Member and Partner Nations to report their activities in alignment with the NCGP Recommendations.

Figure 38 shows that **48%** of the reporting NATO Member and Partner Nations implemented the 2017 NCGP Recommendations in 2018. Furthermore, **86%** of the reporting NATO Member and Partner Nations implemented the 2018 NCGP Recommendations.

Out of the 22 Member Nations who reported in 2018, 9 implemented the 2017 NCGP Recommendations. Subsequently, 20 reporting Member Nations implemented the 2018 Recommendations.

Out of the 7 Partner Nations who reported in 2018, 5 implemented the 2017 NCGP Recommendations. Subsequently, 6 reporting Partner Nations took action towards implementing the 2018 Recommendations.



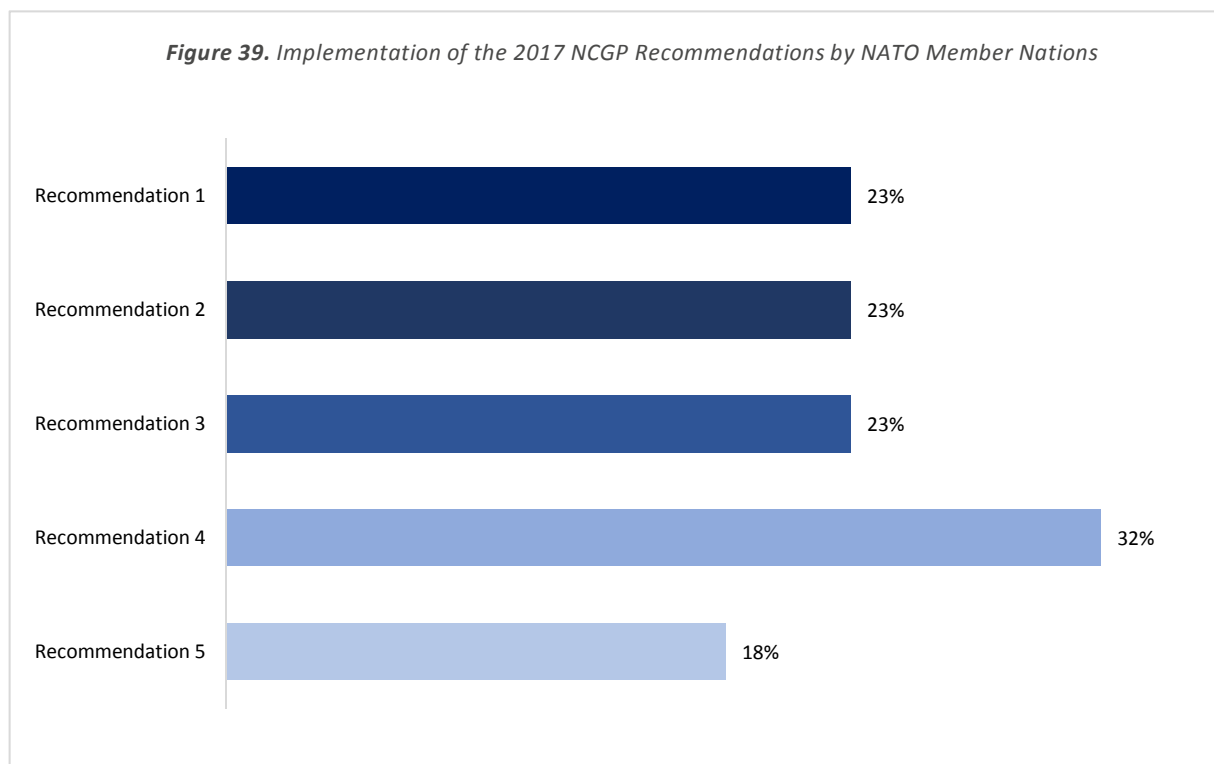
2017 NCGP Recommendations to the Military Committee

The NCGP recommends that a gender perspective be further integrated throughout NATO's three core tasks, thereby reinforcing the importance of a comprehensive gender perspective mind-set incorporated in the 360° approach. Additionally, re-targeting the context of gender to Projecting Stability will serve to further uphold the common NATO values.

Therefore, the MC has endorsed the following specific NCGP Recommendations:

- 1. To integrate the Gender Perspective in the development of the military concept of Projecting Stability;*
- 2. To integrate NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities;*
- 3. The need to develop guidelines on how to integrate Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations;*
- 4. To note the Civil Society Advisory Panel to be a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives; and*
- 5. To note to encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.*

Figure 39 indicates that amongst 22 reporting NATO Member Nations, **32%** took priority action on implementing the 2017 NCGP Recommendation 4, followed by **23%** for Recommendations 1, 2 and 3 which are listed above.



2018 NCGP Recommendations to the Military Committee

The theme for the 2018 NCGP Recommendations came from an effort to identify and mitigate gaps and stovepipes and raise awareness of gender initiatives across the political, military and social domains in NATO, the UN, the EU, the OSCE, and their respective nations and partners.

1. The MC agrees to the following NCGP Recommendations:

a. NATO, Members and Partners should pursue an inclusive and respectful working environment.

b. Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimisation.

c. MC recognises the added value of the Women, Peace and Security Chiefs of Defence Network and Members and Partners should participate.

2. The MC approves the following NCGP Recommendations:

a. MC recognises the importance and the positioning of the Gender Advisor's office. For NATO entities the Gender Advisor should be positioned either within the Command Group or within the appropriate staff section and with direct access to the Commander. Members and Partners are encouraged to follow this example.

b. MC directs the SCs to incorporate gender perspective into the analysis and planning processes related to cyber and Counter Terrorism/Counter Violent Extremism at all levels within the NATO Command Structure, and invites Members and Partners to do so.

c. MC tasks the SCs to develop a concept to mitigate the gender diverse engagement capability gap and to report its findings back to MC.

3. The MC endorses the following NCGP Recommendations:

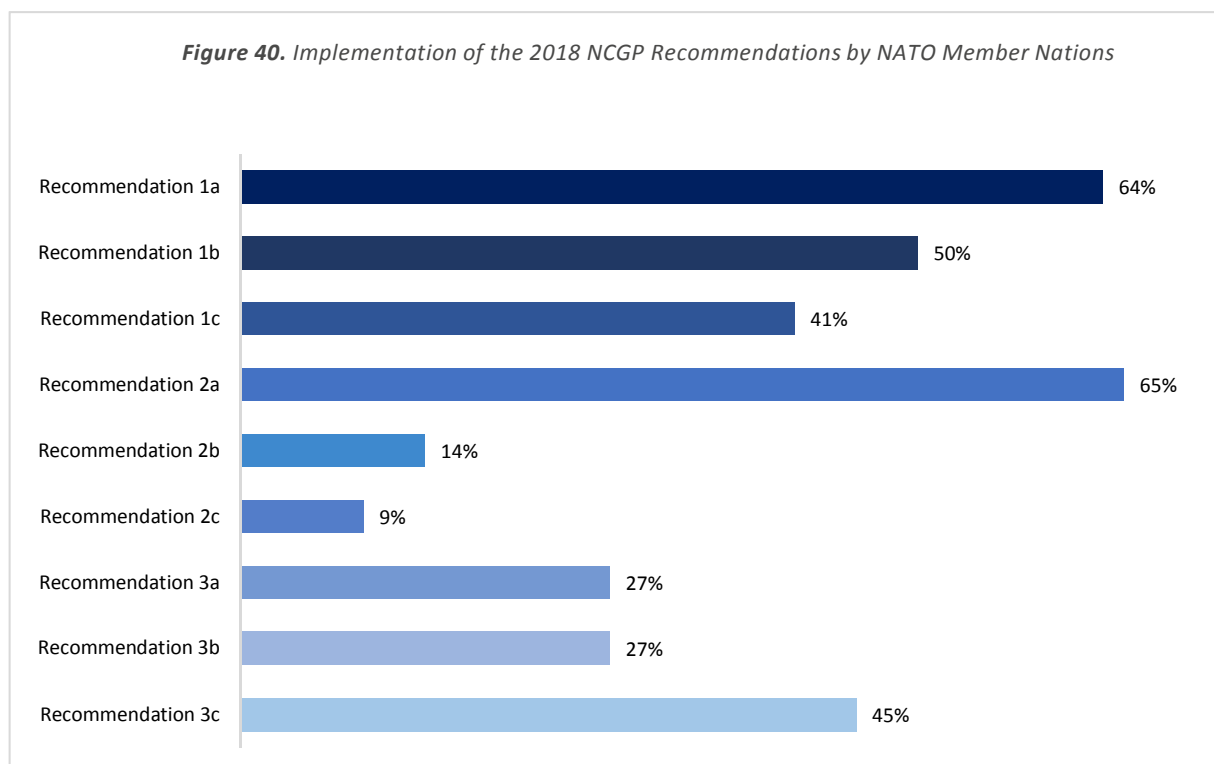
a. MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.

b. MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse. Already existing policies on this matter of other international organisations should be evaluated and taken into account in the development of a NATO Policy.

c. MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions¹ as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.

¹ UNSCRs 1820, 1888, 1889, 1960, 2106, 2122 and 2242.

Figure 40 indicates that amongst 22 reporting NATO Member Nations, **65%** took priority action on implementing the 2018 NCGP Recommendation *2a*, followed by **64%** for Recommendation *1a* and **50%** for Recommendation *1b* which are listed above.



In *Table 6*, key activities and milestones provided by 19 NATO Member and 5 Partner Nations show the progress each nation has made towards further implementing the 2017 and/or 2018 NCGP Recommendations to the MC.

If a nation responded that no measures were taken to implement either the 2017 or 2018 NCGP Recommendations, it is indicated that 'No actions were reported'. If the nation selected that implementation of the 2017 or 2018 Resolution took place, but did not specify on the measures, it is indicated that 'No specific information was provided'. In cases where nations did not report or specify any actions for the implementation of both 2017 and 2018 NCGP Recommendations, the nation was not included in the table below.

Table 6. Actions taken to implement the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee		
Country	2017	2018
Belgium	<i>No actions were reported.</i>	In 17 October 2005, Belgium implemented the Diversity Policy of the Belgian Defence. An internal structure is in place for the effective prevention, reporting and response to combatting sexual and other forms of harassment in the workplace without victimisation. In 2018, the Belgian Chief of Defence became a member of the WPS (Women, Peace and Security) Chiefs of Defence (CHODs) Network. The Belgian Defence distinguished the position of the Gender Advisor (GENAD) from the "reference GENAD", who holds additional responsibilities in concept and operations. In 2018, Belgium implemented the third Defence Action Plan (DAP) on WPS.
Bulgaria	The Bulgarian Navy established a mixed team.	Bulgaria continued to develop and implement the 2018 NCGP recommendations in the Ministry of Defence (MoD) and in the national armed forces. <i>No specific information was provided.</i>

Canada	Canada took command of the NATO mission in Iraq in Nov 2018 where a GENAD was deployed in support of the headquarters. This GENAD implemented NATO best practices with regard to capacity building. The Royal Canadian Navy continued to integrate Canada's best practices on gender into the maritime environment. The Canadian Armed Forces (CAF) met in December 2018 with Canadian civil society, bringing together CAF's Champion for WPS, the Director Integration of Gender Perspectives, staff from Global Affairs Canada and leadership from the WPS Network Canada.	In 2018, the CAF launched the event "Respect in the CAF", a one-day interactive workshop that uses scenarios, discussions and small group activities. The workshop aimed at helping CAF members develop and practice skills to recognise, respond and prevent sexual misconduct, as well as support those affected by it. In 2015, Canada launched the CAF Operation Honour, which is a mission to eliminate sexual misconduct in the Canadian Military. In 2018, Operation Honour underwent a review by the Auditor General of Canada, outlining additional areas for improvement to help achieve the Operations' objectives. Canada is a member of the WPS CHODs Network and works actively to implement UNSCR 1325 and the WPS agenda. CAF GENADs hold positions either within the Command advisory group, or within the J5 staff function, while retaining a direct line of communication with the Commander. CAF integrated gender perspectives into the planning and conduct of operations. As of 2018, CAF had no specific Countering Violent Extremism Office and/or cyber related gender personnel, however, gender remains a planning factor in these types of operations. CAF issued a directive from the CHOD Staff in 2016 concerning the integration of UNSCR 1325. Work is ongoing to implement the directions, which includes the establishment of GENAD and Gender Focal Points (GFP) networks. CAF is planning to update this directive in 2019.
Croatia	Croatia pursued its efforts to implement the WPS agenda and to integrate of gender perspectives into all levels of E&T and exercise activities conducted at national military facilities and units. Croatia continued to strengthen good relations and interoperability through bilateral and multilateral cooperation in E&T and exercises. Croatia renders this especially relevant for international military missions, peace support and humanitarian operations. The International Command Senior Enlisted Leaders (CSEL) Course at the Croatian Defence Academy incorporated the subject of the integration of gender perspectives in military operations.	Croatia gave due consideration to participate in the WPS CHODs Network. The CAF was committed to integrating gender perspectives, both in military operations and in a national context, at all levels, with the intention to making their implementation a routine in the work of military personnel. Croatia continued towards gradually increasing the number of NCGM certified gender instructors and GENADs in targeted areas within the organisational structure. During 2018, the pool of NATO/NCGM certified instructors reached 43 (through the GToT Course, 5 at the MoD; 38 within the CAF), with 8 certified advisors (4 GENAD Course and 4 GFA Course).

	Croatia deployed service women and men to the Resolute Support Mission (RSM) in Afghanistan. The Croatian Contingents' Special Operations Advisory team continued to embed the training of service women of the Afghan Special Police in their responsibilities. Additionally, these Military Police (MP) service women completed the Gender Training of Trainings (GToT), prior to deployment. Good cooperation continued with civil society, in particular with the Gender Equality Ombudsperson. Over the years, Navy Officers completed the GToT Course at the Nordic Centre for Gender in Military Operations (NCGM) in order to become certified instructors, and to contributing to the integration of gender perspectives into their work at Navy facilities. Croatia integrated gender perspectives in pre-deployment training for maritime humanitarian operations concerning migrants/refugees. The integration of gender perspective helped consider the special needs of migrant/refugee women, men, girls and boys. CAF exercised such operations often in cooperation/coordination with civil society on land, particularly in terms of logistics. Croatia paid attention to developing mixed engagement teams during planning, with due consideration to the work force available.	Croatia recognised that additional efforts are necessary to train Subject Matter Experts (SMEs) on integrating a gender perspective in the domain of cyber and counter terrorism/violent extremism. The CAF strove to ensure an adequate number of qualified service women deployed in operations, in order to fulfil mandated requirements, insofar possible with the work force available. Through E&T activities with an emphasis on the pre-deployment level, Croatia continued its efforts to promote gender equality and prevent and respond to conflict-related Sexual and Gender-Based Violence (CR-SGBV), Sexual Exploitation and Abuse. During the reporting period, Croatia revised the National Action Plan (NAP) for the Implementation of UNSCR 1325 and related Resolutions on WPS for the period 2011- 2014 (which remained applicable during the ensuing years after 2014). After the endorsement of the NAP, Croatia will review the existing national DAP for the Promotion and Establishment of Gender Equality, as well the Gender Awareness Policy in the MoD and CAF. Croatia continued to consider the appointment of dedicated gender staff. In 2018, Croatia's defence sector had 47 persons trained through NCGM certified gender related courses, who apply their training in their work and by acting as instructors or trainers.
France	<i>No actions were reported.</i>	Within the armed forces, the Themis Unit supported all victims of sexual harassment and sexual assault. The Assistant Chief of Staff for Military Operations participated in the latest WPS CHODs Network. France placed the GENAD position within the command group, as a joint role combined of a Legal advisor and GENAD.
Germany	<i>No actions were reported.</i>	Germany informed that the basic principles of "Innere Führung" of the Bundeswehr corresponds with the maintenance of an inclusive and respectful working environment, which includes the effective prevention, reporting, response mechanisms to combat sexual violence in the workplace.

		The Bundeswehr continued to implement a prevention and response concept for sexual harassment, discrimination and mobbing, as well as to update existing regulations concerning these issues in one policy. As for the implementation of UNSCR 1325, the Bundeswehr had Equal Opportunity Officers in 2018, positioned within a Division's leadership and entitled to report directly to the Command Group.
Greece	<i>No actions were reported.</i>	Greece included gender perspectives in military operations in relevant modules taught at military academies.
Italy	Due to a change in the Italian Defence's Chain of Command, no actions were taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC.	The Italian Defence developed the Equal Opportunities and Gender Perspective Section in order to pursue an inclusive and respectful working environment within Italian Armed Forces. Italy continued to recognise the importance of the role of GENADs and GFPs in every Italian-led operation and the important positioning of GENADs inside the Command Group. The Joint Operations Headquarters continued to incorporate gender perspectives in the planning and execution of every operation.
Lithuania	<i>No specific information was provided.</i>	Lithuania provided education concerning UNSCR 1325 on WPS to military personnel.
Luxembourg	<i>No actions were reported.</i>	The Luxembourg Armed Forces continued their permanent effort to pursue an inclusive and respectful working environment. In accordance with the Command Group Structure, the GENAD had direct access to the Commander. In 2018, Luxembourg completed preliminary work towards the creation of a DAF.
Montenegro	As an integral activity of capacity building of Montenegro's Defence, Montenegro continued to integrate gender perspectives. Montenegro conducted the promotion of the military profession among high school, teenage and student populations in order to recruit candidates to military academies. In order to consider a gender aspect, young officer women and men were present during these activities. As a result, almost half of the applicants were women. With regards to guidelines, the MoD used NATO's guiding documents on gender perspectives as well as the	In 2018, Montenegro's MoD continued to promote an inclusive and respectful working environment. In 2018, Montenegro adhered to its Plan for Activities for Achieving Gender Equality and Action Plans for the Implementation of UNSCR 1325 for the period from 2017 to 2021. This plan defines measures and activities for the integration of a gender perspective into the process of reform of the defence sector, as well as on all the decision-making levels. In 2018, the AF and the MoD of Montenegro had Gender Equality Coordinators, in charge of overseeing the integration of gender perspectives.

	NAP for the Implementation of UNSCR 1325. At the level of the MoD, Montenegro continued to annually develop NAPs for the implementation of UNSCR 1325. In 2018, Montenegro had no Civil Society Advisory Panel (CSAP). However, good cooperation existed between Montenegro's Defence, the civilian sector and NGOs.	In July 2018, Montenegro received a letter of invitation to join the WPS CHODs Network and expressed the readiness to participate. In 2018, Montenegro's NAP encompassed three main areas for the implementation of UNSCR 1325 and accompanying resolutions: 1. The increase of the number of women in decision making and peace support processes; 2. The protection of women and girls in conflict areas; and 3. The integration of a gender perspective and gender training in peacekeeping missions.
Netherlands	The Netherlands wrote their NAP in cooperation with the MoD and the CSAP. Amongst other departments, the Dutch non-governmental organisation Wo=Men was an important partner in this process.	The Netherlands updated the Code of Conduct within their MoD to including clarifications on social safety amongst employees. In 2018, the software used to file complaints or statements within the MoD (e.g. on safety, security, technical mishaps) was in being updated. The Netherlands expects these updates to be finished in 2020. The Netherlands planned that by September 2020, a fulltime GENAD will be installed within the Command Group. The Netherlands wrote a DAP, which will be updated in 2020. This will coincide with the drafting of the NAP with the MoD and CSAP.
Poland	Poland further elaborated on the NAP for the WPS Agenda for the period 2018-2021.	Poland provided training to military personnel in order to pursue an inclusive and respectful working environment in the armed forces. Poland continued to prepare programmes related to the prevention and reporting of sexual and other forms of harassment. Poland signed the NAP for the WPS Agenda for 2018-2021.
Portugal	<i>No actions were reported.</i>	In 2018, Portugal developed a DAP, which provided for the appointment of a GENAD in each Service at the Command Group level. The General Staff of the Armed Forces considered it vital for Portugal join the WPS CHODs Network and to participate in future meetings.
Slovakia	<i>No actions were reported.</i>	Through national laws and internal directives, Slovakia incorporated the recommendation to pursue an inclusive and respectful working environment.

Slovenia	The Slovenian Armed Forces (SAF) continued with several best practices on the integration of a gender perspective. In 2016 a special edition of the SAF's academic publication Contemporary Military Challenges featured the UNSCRs 1325 and the integration of a gender perspective. This publication included an article on the SAF's best practices. Through operational planning, Slovenia continued to develop guidelines regarding the integration of gender perspectives. Thus, each deployment order included the integration of gender perspectives and the implementation of the WPS agenda. Members of civil society were actively involved in the evaluation, workshops, conferences, as well as, in the drafting of the second NAP for the implementation of the WPS agenda for the period from 2018 to 2020. Since the first deployment of SAF, Slovenia continued to ensure the establishment of mixed gender engagement capabilities through deployment to the IOM and to maritime operations. Slovenia rendered the composition of mixed gender engagement capabilities especially important when contact with the local population was necessary.	The SAF developed mutual respect between employees through their daily work. Slovenia supplements this process through Standard Operational Procedures (SOPs) for the protection of dignity. Since 2017 and throughout 2018, Slovenia was a member of the WPS CHODs Network. In 2015, Slovenia established the permanent position of a full-time GENAD at the strategic level. In 2016 and 2017, Slovenia established the position of a full-time GENAD at the operational level, as well as, dual-hatted positions of GENADs at the tactical level. Slovenia allocated to these GENADs direct access to the commanders. Slovenia includes the content of the NATO Military Guidelines on Prevention of, and Response to CR-SGBV in the education and training in SAF, with special emphasis on pre-deployment trainings. Slovenia included the implementation of UNSCR 1325 and related Resolutions, as well as, the integration of gender perspectives in the medium-term Defence Programme of the Republic of Slovenia of 2018 to 2023. In 2009, Slovenia adopted the Directive on the implementation of the UNSCR 1325 and 1820 on WPS. In 2018, Slovenia adopted the second Directive on the implementation of UNSCRs on WPS for the period from 2018 to 2020.
Spain	Spain considered gender mainstreaming in military education, including gender and humanitarian law, at all levels. In a monthly report, Spain assessed the integration of gender perspectives into all branches of the national armed forces.	In 2018, Spain did not have a DAF, however, there was a Directive at CHODs level to implement gender perspectives in all operations. Furthermore, in 2018, Spain had dedicated gender staff responsible exclusively to the implementation of gender perspectives at the political, strategical and operational level.
Australia	Australia established the Australian Defence Force (ADF) Gender Advisor Personnel Framework, which is submitted to the Chief of Services Committee.	In 2018, a Diversity and Inclusion (D&I) Directorate within each Service was responsible for enabling structural and cultural reform to support an inclusive and respectful working environment. In 2018, "Pathways to Change" was an overarching programme, driving cultural change through D&I policies, programmes and initiatives. The Chief of Defence Force (CDF) is a founding member of the WPS Chief of Defence Network. The CDF will host a conference on WPS in April 2020 to celebrate twenty years since

		UNSCR 1325, with the theme “From Rhetoric to Reality”. In 2018, the ADF had ten dedicated GENAD positions sitting across the spectrum of the Department, tasked with the further implementation of UNSCR 1325 and the mainstreaming of gender perspectives. This included a dedicated training position to run the GENAD training course, a network of deployed GENADs to our overseas operations, as well as, Service GENADs. In 2018, Australia was anticipating the release of a second NAP, where Defence will be responsible for implementing a renewed programme mandate for UNSCR 1325.
Bosnia and Herzegovina	The Bosnia and Herzegovina Armed Forces (BiHAF) incorporated pre-deployment training and basic military training during admission in military service, as well as joint training with EUFOR.	In 2018, the Code of Ethics in BiHAF and other codes related to members of the defence system ensured an appropriate working environment. In 2018, training and proper informing contributed to the prevention and response mechanisms of complaints in the BiHAF. This was supported by the position of the Inspectorate General of the MoD BiH and parliamentary military commissioners, as well as by disciplinary proceedings. On behalf of the BiHAF, the CHOD joined the WPS CHODs network in 2018. In 2018, the Peace Support Operation Training Centre developed a course and curriculum on the prevention of CR-SGBV. In 2018, a NAP existed for the implementation of UNSCR 1325 in BiH for the period of 2018-2022.
Ireland	<i>No additional information was provided.</i>	Throughout 2018, the Irish Defence Forces continued to integrate the various NCGP Resolutions through the implementation of the Defence Forces’ Action Plan on WPS.
Moldova	<i>No additional information was provided.</i>	During 2018, Moldova carried out a gender analysis of the Code of Professional Conduct of the National Army of 2016. This analysis allowed for the elaboration of recommendations for the Code’s improvement, which were submitted for approval. In 2018, Moldova initiated an elaboration of the internal procedures regarding the prevention and combating of discrimination, sexual harassment and gender-based violence within the national army. This was done through Joint Working Sessions. The outcome was the presentation of the concept for the Regulation on the Prevention and Combating of

		Discrimination, Harassment and Gender-based Violence. Proposals for the prevention and investigation of harassment, sexual harassment and other destructive phenomena were discussed. On 28 March 2018, Moldova approved the National Programme for the Implementation of UNSCR 1325 on WPS for the years 2018-2021 and the NAP. Moldova developed the Action Plan of the MoD on the implementation of UNSCR 1325 within the National Army of the Republic of Moldova and approved the plan on 12 July 2018.
the former Yugoslav Republic of Macedonia	<i>No actions were reported.</i>	In 2018, the former Yugoslav Republic of Macedonia started developing the New Guidelines on Protection against Workplace Harassment. Moldova created a link to the MoD website, providing for documents related to sexual harassment, as well as a telephone number and e-mail to report relevant incidents.
* More information on the implementation of the NCGP Recommendations can be found in the NATO Member and Partner National Reports subsections.		

As presented in *Table 6*, Nations took various measures to implement the 2017 and 2018 NCGP Recommendations into their national armed forces in 2018 to ensure that gender perspectives were mainstreamed. Some key actions implemented by NATO Member and Partner Nations were in the areas of policy development², increasing membership and/or support reported for the WPS CHODs Network³, mixed-gender teams deployment in Maritime Operations⁴, deployment of GENADs⁵ and the creation of offices and/or groups to oversee gender related topics in the military⁶.

In 2018, there were four nations, Albania, Luxembourg, Moldova and Poland, who published their first NAP. Furthermore, eight reporting Member Nations, Belgium, Canada, Croatia, Germany, Italy, the Netherlands, Romania and Spain, had current NAPs in place for the implementation of the WPS Agenda in 2018. Amongst the reporting Partner Nations, New Zealand and Serbia had current NAPs for the implementation of UNSCR 1325 in place in 2018.⁷ In 2018, there were three nations, Bosnia and Herzegovina, Iceland and Slovenia, who renewed their previous NAPs. In addition, five of the reporting nations, Australia, France, Ireland, Montenegro and Portugal, had NAPs that expired in 2018.⁸

² As reported by Bulgaria, Canada, Croatia, Germany, Montenegro, the Netherlands, Poland, Portugal, Slovenia, Australia, Bosnia and Herzegovina, Ireland, Moldova and the former Yugoslav Republic of Macedonia.

³ As reported by Belgium, Canada, Croatia, France, Montenegro, Portugal, Australia as well as Bosnia and Herzegovina.

⁴ As reported by Bulgaria and Slovenia.

⁵ As reported by Canada and Australia.

⁶ As reported by Canada, Italy and Australia.

⁷ WPS National Action Plans, www.wpsnaps.org; PeaceWomen Women's International League for Peace and Freedom, www.peacewomen.org/member-states.

⁸ WPS National Action Plans, www.wpsnaps.org.

Chapter 7 provided an overview of the implementation of 2017 and 2018 NCGP Recommendations to the MC.

The most frequently implemented 2017 Recommendation was Recommendation 4 on the important role of the CSAP as a consultation and resource body for matters pertaining to Gender Perspectives and the WPS Agenda. The most frequently implemented 2018 Recommendations were Recommendation 1a (encouraging NATO Members and Partners to pursue an inclusive and respectful working environment) as well as Recommendation 2a (recognising the importance of the position of the GENAD within the Command Group).

Conclusion

For NATO, 2018 was a year marked with transformational change and significant milestones. NATO staff moved into its brand new NATO Headquarters in June 2018, Heads of State and Government participated in the North Atlantic Council and Brussels Summit Declaration was signed in July 2018.

Likewise, transformational changes and significant milestones were also occurring in the gender community at NATO HQ. In January 2018, Clare Hutchinson was appointed into the newly created post of “Secretary General’s Special Representative for Women, Peace and Security”. Created in 1998, the International Military Staff Office of the Gender Advisor celebrated its 20th Anniversary at the NATO Committee on Gender Perspective (NCGP) Annual Conference in June 2018. Furthermore, a new NATO/EAPC Policy and Action Plan on Women, Peace and Security (WPS) was endorsed at the NATO Summit in July 2018¹. This iteration was to reaffirm commitment to the WPS principles Integration, Inclusiveness and Integrity (3 I’s) into practice and to draw from the Alliance’s values of individual liberty, democracy, human rights and rule of law.

Through the Summaries of the National Reports, the NCGP promotes an increased representation of women across NATO and in national armed forces of Member and Partner Nations to enhance operational effectiveness and success. The Summary of the National Reports showcases NATO Nations’ achievements and efforts to implement the UNSCR 1325 and related Resolutions on WPS through Defence and/or National Action Plans, policies, sex-disaggregated data and gender related programmes.

The revised and refined online Summary of the National Reports questionnaire marks the start of more robust analyses in the areas of recruitment and retention statistics, work-life balance and parental rights trends in future.

Reflecting on 2018, NATO has continued to demonstrate a steady increase of women’s representation in the armed forces of Member Nations. The 2018 Summary of the National Reports could identify the following trends:

- A decrease in the average age of military service women and men in NATO Member Nations could be indicative that national armed forces are becoming younger due to recruitment efforts. This trend may also be a reflection of decreased retention rates and high numbers of the baby boomers retiring from the military. Furthermore, the imbalance in retention strategies has caused generational gaps, loss of corporate knowledge and expertise between the exiting baby boomers and incoming millennials and Generation X.

¹ NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women Peace and Security, http://www.nato.int/nato_static_fl2014/assets/pdf/pdfdt_2016_07/160718-wps-action-plan.pdf

- An increase of nations making available options for part-time employment and/or flexible working hours, which may reflect that nations are responding to next generation's work-life balance requirements.
- An increase of nations with programmes to support single parents in place, and dual service couples, or a childcare policy in place, which might reflect armed forces' willingness to accept changes in traditional family structures and the needs of personnel.
- An increase of NATO Member Nations introducing new policies or legislation related to the integration of gender perspectives, which may reflect that nations embrace the value and importance of gender mainstreaming and adhering to UNSCR 1325 on WPS.
- A decrease in the reports of formal procedures, programmes and strategies to respond to sexual harassment and sexual abuse, which demonstrates the need for creating a Sexual Exploitation and Abuse (SEA) policy.

An accurate and statistically robust analysis requires the participation of as many NATO Member Nations as possible and heavily relies on detailed and accurate reporting. Highlighting nations' achievements helps to foster best practices. Addressing challenges and barriers provides leadership with the insight to make gender related changes at the strategic, operational and tactical levels. Possible way forwards could be achieved through the exploration of future recruitment and retention strategies, improved gender related operational E&T packages, as well as, development of more robust gender specific policies and directives at all levels.

2018 National Reports from NATO Member Nations

The second section of the 2018 Summary of the National Reports will present Member and Partner Nations' National Action Plans, activities taken towards integrating gender perspectives in the national armed forces and the implementation of the United Nations Security Council Resolution 1325 (UNSCR) in the military. The following chapter features the NATO Member Nations' national reports which are voluntarily submitted on an annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters.

The following 23 NATO Member Nations submitted their completed 2018 questionnaire; Albania, Belgium, Bulgaria, Canada, Croatia, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Montenegro, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Turkey. Unfortunately, there were 6 NATO Member Nations that did not contribute to this years' report.

The national reports in this chapter provide insight into national rules and regulations, emerging practices and pertinent statistics regarding the following subsections:

- Specific Policies and/or Legislation Related to Integrating Gender Perspectives;
- Quotas;
- Restrictions on the Incorporation of Women in the Armed Forces;
- Reserves, National Guard and Other Military Structures;
- Enlistment Requirements;
- Retention Policies;
- Reasons for Leaving the Military;
- Equipment, Infrastructure and Uniform Adaptation;
- Parental Rights of Military Personnel;
- Average Age of Military Personnel;
- Work-Life Balance for Military Personnel;
- Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault;
- National Education and Training Programmes Related to Gender Perspectives;
- Use of NATO Education and Training Tools;
- Gender in the Armed Forces and Operations;
- Gender Advisors and Gender Focal Points; and
- Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).

Following the lessons identified and lessons learned, the NATO Member Nations which have contributed to the 2018 Summary of the National Reports have voluntarily provided crucial facts and figures that are now being shared with the gender community in the military and beyond.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

The Action Plan for Gender Equality 2018-2020 in the Armed Forces of the Republic of Albania, MD Order No. 688, was adopted on 16 May 2018. Additionally, on 11 September 2018, the Inter-institutional Action Plan 2018-2020 was approved by DCM No. 524. The Action Plans have several key milestones and goals with regards to implementing gender perspectives in the Albanian Armed Forces (AAF) which include:

1. Drafting and reviewing policies, procedures and plans to incorporate gender perspectives;
2. Increasing the number of military women in the armed forces by 15%;
3. Increasing the number of military women in Command/Service positions throughout the armed forces' hierarchy;
4. Increasing female representation in missions and operations;
5. Conduct reviews on curricula to ensure the incorporation of gender equality themes in the armed forces' courses and training;
6. Advancing training on United Nations Security Council Resolutions on Women, Peace and Security, sexual harassment, gender stereotypes, etc.;
7. Conducting sexual harassment surveys; and
8. Monitoring Albania's Action Plan 2018-2020.

Figure 1a. Percentage of military active duty women and men

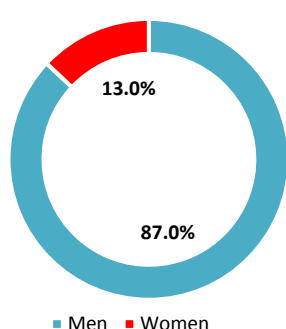


Figure 1b. Distribution of military women by services

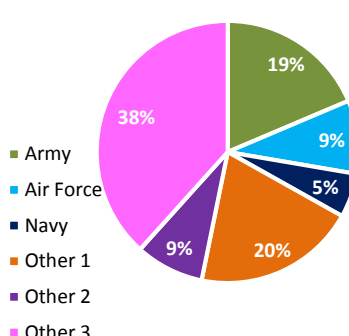


Figure 1c. Distribution of military men by services

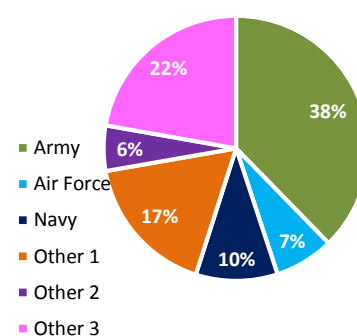


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	32.8%	2.4%
Air Force	6.3%	1.2%
Navy	8.7%	0.7%
Other 1	15.1%	2.6%
Other 2	4.8%	1.1%
Other 3	19.3%	5.0%
Total	87.0%	13.0%
Ranks	Men	Women
OF 6 and above	0.1%	0.1%
OF 3-5	16.0%	16.2%
OF 1-2	9.8%	24.5%
OR 5-9	37.7%	44.5%
OR 1-4	36.4%	14.6%

Quotas

There is a quota system for women or men in the AAF. According to the Human Resources Management Strategy in the Armed Forces 2015-2019, the number of female military personnel in the AAF should be up to 15%.

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on women serving in the armed forces, as well as restrictions that only apply to operations. Navy, pilot and Special Forces positions are not open to women in the AAF.

Since 2017, restrictions on approximately 130 positions have been lifted. Since 2018, there are plans to eliminate further restrictions as duties assigned within the letter No. 2536/7 (2018) by the Minister of Defence. The Armed Forces General Staff (J-1) should assess and consider the possibility of gradually reducing or removing restrictions on gender specific jobs, to create recruitment opportunities for potential female candidates to be offered in the armed forces in 2019. Furthermore, the revision of the new 2020-2024 strategy has foreseen the removal of restrictions on job positions.

Although there is no military entity that oversees integrating gender perspectives in the military, a specialist within the armed forces' Human Resources Directorate is dedicated to considering gender-related topics.

Table 2. Active Duty in NATO Operations

Service	Men	Women
Army	55.5%	0.7%
Air Force	1.4%	0.0%
Navy	16.8%	0.2%
Other 1	10.0%	0.7%
Other 2	3.7%	0.2%
Other 3	8.2%	2.6%
Total	95.6%	4.4%
Ranks	Men	Women
OF 6 and above	0.0%	31.6%
OF 3-5	16.8%	26.3%
OF 1-2	9.8%	31.6%
OR 5-9	46.6%	10.5%
OR 1-4	26.8%	4.4%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee:

1. Law No. 9047 (2003) on military service in the Armed Forces of the Republic of Albania; and
2. DCM No. 103 (2016) for approval of a plan for general or partial mobilization of human resources.

There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. Additionally, no incentives or bonuses are provided to civilian employees who enter Reserves, the National Guard or other military structures.

Enlistment Requirements

Enlistment requirements in the AAF are the same for women and men, but requirements for the physical fitness tests are different. The time to complete the 1-mile run is higher for men, as well as the number of push-ups and sit-ups required. The differences in enlistment requirements are related to physical characteristics (e.g. height, weight) between women and men. The required height for men is 165 cm and for women, it is 160 cm. Two policies that promote the recruitment of women in the military are:

1. Human Resources Management Strategy in the Armed Forces 2015-2019; and
2. MoD Instruction No. 9 (2018) on Procedures and Criteria for the Recruitment of Active Soldiers/Sailors in the Armed Forces.

The average age range at which both women and men enlist is between the ages of 18 to 20. The average age of personnel in the armed forces is the same as the Reserves.

Compared to 2017, the number of applicants in 2018 remained relatively the same for both women (46 to 47 applicants) and men (504 to 505 applicants). During 2018, out of 47 applicants, 46 women were successfully recruited to the armed forces. Out of 505 men who applied to the armed forces, 336 were successfully recruited. Approximately 91.3% of the 46 women and 98% of the 336 men who were successfully recruited to the armed forces completed the basic training.

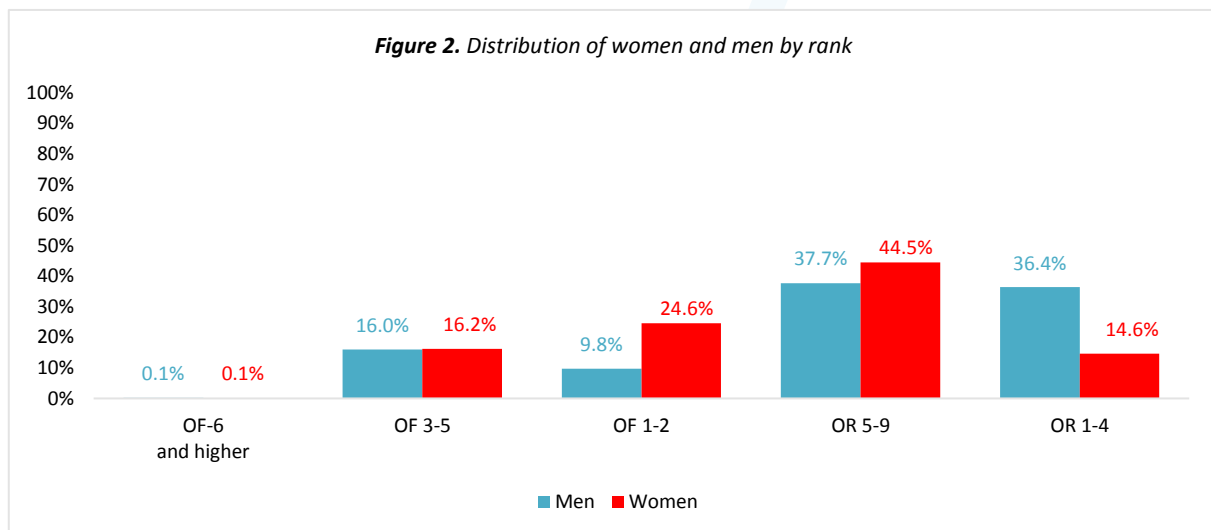
Retention Policies

The AAF have retention policies, as per Human Resources Management Strategy in the Armed Forces 2015-2019: 'Policies and Procedures for the Management of Civilian Personnel in the Armed Forces who do not Enjoy the Status of Civil Servant', adopted by the MoD Council No. 1090 (2016). As per the RSM and military strategy, the retention policies are still in development over the next upcoming years.

There are three specific retention policies for women:

1. National Strategy for Gender Equality 2016-2020;
2. Action Plan MM 2018-2020 for Gender; and
3. Assignment of prefects, prison directors and a recruitment structure for the Reserve forces in the Personnel Recruitment Centre.

In 2018, the Albanian government assigned a woman Colonel as a prefect of the capital. There are no networks to support women in the military.



Reasons for Leaving the Military

The AAF carry out exit surveys to monitor why women and men leave the military.

In 2018, 87 out of 1,380 women and 391 out of 6,541 men left the armed forces. Based on the total number of personnel who left the AAF, 18.2% were women and 81.8% were

men in the military. Most service members left the military because of retirement, personal undisclosed reasons or other factors. For men, death was also reported as a cause.

Equipment, Infrastructure and Uniform Adaptation

In the AAF, no military equipment has been ergonomically adapted for both women and men.

Military facilities are adapted for both women and men as there are gender specific facilities for service members. Maternity uniforms are not available in the AAF.

Parental Rights of Military Personnel

The AAF provide paternity, maternity and parental support. Maternity leave consists of 52 weeks, whilst paternity leave consists of 38 weeks. Parental leave consists of 15 weeks and is not transferable between parents. Support system policies are outlined in:

1. Law No. 7703 (1993) on Social Security in the Republic of Albania (amended in 2014);
2. Law No. 7961 (1995), amended in 2015;
3. Law No. 9210 (2004) on the Status of the Armed Forces of the Republic of Albania; and
4. MoD guidelines for assistance in case of illness or death.

Average Age of Military Personnel

The average age of military personnel serving in the AAF is 35 years of age for women and 34 years for men. Compared to 2017, the reported average age in 2018 decreased by three years for women (38 to 35 years of age) and five years for men (39 to 34 years).

Amongst NCOs, the average age for both women and men is 39 years of age. Amongst Officers, it is 36 years of age for women and 40 years for men. Amongst personnel deployed in operations, it is 30 years of age for women and 35 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support work-life balance for military personnel. Part-time employment or flexible working hours are not authorized.

There are no policies to support single/divorced parents or widows/widowers looking after their children. However, some benefits are provided by MoD Instruction No. 4 (2018) on the Organization and Functioning of Military Holiday Homes.

There are no special measures to support dual-service couples nor special programmes for childcare. However, breastfeeding breaks are available.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In May 2018, the AAF conducted a survey and received feedback from approximately 500 women and men military personnel. Survey results indicated that there were no reported cases of sexual harassment, sexual abuse or sexual assault.

National Education and Training Programmes Related to Gender Perspectives

The AAF do not have gender-related Education and Training (E&T) programmes.

Use of NATO Education and Training Tools

In 2018, the four modules of the 'NATO Gender Education and Training Package for Nations' have been used by the national armed forces. The AAF strongly agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

The NATO certified gender E&T products used in 2018 were the Key Leader Seminar, Senior Leader Seminar, Gender Advisor (GENAD) Course, Gender Focal Point (GFP) Training and Utility of Gender in Peace Support Operations Course.

Other NATO gender-related products for training are used throughout regional activities, with programmes such as Gender Rules & Regulations, Organizational vs. Operational Improvement on Gender and Gender in Operations.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Albania does not have any military personnel appointed to the GENAD nor GFP positions.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) are as follows:

1. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
2. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.*

3. *MC recognizes the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.*

No measures were reported in 2018 towards the implementation of the 2017 NCGP Recommendations.

Kingdom of Belgium



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

The Defense Action Plan (DAP) on Women, Peace and Security (WPS) 2017-2021 and Implementation of the National Action Plan (NAP) on WPS 2017-2021 were enforced during 2018. The DAP was published on 5 October 2018 and the mandatory reporting period for 2017 was not affected by the publication due to similar objectives and action lines in this third action plan.

Figure 1a. Percentage of military active duty women and men

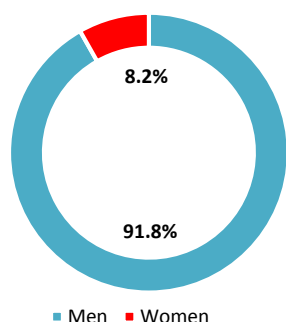


Figure 1b. Distribution of military women by services

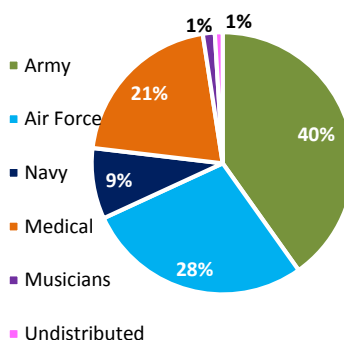


Figure 1c. Distribution of military men by services

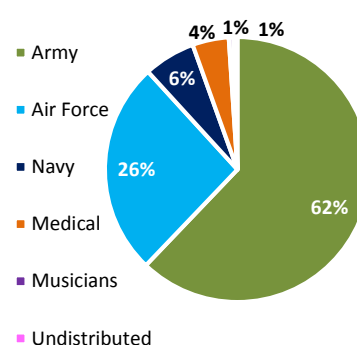


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	57.0%	3.3%
Air Force	23.9%	2.3%
Navy	5.8%	0.7%
Medical	4.1%	1.7%
Musicians	0.5%	0.1%
Undistributed	0.5%	0.1%
Total	91.8%	8.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.9%	10.3%
OF 1-2	5.9%	13.8%
OR 5-9	44.0%	39.6%
OR 1-4	42.1%	36.2%

Quotas

There is no quota system for women or men in the Belgian Armed Forces (BAF).

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

The Policy Office of the General Directorate Human Resources within the Human Resources Management Section assists in overseeing the integration of gender perspectives in the national armed forces. The diversity policy, including a gender policy, is under their area of responsibility.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	57.5%	1.4%
Air Force	18.6%	0.9%
Navy	15.0%	1.5%
Medical	4.1%	1.1%
Musicians	0.0%	0.0%
Undistributed	0.0%	0.0%
Total	95.1%	4.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.6%	13.3%
OF 1-2	9.8%	24.0%
OR 5-9	46.7%	49.3%
OR 1-4	33.7%	13.3%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	35.7%	1.3%
Air Force	12.3%	1.0%
Navy	39.3%	3.9%
Medical	4.9%	1.5%
Musicians	0.0%	0.0%
Undistributed	0.0%	0.0%
Total	92.3%	7.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.4%	0.0%
OF 1-2	8.4%	33.3%
OR 5-9	51.5%	50.0%
OR 1-4	31.8%	16.7%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. The BAF have a recruitment mechanism called 'Civ in Ops'. Based on the Reservist statute, civilian defence employees are recruited into the Reserves in order to execute their specialist jobs in an operational environment with better legal protection.

There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. No incentives or bonuses are provided to civilian employees who enter Reserves, the National Guard or other military structures.

Enlistment Requirements

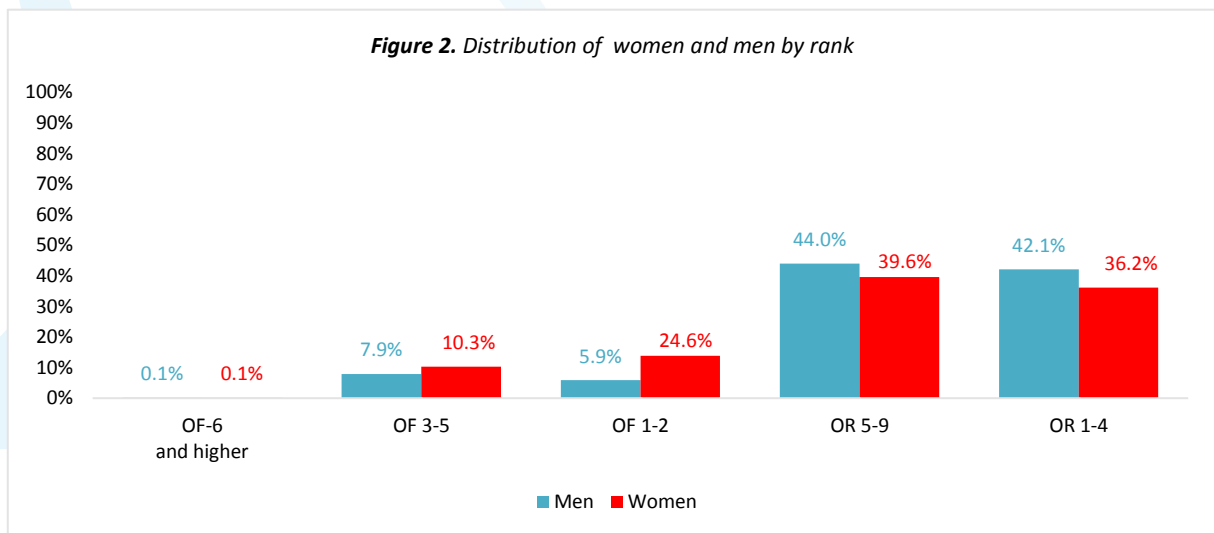
Enlistment requirements in the BAF are the same for women and men, and so are the requirements for the physical fitness tests. Whilst the tests are identical, the quotation tables of some specific tests are different in order to remain gender neutral.

There are no policies that promote the recruitment of women in the military.

Compared to 2017, the number of applicants in 2018 increased by 386 (603 to 989 applicants) for women and decreased by 1231 (4,405 to 5,636 applicants) for men. During 2018, out of 989 applicants, 182 women were successfully recruited to the armed forces. Out of 5,636 men who applied to the armed forces, 1,541 were successfully recruited. The basic training at Defence takes three years to complete, so figures on the number of women and men are not available at this moment in time.

Retention Policies

The BAF do not have retention policies, nor specific retention policies for women. The 'Gender in Motion' Network, which supports women in the military, was implemented on 4 December 2018.



Reasons for Leaving the Military

The BAF carry out exit surveys to monitor why women and men leave the military. Personnel leaving the armed forces are invited to voluntarily express the reasons during their interview with a psychologist.

In 2018, 201 out of 2,171 women and 2,669 out of 24,312 men left the armed forces. Based on the total number of personnel who left the BAF, 7% were women and 93% were men in the military. Most service members left the military because of death, dismissal due to poor performance or disciplinary offenses, in order to pursue of a different career or educational opportunity and because of retirement.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men in the armed forces. Military installations are adapted in the form of separated sanitary and lodging facilities for women and men. The ballistic protection vests are designed in a standard form but are available in different sizes.

Parental Rights of Military Personnel

The BAF provide maternity and paternity support. Maternity leave consists of 15 weeks and paternity leave consists of 2 weeks. The parental leave is not transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the BAF is 38 years of age for women and 41 years for men. Compared to 2017, the reported average age decreased in 2018 by one year for both women (39 to 38 years of age) and men (42 to 41 years).

Amongst NCOs, the average age is 38 years of age for women and 42 years for men. Amongst Officers, it is 34 years of age for women and 39 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support work-life balance for military personnel. Part-time employment and flexible working hours are permitted. Furthermore, except for certain critical posts, personnel can to work in satellite offices or to telework from home.

There are special measures to support dual service couples. If one of the partners from a military couple participates in an Operation, the partner staying at home can request to work four days a week for the duration of the mission with loss of pay.

There are no policies to support single/divorced parents or widows/widowers looking after their children. However, childcare programmes include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; flexible working and service hours or variable start/finish times of working day; policy on duties assignments; night duties and/or overtime work; as well as provision protecting parent from deployment. Furthermore, each parent can choose between two different systems of parental leave up to three months each, one without pay and one with a small allowance.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the BAF, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There are formal procedures in place for women and men to report incidents. In regulation with Law 04 of 4 August 1996 on the well-being at work, the appointed personnel to manage allegations are consultants who specialise in prevention efforts. Procedures include an intake process with an attempt of reconciliation and interventions with a third party, then a

submission to request a formal psychosocial intervention for violence harassment or sexual harassment at work.

In 2018, there have been eight incidents related to sexual harassment reported by women and one reported by a man in the BAF.

National Education and Training Programmes Related to Gender Perspectives

The BAF have one gender-related Education and Training (E&T) programme: *Gender Focal Point Course*. This course was run at the Civil-Military Engagement Group (Ci-MEG).

Use of NATO Education and Training Tools

In 2018, none of the four modules in the 'NATO Gender Education and Training Package for Nations' have been used by the BAF.

The NATO certified gender E&T products used in 2018 were the Gender Advisor Course, Gender Training of Trainers Course and Gender Focal Point Training. Additionally, the Nordic Centre for Gender in Military Operation's Soldier's Card 'Whose Security? Practical Examples of Gender Perspectives in Military Operations' was used.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Belgium has four NATO certified Gender Advisors (GENADs) and 161 non-NATO certified Gender Focal Points (GFPs) in the national armed forces. In 2018, two GENADs were trained at the European Security and Defence College. 24 GFPs were also trained in 2018 at the Ci-MEG Gender Focal Point course. Five non-NATO certified GFPs were deployed in 2018. Two GENADs have been deployed over the years in a KLE function and were NATO certified.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) are as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
 - a. The Belgian Defence has implemented their diversity policy since 17 October 2005.

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*

a. The Belgian Defence has an internal structure for the effective prevention, reporting and response to combatting sexual and other forms of harassment in the workplace without victimization.

3. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and Members and Partners should participate.*

a. In 2018, the Belgian Chief of Defence became a member of the WPS CHODs Network.

4. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

a. A distinction has been made between the 'Reference GENAD' and the GENAD. The 'Reference GENAD' has the additional responsibilities in the following three pillars: Staff Department Strategy (concept), General Directorate Human Resources and Staff Department Training (Operations) to provide guidance in the gender domain.

5. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

a. The third DAP on WPS was implemented. The first DAP on WPS was implemented from 2009 to 2012, with the second DAP on WPS from 2013-2016.

No measures were reported in 2018 towards the implementation of the 2017 NCGP Recommendations.

Republic of Bulgaria



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, Bulgaria released the first draft of the country's National Action Plan for the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS). The social dialogue was also started.

Figure 1a. Percentage of military active duty women and men

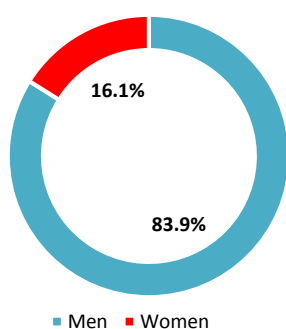


Figure 1b. Distribution of military women by services

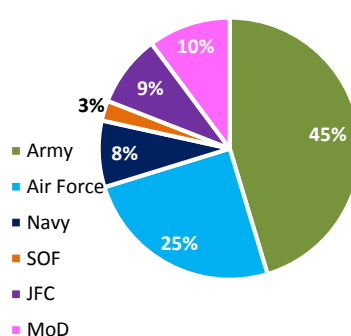


Figure 1c. Distribution of military men by services

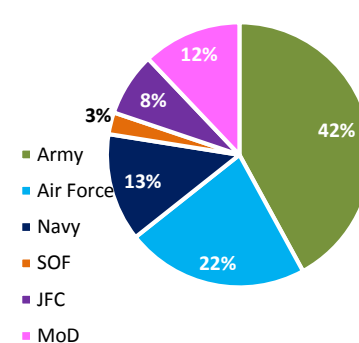


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	35.3%	7.3%
Air Force	18.7%	4.0%
Navy	11.1%	1.3%
SOF	2.2%	0.4%
JFC	6.5%	1.4%
MoD	10.1%	1.6%
Total	83.9%	16.1%
Ranks	Men	Women
OF 6 and above	2.1%	0.0%
OF 3-5	16.0%	1.1%
OF 1-2	1.9%	0.5%
OR 5-9	28.5%	4.9%
OR 1-4	35.5%	9.6%

Quotas

There is no quota system for women or men in the Bulgarian Armed Forces (BGRF).

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

There is a military entity that oversees the integration of gender perspectives in the BGRAF. According to the Rules of Organization of the Ministry of Defence (MoD) of the Republic of Bulgaria, the MoD's Social Policy Directorate is tasked with assisting the Minister in carrying out gender policy and the protection of human rights, equality and fundamental freedoms in the armed forces.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	62.5%	4.7%
Air Force	1.5%	0.2%
Navy	1.3%	0.2%
SOF	25.1%	4.6%
JFC	0.0%	0.0%
MoD	0.0%	0.0%
Total	90.4%	9.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	14.8%	6.8%
OF 1-2	11.9%	10.2%
OR 5-9	18.6%	40.7%
OR 1-4	54.2%	42.4%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	66.9%	5.0%
Air Force	1.3%	0.2%
Navy	0.5%	0.2%
SOF	23.2%	2.7%
JFC	0.0%	0.0%
MoD	0.0%	0.0%
Total	91.9%	8.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.7%	0.0%
OF 1-2	10.4%	6.7%
OR 5-9	18.6%	33.3%
OR 1-4	58.7%	55.6%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. In Bulgaria, the Reserves is organized on a voluntary basis. During active service, the employer or appointing authority cannot terminate the Reservist's employment or service relationship.

There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. The employer or appointing authority of which the Reservist is in employment or civil service is entitled to financial compensation from the State or MoD for the time in which the Reservist was on active duty.

In addition to the main and supplemental wages, the MoD provides civilian employees with incentives or bonuses. Travel and residence allowance based on the cost of time for relocation from the residence to duty settlements are also provided. Furthermore, Reservists have special consideration for acceptance in military schools for training under equal conditions. Reservists also have access to hospitals, long-term treatment and rehabilitation services, as well as recreation centres under the terms and conditions determined by MoD Act.

Figure 2a. Percentage of Reserve Force women and men

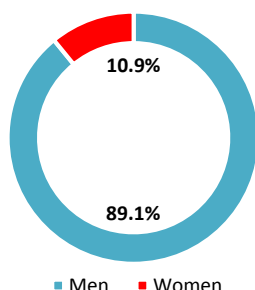


Figure 2b. Distribution of Reserve Force women by services

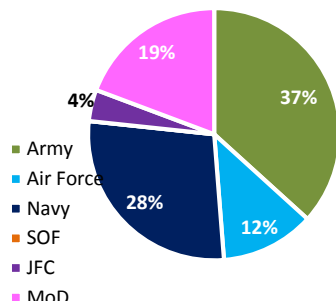


Figure 2c. Distribution of Reserve Force men by services

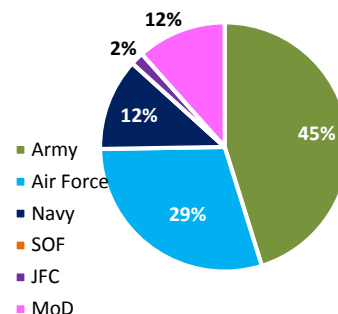


Table 4. Reserve Force Personnel

Service	Men	Women
Army	40.2%	4.0%
Air Force	1.3%	1.3%
Navy	3.0%	3.0%
SOF	0.0%	0.0%
JFC	0.4%	0.4%
MoD	2.1%	2.1%
Total	47.1%	10.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.7%	0.0%
OF 1-2	12.6%	0.0%
OR 5-9	19.1%	0.9%
OR 1-4	56.7%	10.0%

Enlistment Requirements

Enlistment requirements in the BGRAF are the same for women and men, but requirements for the physical fitness tests are different for those who apply to military college, military university and military academy. They are described in the Unified Armed Test, laid out in the MoD's 2010 Order. Requirements differ according to age. The different physiological characteristics of women and men are taken into consideration in strength, speed and physical resistance tests.

There are differences in enlistment requirements based on physical characteristics. According to a 2011 Regulation on the conditions and procedures for cadets' acceptance in higher education military schools, applicants must meet the following conditions: A minimum height of 150 cm for both women and men; a minimum weight of 50 kg for men and minimum weight of 48 kg for women. For pilot specialization, the maximum height is

185 cm and the maximum weight is 80 kg for both genders. The National Guard Unit military personnel is required to have a specific height between 178 to 182 cm and a maximum weight of 85 kg. There are special restrictions for National Guard Unit military personnel regarding tattoos on the face, arms and legs.

In the BGRAF, the average age range at which both women and men enlist is between the ages of 18 to 20. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

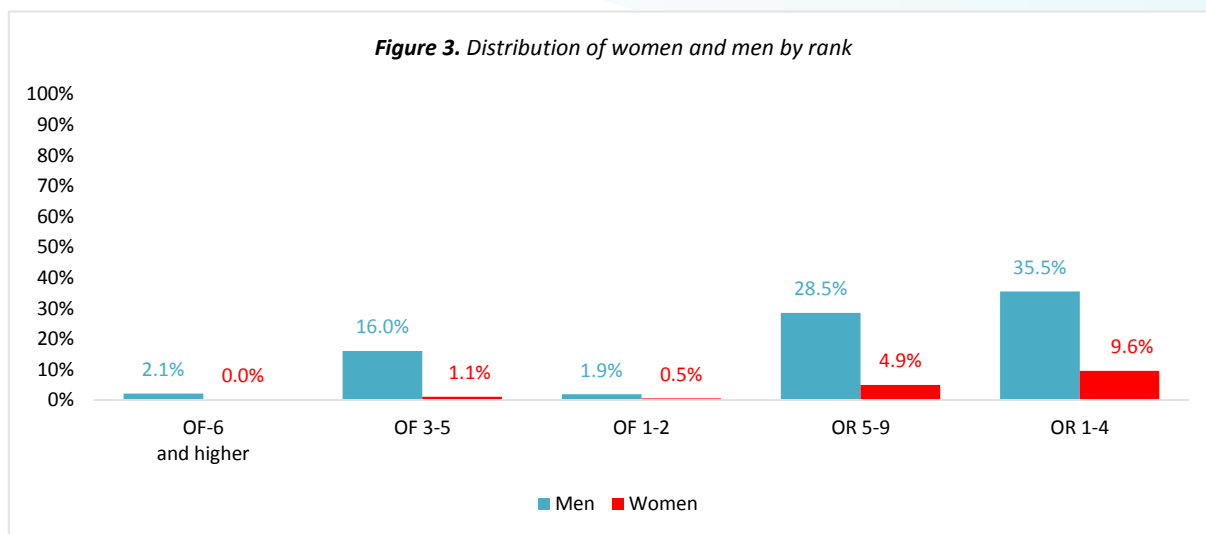
Compared to 2017, the number of women applicants in 2018 increased by 461 (158 to 619 applicants) and the number of men applicants increased by 851 (732 to 1,583 applicants). During 2018, out of 619 applicants, 520 women were successfully recruited to the armed forces. Out of 1,583 men who applied to the armed forces, 1,342 were successfully recruited.

Retention Policies

Some of the retention policies in the BGRAF include additional days of leave, free medical care, medical checks and recreation incentives (according to years of service), support for childcare, international recreation programmes, additional financial and material support.

Specific retention policies are offered under the Labour Code as special protections for service women. Additionally, by an order of the MoD, a list of employees is announced annually comprising female personnel working with a flexible schedule. There are military kindergartens appointed to the largest military garrisons, with duty officers looking after the children when their parents are away on duty.

There is a network to support women in the military: the Bulgarian Armed Forces Women Association (BUAFWA), a non-governmental organisation established in 2006. Most of its members are women on active duty and Reservists. The main goals of BUAFWA are the promotion and endorsement of the prestige and social status of women in the armed forces, as well as the implementation of the WPS agenda. Relations between the Association and the MoD are regulated by an agreement that follows the main goal of



BUAFWA itself: to protect their common interests. BUAFWA can directly inform the MoD and the Chief of Defence about cases of discrimination and can participate in the decision-making process within the MoD by giving opinions and statements.

Reasons for Leaving the Military

The BGRAF do not carry out exit surveys to monitor why women and men leave the military.

Servicewomen left the military because of retirement, due to limited leadership opportunities. The main reasons why servicemen tend to leave the armed forces are because of dissatisfaction with military salaries and retirement. Other reasons include uncertain national social policies regarding the reform of requirements for retirement.

Equipment, Infrastructure and Uniform Adaptation

Military equipment, the working environment and military facilities are adapted for both women and men. There are generally accepted norms and conditions for equal access of women and men in all spheres of military life. Military facilities are appropriate for both women and men, including the use of technology and related infrastructure.

Parental Rights of Military Personnel

The BGRAF provide maternity, paternity and parental support (in case of dual service couple). Additionally, the Military Medical Academy provides medical support to all military personnel. Maternity leave consists of 52 weeks and paternity leave consists of 32 weeks. Combined parental leave is 84 weeks, transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the BGRAF is 38 years of age for women and 41 years for men. Compared to 2017, the reported average age in 2018 remained the same for women and increased by two years for men (39 to 41 years).

Amongst NCOs, the average age for women is 41 years of age and for men is 42 years. Amongst Officers, it is 34 years of age for women and 43 years for men. Amongst personnel deployed in operations, it is 35 years of age for women and 39 years for men.

Work-Life Balance for Military Personnel

There are specific programmes to support work-life balance for military personnel. Part-time employment is not permitted; however, flexible working hours are allowed in cases of childcare, need to care for the elderly or the sick and educational studies.

There are special programmes to support parents when both are serving in the armed forces, such as a ban to deploy both parents at the same time. The same policy applies to single parents and those caring for the elderly or the sick.

Single/divorced parents or widows/widowers providing childcare are granted material assistance on a one-off basis to meet seasonal or occasional needs (e.g. purchase of

textbooks, clothing, etc.). Furthermore, the largest military garrisons provide supervised daycare centers for children of military personnel.

Childcare policies include provisions protecting parents from being deployed; policy on duty assignments, night duty and overtime work; flexible working and service hours or variable start/finish times during the working day; breastfeeding breaks; daycare for children at defence ministries and military installations; as well as child vouchers.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the BGRF, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There is no appointed personnel to manage allegations; however, there are formal procedures in place for women and men to report incidents. Sexual harassment, sexual abuse and all forms of violence are considered crimes under the Criminal Code and are treated as such.

In 2018, there has been one incident of sexual harassment reported by a man and one incident of sexual abuse reported by a woman in the BGRF.

National Education and Training Programmes Related to Gender Perspectives

The BGRF provide seven gender-related training programmes:

1. In the Logistics and Training Centre of the Military Police, a specialised training course is conducted with newly appointed military personnel. Topics include gender equality and UNSCR 1325. It targets OR 1-4 military personnel. It is part of the standard national training.
2. At the G. S. Rakovski National Defence College, gender perspectives and UNSCR 1325 are included in some academic disciplines. Some questions regarding UN Resolutions and gender perspective topics are discussed in the compulsory course 'Human Resource Management' and in the postgraduate qualification course 'Human Resources Management'. They target OF 1-2, OF 3-5 and OF 6-higher. It is part of the pre-deployment training as well as the standard national training.
3. At the Vasil Levski National Military University and NCO College, gender equality, gender perspectives and the WPS agenda are part of the leadership training modules for sergeants, cadets and students. The modules cover: the essence of WPS policies; working with international documents on gender equality and their implementation by NATO; the national framework and policies of implementation in the BGRF; and the integration of WPS policies in planning, implementation and evaluation of military operations and missions. They target OF 1-2 and OR 5-9 at the Military University, as well as OR 1-4 at the NCO College. They are part of the standard national training.
4. The WPS agenda is also part of the leadership training modules for cadets and students at the Nikola Vaptsarov Naval Academy. These target OF 1-2 and OR 5-9, as well as OR 1-4 at the NCO College. They are part of the standard national training.

5. The NATO-accredited *Gender Focal Point (GFP) Course* is held at the Crisis Management for Disaster Response Centre of Excellence (CMDR CoE). The course emphasises on enabling the GFP to support their Chain of Command in mainstreaming gender perspectives within their area of responsibility. Trainees within the GENAD Advisory Structure are provided with the knowledge of how their role as a GFP contributes to larger organisational efforts to institutionalise the application of gender perspectives in all activities. The target audience is GFPs within the strategic and operational organisations, which include OF 1-2, OF 3-5 and OF 6 and higher. The GFP course is part of the standard national training, pre-deployment and in-theatre training.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training (E&T) Package for Nations' has been used with strong satisfaction in seven national training programmes of the BGRF. All modules of the E&T package were used.

The NATO certified gender E&T products used in 2018 were the Gender Advisor (GENAD) Course, Gender Training of Trainers Course and GFP Training Course.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Bulgaria has six GENADs at the MoD, three who are NATO certified and three who are non-NATO certified. In 2018, one GENAD was trained at the European Security and Defence College. There are eight GFPs in the national armed forces who are non-NATO certified.

One GENAD and one GFP (both non-NATO certified) were deployed in 2018: one in Afghanistan (EUPOL) and one in Georgia (EUMM). Over the years, a total of one GENAD and two GFPs have been deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Action taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*

3. *The MC recognizes the importance and the positioning of the Gender Advisor's Office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

4. *The MC encourages Nations to adopt all adequate measures to implement the NATO Military Guidelines on Prevention of and Response to Conflict-Related Sexual and Gender-Based Violence.*

5. *The MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

The aforementioned recommendations have been implemented through policies and continue their developing process in the MoD and in the national armed forces.

Action was taken in 2018 towards implementation of the following 2017 NCGP Recommendation to the MC:

1. *Encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.*

a. This Recommendation was implemented within the Bulgarian Navy with the establishment of mixed teams.

Additional Information

Bulgaria, as a host nation, strongly encourages the CMDR CoE in Sofia to continue with the process of creating a new NATO GFP course.

Canada



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Canadian Armed Forces (CAF) have implemented and revised several new policies related to gender and gender perspectives in the armed forces. These include, but are not limited to, revision of the CAF beard policy, women's hair policy and financial support for undergarments. The Champions for Gender and Diversity for Operations was also created. The CAF continue to apply gender-based analysis to new policies and to reassess previous policies that require modernization.

Figure 1a. Percentage of military active duty women and men

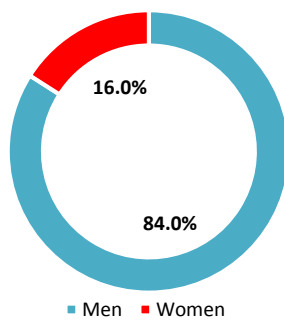


Figure 1b. Distribution of women military personnel by services

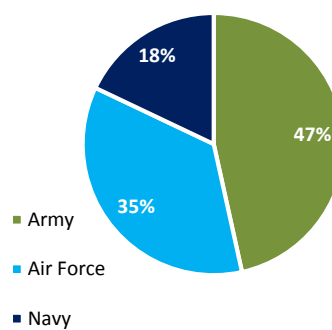


Figure 1c. Distribution of men military personnel by services

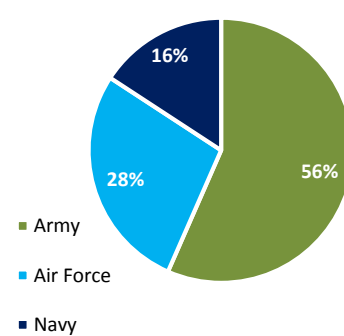


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	47.5%	7.4%
Air Force	23.2%	5.7%
Navy	13.3%	2.9%
Total	84.0%	16.0%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	8.0%	9.1%
OF 1-2	16.1%	22.1%
OR 5-9	34.6%	33.2%
OR 1-4	41.1%	35.6%

Quotas

There is a quota system for women in the CAF. As per the Employment Equity Act, the CAF have committed to long-term goals for the representation of women at 25.1% by 2026. Although there are no quotas for men specifically, the CAF also have representation goals for indigenous persons and visible minorities, of within which men are represented.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All positions are open to women in the armed forces.

In the CAF, there is a military entity that oversees integrating gender perspectives in the armed forces. The Director Integration of Gender Perspectives for the CAF works, through the Strategic Joint Staff, to support the Chief of Defence Staff (CDS) in implementing, monitoring, evaluating and reporting on the execution of Canada's National Action Plan (NAP) on Women, Peace and Security (WPS). Furthermore, the Director Integration of Gender Perspectives supports the Government of Canada's direction on the integration of Gender Based Analysis Plus (GBA+) into the CAF's operations and institutions, including, but not limited to, planning, conduct of operations, training and education, doctrine, personnel policies, procurements and infrastructures. Four Gender Advisors (GENADs), one at the strategic level and three at the operational level support the implementation. In addition, Gender Focal Points (GFPs) are trained and incorporated throughout the Department of National Defence (DND) and the CAF units and formations.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	53.3%	5.0%
Air Force	19.3%	3.2%
Navy	16.9%	2.3%
Total	89.4%	10.6%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.1%	6.8%
OF 1-2	14.6%	25.8%
OR 5-9	36.0%	34.9%
OR 1-4	42.2%	32.4%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	58.7%	4.1%
Air Force	12.1%	1.7%
Navy	20.7%	2.7%
Total	91.5%	8.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.6%	4.0%
OF 1-2	11.2%	20.9%
OR 5-9	34.8%	32.9%
OR 1-4	50.3%	42.2%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	69.6%	7.5%
Air Force	9.9%	2.1%
Navy	9.1%	1.8%
Total	88.6%	11.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	17.0%	6.8%
OF 1-2	18.8%	11.4%
OR 5-9	20.5%	22.7%
OR 1-4	43.7%	59.1%

Table 5. Other Personnel in NATO Operations

Service	Men	Women
Army	73.6%	10.4%
Air Force	12.0%	2.4%
Navy	1.6%	0.0%
Total	87.2%	12.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.6%	0.0%
OF 1-2	15.6%	0.0%
OR 5-9	48.6%	62.5%
OR 1-4	31.2%	37.5%

Reserves, National Guard and Other Military Structures

There are policies to support employment with the Reserves. As provided in the previous Summary of National Reports, all provinces of Canada have job protection for military service. The specifics vary between jurisdictions, but all are intended to enable Reservists to serve Canada's interest. In December 2018, a new federal legislation received Royal Assent. This new legislation harmonized and enhanced federal job protection legislation within all federally regulated workers including both operational deployment and military skills training offered for individual and collective training.

There are policies to compensate employers who hire civilians who have joined the Reserves. The Compensation for Employers of Reservists Program is designed to provide financial support to civilian employers, and self-employed reservists, to help offset operational costs their businesses may incur when a Reservist is deployed on a CDS-named international or domestic operation. There are no incentives or bonuses for civilian employees to enter Reserves.

Figure 2a. Percentage of Reserve Force women and men

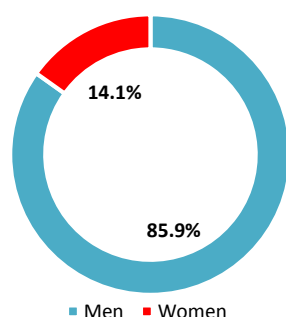


Figure 2b. Distribution of Reserve Force women by services

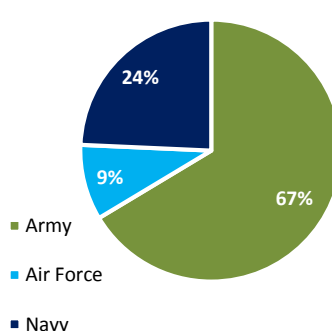


Figure 2c. Distribution of Reserve Force men by services

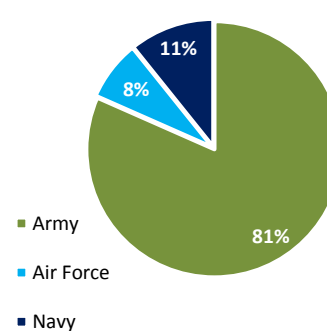


Table 6. Reserve Force Personnel

Service	Men	Women
Army	69.4%	9.0%
Air Force	7.5%	1.5%
Navy	9.0%	3.6%
Total	85.9%	14.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.1%	4.4%
OF 1-2	12.5%	14.2%
OR 5-9	32.3%	28.0%
OR 1-4	49.0%	53.3%

Enlistment Requirements

Enlistment requirements in the CAF, as well as the physical fitness test, are the same for women and men.

In 2018, the average age range at which men enlist is between the ages of 21 to 25 and for women is between the ages of 26 and 30. The average age of personnel joining the Regular Force is different from those joining the Reserve. As an aside, there was no opportunity/space to qualify this. The average age of personnel joining the Reserve is younger than for the Regular Force.

There are specific policies that promote the recruitment of women in the armed forces. The CAF are continuing efforts to meet their diversity goals in accordance with the Employment Equity Act. Furthermore, the CAF have released an Operation Order (Op GENERATION) to focus the efforts of all CAF stakeholders towards those goals, one of which is to reach 25.1% of women in the CAF by 2026.

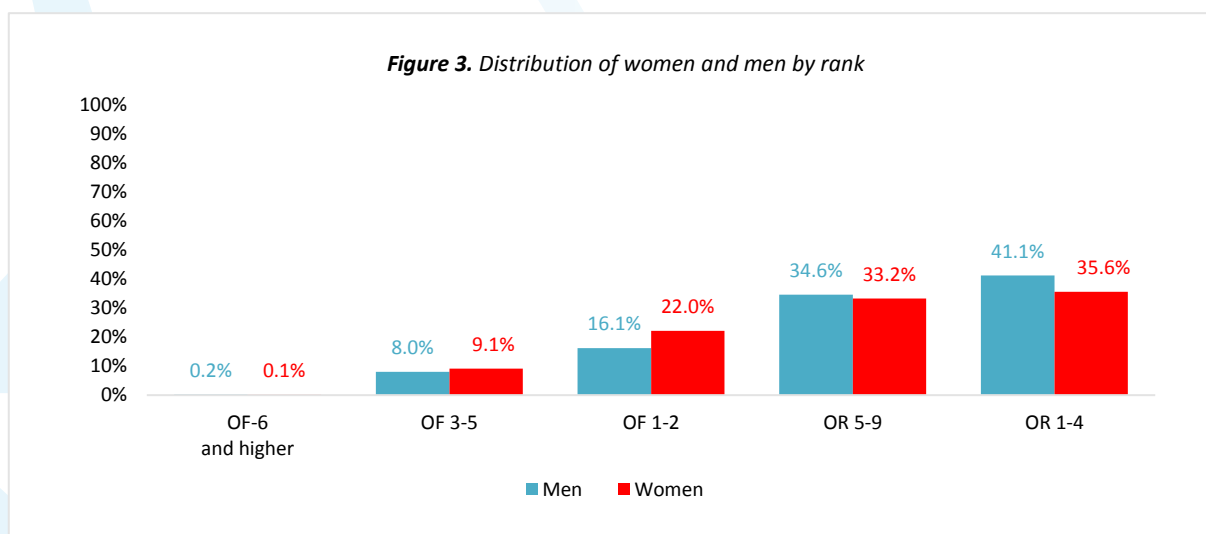
Whilst the gender for applicants at the initial stage was not reported for 2017, there were an estimated total of 42,000 applications to join the military, which is a higher number than reported for 2018 with a total of 24,965 applicants, resulting however in a higher number of applicants successfully recruited: 7813 in 2017 compared to 9920 in 2018. During 2018, out of 8,712 female applicants, 1,679 were successfully recruited to the armed forces. Out of 16,253 men who applied to the armed forces, 7,741 were successfully recruited. In 2018, approximately 46.4% of the 1,679 women and 45.8% of the 7,741 men who were recruited to the armed forces successfully completed the basic training.

Retention Policies

The development of a CAF retention strategy in the 2017–2018 fiscal year has been ongoing in order to ensure that retaining qualified, competent and motivated members in uniform is a fundamental aspect of how the CAF manage its' members. Whilst the focus will continue to be the overall personnel requirements using the Annual Military Occupational Requirements process and the Strategic Intake Plan, the CAF will manage occupational health by implementing tailored retention strategies as required.

There are specific retention policies for women. The CDS's Strategic Initiating Directive has made the retention and recruiting of women a priority in order to reach the stated diversity goals for a representative and operationally effective armed forces.

In the CAF, there is a network to support women in the military. The Defence Women's Advisory Organization (DWAOW) is a volunteer organisation with local committees at the base level as well as a national committee drawing upon all the local organisations. The DWAOW provides advice on issues affecting women's service in the Department. Advice is used to inform senior leadership at the local and national levels to assist in removing barriers and resolving issues as well as contributing to policy and programme development through consultation. In addition, the Defence Team mentoring program allows mentors and mentees to request specifically for other women.



Reasons for Leaving the Military

The CAF carried out voluntary exit surveys to monitor why women and men leave the military, administered by Commanding Officers. Data is not available due to small number of participants who chose to fill out the survey. In 2018 a major overhaul of the process took place and the survey was reformatted to the SNAP survey software. The survey is being re-launched in November 2019 and will be administered to members of both the Regular and Reserve Force, who have requested a Voluntary Release, in order to better capture information on attrition.

In 2018, out of 94,804 serving military members, 968 women and 5,612 men left the armed forces. Based on the total number of personnel who left the CAF, 14.7% were women and 85.3% were men. Most service members left the military because of an injury, because of retirement or from voluntary release at completion of service.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been adapted for both women and men in 2018. As reported in 2016, the Medium Support Vehicle System project addressed this requirement in the procurement process during the requirement definition phase. The CAF have integrated GBA+ in all defence activities, from the design and implementation of programs that support our personnel to equipment procurement and operational planning. As a result, all new acquisition program will consider gender as an integral part of the acquisition process.

Military facilities are adapted for both women and men. All military buildings have accessible and separate facilities for women and men including sleeping quarters, washrooms and showers. All new infrastructure projects are required to complete a GBA+ to ensure appropriate accessibility for women and men, as well as transgender personnel.

Parental Rights of Military Personnel

All CAF personnel continue to have full access to administrative and medical support during maternity and parental leave. The CAF authorize parental leave and not paternity leave as either parent, regardless of gender and family construct, may request parental leave. The CAF administer two different parental benefits schemes for its members: one for those residing in the province of Québec (QPIP) and one for residents in the rest of Canada (EI) as required by federal and provincial laws.

Maternity leave is 18 weeks for residents in the province of Québec and 16 weeks for residents in the rest of Canada. Parental leave is 37 weeks, to be taken by either parent. Combined parental leave consists of 52 weeks and is transferable between parents.

QPIP offers five weeks of paternity benefits to biological fathers only and is transferable to the mother if the father dies with remaining weeks of leave. QPIP offers 32 weeks of parental benefits for both parents and 37 weeks of adoption benefits for either adoptive parent. EI does not distinguish between biological and adoptive parents, and only offers parental benefits. The CAF recognize QPIP paternity benefits, but identify it under parental leave.

If both parents are CAF members, they may share parental leave, as well as EI or QPIP parental benefits. If only one parent is a CAF member, then only EI or QPIP parental benefits may be shared.

Average Age of Military Personnel

The average age of military personnel serving in the CAF is 35 years of age for both women and men. Compared to 2017, the reported average age in 2018 decreased by two years for women (37 to 35 years of age) and by one year for men (36 to 35 years).

Amongst NCOs, the average age is 35 years of age for women and 34 years for men. Amongst Officers, it is 37 years of age for women and 39 years for men.

Work-Life Balance for Military Personnel

There are specific programmes in place to support work-life balance for military personnel. Specifically, the Directive on Workplace Accommodations includes:

1. Four to six weeks of paid vacation yearly;
2. Flexible work schedules;
3. Access to health and wellness gyms and facilities; and
4. Access to wellness programs including healthy lifestyles, managing stress and family counselling.

There are also policies to support the work-life balance, such as flexible working hours in cases of childcare, need to care for the elderly or the sick and educational studies. Part-time employment is also available in case of a need to care for the elderly or sick.

There are special programmes and measures to support dual service couples. The Family Care Plan (FCP) is administered by local units and is designed to ensure that members have a plan in place to care for their families in the event of an emergency callout or planned deployment. The FCP is not a legally binding contract, but rather an exchange of information between the family and the Commanding Officer. It is kept on the CAF member's file and is designed to improve individual and unit operational effectiveness. The FCP is protected in accordance with the Privacy Act. Through the Military Family Service Program, the CAF are able to offer additional childcare support in times of emergency, absence, illness, injury or death. All CAF personnel must complete the FCP form and update it regularly. The Military Family Resource Centre can also assist the CAF member and their family in finding appropriate caregivers.

There are policies to support single/divorced parents or widows/widowers looking after their children. Family Care Assistance is designed to assist CAF single parents and service couples by offsetting increases in the normal costs for childcare or attendant care when service requires personnel to be absent from home for 24 hours or longer. Childcare policies include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; and flexible working and service hours or variable start/finish times of the working day.

The Emergency Childcare Policy within the Military Family Services Program (MFSP) provides families with support by facilitating their short-term emergency childcare requirements. The resilience of the CAF family is enriched through support during uniquely challenging conditions of the modern military family life as it relates to childcare. Daily childcare that does not fall under the Emergency Childcare Policy and as such is not a publicly funded program. Military Family Resource Centres are family-governed, provincially incorporated, federally funded non-profit partner organisations with charitable status. Each retains the operational flexibility to meet the unique needs of their CAF community. Though they have many services in common, no two resource centres are exactly alike.

The Treasury Board directive indicates that Military Family Services is the primary funder of Military Family Resource Centres, but not the only funder. As such, those who operate as non-profit organisations have the ability to fundraise and apply for grants and funding from various agencies for non-publically funded activities such as childcare. Some Military Family Resource Centres choose to run their own full-time licensed childcare centres as a site-specific user-pay service. Resource centres also partner with various community organizations to provide military families with appropriate local childcare options. The Department of National Defence has the duty to accommodate a request for breastfeeding breaks and alternate work schedule up to the point of undue hardship on the institution.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

The CAF have strategies and policies to address sexual harassment and sexual assault. Through its role to provide support to military members who have experienced or been affected by sexual misconduct, the Sexual Misconduct Support Centre (SMRC) assumed responsibility for Victim Support Services. The SMRC is independent of the chain of command, as this fosters the reporting of incidents and minimizes the risk of reprisals for victims. There are several policies passed in 2018 related to sexual misconduct and harassment; CDS Intent and CDS Directive on the Retention of Members Affected by HISB, as well as FRAGO 004 and 003 to CDS Operation Order for the Operation HONOUR. There are additional policies and directives issued by the Judge Advocate General and the Director of Military Prosecutions (DMP) with respect to sexual misconduct that include but are not limited to DMP Policy Directives on Pre-Charge Screening (#002/99), Post-Charge Review (#003/00), Sexual Misconduct Offences (#004/00) and Responding to Victims' Needs (#007/00).

Sexual misconduct includes the elements of sexual harassment and sexual assault, encompassing and any conduct of a sexual nature that can cause or causes harm to others. The CAF definition of 'sexual misconduct' is as follows:

1. Actions or words that devalue a person or group of persons on the basis of their sex, sexuality, sexual orientation, or gender identity or expression;
2. Jokes of a sexual nature, sexual remarks, advances of a sexual nature or verbal abuse of a sexual nature in the workplace;
3. Harassment (DAOD 5012-0) of a sexual nature, including initiation rites of a sexual nature;
4. Viewing, accessing, distributing or displaying sexually explicit material in the workplace; and
5. Any Criminal Code offence of a sexual nature, such as:
 - a. Surreptitiously observing or recording a person in a place where the person could expose his or her genital organs or anal region or her breasts or could be engaged in explicit sexual activity or distributing such a recording;

b. Publishing, distributing, transmitting, selling or making available an intimate image of another person;

c. Engaging in any kind of sexual activity with another person without their consent;

d. Engaging in any kind of sexual activity with another person who is incapable of consenting; or

e. Engaging in any kind of sexual activity with another person by inducing that person to agree to the sexual activity through abuse of a position of trust, power or authority by virtue of rank or position.

Operation HONOUR was initiated by a CDS Operation Order in 2015. The concept of operations has been continually refined to reflect the developments and lessons learned. Further information about the Operation Order can be found at the following link: <https://www.canada.ca/en/departement-national-defence/services/benefits-military/conflict-misconduct/operation-honour/orders-policies-directives.html>. A series of written orders expanding upon Operation HONOUR provided guidance needed for subsequent execution. FRAGO 004 to CDS Operation Order, Operation HONOUR, was released in March 2018 and outlines the major elements required to ensure a culture change, shifting from initial directed response to values-based long-term change affecting attitudes and beliefs. This was further emphasized by the CAF Intent for Operation HONOUR, published in December 2018. A culture change strategy and new action plan called the Campaign Plan are being developed, scheduled for release in early 2020. The aforementioned documents can be found on the Operation HONOUR website: <https://www.canada.ca/en/departement-national-defence/services/benefits-military/conflict-misconduct/operation-honour.html>.

In June 2018, an External Advisory Council was established and held its first meeting. The purpose of the Council is to provide independent, third party advice to the Deputy Minister and the CDS on their response to sexual misconduct. Eight subject matter experts from the Canadian public and private sectors have been engaged. In January 2018, the DMP announced amendments to the DMP Policy Directives to create the Sexual Misconduct Action Response Team (SMART) as part of the CAF's continued commitment to address sexual misconduct. This SMART prosecution team will develop specialized expertise and best practices to deal expeditiously and efficiently with the most complex cases of sexual misconduct within the military justice system.

Additionally, the Director General of Military Personnel Research (DGMPRA) is leading CAF research into inappropriate sexual behaviour. They are managing an extensive research programme that is designed to influence cultural change in support of Operation HONOUR through comprehensive, multi-phase research focused on understanding the key cultural dimensions, incidence and response to harmful sex and gender-based behaviours in the DND and the CAF. This research includes extensive survey activities, and both primary and secondary research and analysis, which has already produced a significant body of work to improve our understanding of sexual misconduct in the CAF.

The DGMPRA is also managing surveys on Harassment, Workplace Well-being, Bystander Behaviours and CAF attitudes and perceptions called the Your Say Surveys.

In the CAF, examples of programmes and training related to the prevention of sexual harassment and sexual assault are:

1. The 'Respect in the CAF' Workshop is a program that promotes awareness and understanding. It empowers CAF members to take a stand against sexual misconduct;
2. Updated recruit training curriculum to help the newest CAF members to develop an understanding of the root causes of gender inequality, understand healthy relationships and consent, as well as appropriate conduct in the CAF;
3. Sexual misconduct prevention and awareness training which begins at the recruit level and continues throughout a member's career. In addition to general pan-CAF training initiatives, professionals such as healthcare practitioners, Chaplains, MP and Legal Officers are receiving additional training and professional development opportunities; and
4. The Canadian Forces Provost Marshal and the DMP have undertaken specific training initiatives in relation to the investigation and prosecution of offences of a sexual nature to provide investigators and prosecutors with the necessary skills, enhancing their overall interaction with complainants of an offence of a sexual nature.

There is appointed personnel to manage allegations. Harassment resolution is a Chain of Command (CoC) responsibility. It is mandated that Commanding Officers appoint a unit Harassment Advisor to advise them through the formal harassment process. In July 2018, the CAF opened sixteen Conflict and Complaint Management Services Centres (CCMS) across the country to provide support to affected members and the chain of command, track, manage formal cases, investigate and report. CCMS provides support to members who are looking for information on how to approach conflict and complaints. CCMS staff can advise on informal and formal options. They can also facilitate the submission of formal complaints through their CoC. Additionally, CAF members can formally report incidents of sexual misconduct to the MPs, civilian authorities or their CoC or can disclose incidents to the SMRC or civilian practitioners within the Canadian Forces Health System.

The Sexual Offence Response Team, established in 2016, also are members of the Canadian Forces National Investigation Services who have been appointed to specifically investigate all sexual offences. All members of the Military Police also have the authority to investigate sexual offences if required to do so. In November 2018, the Sexual Assault Review Program was launched and established an open and transparent case review mechanism of unfounded sexual assault files investigated by the Military Police.

There are measures in place for women and men to report incidents. The Harassment Prevention and Resolution Policy and Instructions outline the procedures for reporting of harassment, as well as training and awareness for all DND employees and CAF members. Efforts have been made to streamline the harassment reporting process, through the use of the ICCM and CCMS. There are no formal procedures in place for

women and men to report an incident of sexual harassment; however, the ICCM can help guide affected members and the chain of command through the process. Additionally, CAF members can formally report incidents of sexual misconduct to the MPs, civilian authorities, the SMRC or their CoC.

The CAF consider sexual assault, sexual abuse and sexual harassment all to be sexual misconduct in accordance with its definition. Out of the total number of sexual misconduct incidents reported to the CoC in 2018 (276), 104 were sexual assault, 41 were sexual harassment and 131 were other sexual misconducts. In 2018, 62 women and 11 men reported incidents of sexual assault. 27 women and 6 men reported incidents of sexual harassment.

National Education and Training Programmes Related to Gender Perspectives

The CAF have 11 gender-related Education and Training (E&T) programmes:

1. ***Gender-Based Analysis Plus (GBA+)***
 - a. GBA+ is an analytical tool used to assess the potential impacts of policies, programs, services and other initiatives on diverse groups of women and men, taking into account gender and other identity factors. The plus in the name highlights that GBA+ goes beyond gender, and includes the examination of a range of other intersecting identity factors (such as age, education, language, geography, culture and income). The training is designed as a foundational training for all members of the CAF. It is part of the standard national training.
2. ***Basic Military Qualification and Basic Military Office Qualification***
 - a. Training related to gender, embedded in numerous topics including team building, ethos, being a leader, and in lessons focused on specific policies such as harassment, employment equity, human rights and dispute resolution. It targets OF 1-2 and OR 1-4. It is part of the standard national training.
3. ***Primary Leadership Qualification***
 - a. Diversity training in a leadership role is introduced at the primary leadership qualification level. Gender Based Analysis Plus is a prerequisite for this qualification. It targets OR 1-4. It is part of the standard national training.
4. ***Intermediate Leadership Programme***
 - a. Gender Based Analysis Plus has been made a pre-requisite for this course. Additionally understanding the impact of gender and diversity on leadership, problem solving and operations has been introduced. It targets OF 3-5 and OR 5-9. It is part of the standard national training.
5. ***Advance Leadership Programme***
 - a. Understanding the gender perspective as it relates to leadership and operations is included. Gender Based Analysis Plus is a prerequisite for this programme. It targets OR 5-9. It is part of the standard national training.

6. *Senior Appointment Programme*

a. This training is intended to develop institutional management and leadership ability. Diversity, including gender, is an integral topic of discussion. Gender issues related to leadership at the institutional level is considered. It targets OR 5-9. It is part of the standard national training.

7. *Canadian Forces Junior Officer Development Programme*

a. Diversity training is integrated into the self-study programme, enabling the Fighting Force and related policies are reviewed (Workplace Accommodation, Policy on Religious Accommodation, the Canadian Human Rights Act and the Employment Equity Act).

b. These policies discuss the supervisor's responsibilities with respect to diversity. Cultural Intelligence is also introduced and Gender Based Analysis Plus is a pre-requisite for this course. It targets OF 1-2. It is part of the standard national training.

8. *Executive Leader's Programme*

a. The goal of the programme is to provide newly promoted Flag and General Officers and other senior members of the Defence Team (including Chief Warrant Officer and Chief Petty Officer selected for key positions) with the current expectations of strategic command and institutional leadership. Current Gender and Diversity considerations are included in presentations and discussions. It targets OF 6-higher and OR 5-9. It is part of the standard national training.

9. *Joint Command and Staff Programme*

a. The Canadian Forces College has introduced gender mainstreaming and the integration of gender perspectives through multiple pathways within the Joint Command and Staff Programme both integrated and discrete. These activities include seminars, lectures, case studies and as factors to be considered in planning.

b. The activities fall within the Leadership, Operational Planning, Joint Warfighting and Institutional Planning subject areas. Completion of the Gender-Based Analysis Plus course is a prerequisite for this programme. It targets OF 3-5. It is part of the standard national training.

10. *National Security Programme*

a. The Canadian Forces College has integrated discrete activities related to Gender into the National Securities Programme. Activities include plenary briefing and a case study within the Leadership subject area. The Gender-Based Analysis Plus online course is a prerequisite for this programme. It targets OF 3-5. It is part of the standard national training.

11. *Joint Staff Operations Programme (JSOP)*

a. The JSOP is a programme for personnel who are, or will be, employed for the first time at operational- or strategic-level headquarters. The aim is to provide participants with the skills and knowledge necessary to function as junior staff officers at a joint, or joint and combined, headquarters at the operational level.

b. Activities related to gender include a discrete lecture related to Gender-Based Analysis Plus and United Nations Security Council Resolution (UNSCR) 1325 on WPS, as well as the integration of gender and related factors as considerations during the operational planning process. It targets OF 3-5, OF 1-2 and OR 5-9. It is part of the standard national training.

Use of NATO Education and Training Tools

In 2018, Module 1 of the 'NATO Gender Education and Training Package for Nations' has been used by the CAF. The other modules have not been used. The CAF agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces, yet recommend that slides on the UNSCRs should be updated with Resolutions from 2016, 2018 and 2019.

The NATO certified gender E&T products used in 2018 were the Key Leader Seminar, Gender Advisor Course and Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Canada has 53 GENADs within the armed forces who are NATO certified and 4 who are non-NATO certified. There are 109 GFPs in the armed forces, all non-NATO certified, and 41 at the Department of National Defence.

In 2018, 36 GENADs were trained at the Nordic Centre for Gender in Military Operations; five were trained at the European Security and Defence College; two attended the United Kingdom's Human Security Course; and one attended the United States SOUTHCOM's GENAD Course. Amongst GFPs, 92 were trained through national programmes.

In 2018, eight GENADs who are NATO certified and 47 GFPs who are not NATO certified were deployed. Over the years, a total of ten Gender Advisors were deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

a. DND/CAF have a number of policies to encourage and promote an inclusive and respectful working environment. In 2018, the CAF launched 'Respect in the CAF' a one-day, interactive workshop that uses scenarios, discussions and small group practical activities to help CAF members develop and practice skills to recognize, respond and prevent sexual misconduct, as well as support those affected by it.

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*

a. The CAF have Operation Honour, our mission to eliminate sexual misconduct in the Canadian Military. Launched in 2015, in 2018, Operation HONOUR underwent a review by the Auditor General of Canada, outlining additional areas for improvement to help ensure the CAF were on track to achieve its objectives.

3. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and Members and Partners should participate.*

a. Canada is a member of the WPS CHODs Network and works actively to implement UNSCR 1325 and the WPS agenda.

4. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

a. Both institutionally and on operations, CAF GENADs are positioned either within the Command advisory group, or within the J5 staff function, whilst still retaining a direct line of communication with the Commander.

5. *MC directs the SCs to incorporate gender perspective into the analysis and planning processes related to cyber and Counter Terrorism/Counter Violent Extremism at all levels within the NCS, and invites Members and Partners to do so.*

a. Gender perspectives are integrated into the planning and conduct of operations. The CAF have no specific Countering Violent Extremism Office and cyber related gender personnel, however, gender remains a planning factor in these types of operations.

6. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.*

a. The CAF are continuing to explore CRSGBV-related policies for deployed operations; however, NATO recommendations are included in operations orders.

7. *MC recognizes the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.*

a. The CAF have supported this recommendation on the policy and political side, as well as through the provision of legal services to review and assist.

8. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

a. The CAF issued a directive from the CDS in 2016 concerning the integration of UNSCR 1325. Work is ongoing to implement the directions (including the establishment of GENAD and GFP networks), and we will be looking to refresh and update this directive in 2019.

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC were as follows:

1. *Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities.*

a. Canada took command of the NATO mission in Iraq in November 2018 and there was a GENAD deployed in support of that headquarters, who ensured that NATO best practices with regards to capacity building were integrated.

2. *The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations.*

a. The Royal Canadian Navy continues to work on adapting Canada and NATO's best practices on gender integration into the maritime environment.

3. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives.*

a. CAF regularly engage with the Canadian civil society and aims to meet formally for a minimum of once a year. In December 2018, a meeting was held between the CAF's Champion for WPS, the Director Integration of Gender Perspectives, staff from Global Affairs Canada and leadership from WPS Network-Canada. The network is an umbrella organization representing over 70 different non-government organisations working in the field of women's rights and WPS.

Republic of Croatia



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No new specific policies or legislation related to integrating gender perspectives in the Croatian Armed Forces (CAF) were enforced in 2018.

Figure 1a. Percentage of military active duty women and men

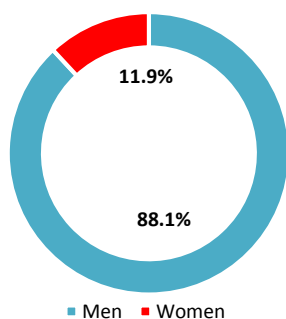


Figure 1b. Distribution of military women by services

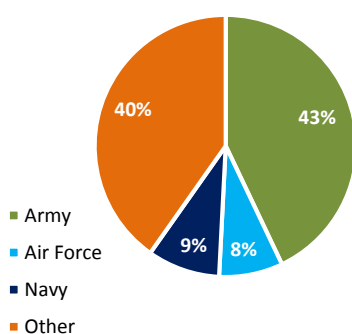


Figure 1c. Distribution of military men by services

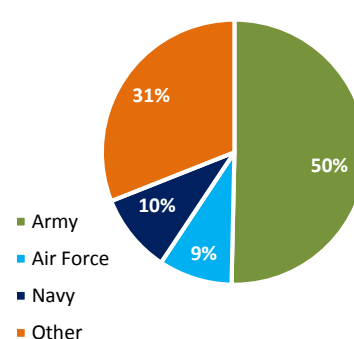


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	44.4%	5.1%
Air Force	7.9%	0.9%
Navy	8.5%	1.1%
Other	27.3%	4.8%
Total	88.1%	11.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	10.4%	11.7%
OF 1-2	11.2%	23.3%
OR 5-9	32.0%	31.0%
OR 1-4	46.2%	33.9%

Quotas

There is no quota system for women or men in the CAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

A military entity oversees integrating gender perspectives in the military. The Personnel Directorate, within the national armed forces General Staff, coordinates and organises:

1. The integration of gender perspectives within the CAF [including drafting relevant documents, policies, orders, Education and Training (E&T) plans, gender-related guidance, etc.];
2. Basic and advanced level training events (workshops, panels, courses, etc.) for Gender Advisors (GENADs) and Gender Focal Points (GFPs), instructors and other personnel; and
3. SMEs and training events on integrating gender perspectives in military operations for CAF units.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	57.3%	1.4%
Air Force	7.3%	0.3%
Navy	2.1%	0.7%
Other	27.3%	3.5%
Total	94.1%	5.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.8%	29.4%
OF 1-2	18.6%	23.5%
OR 5-9	29.7%	23.5%
OR 1-4	43.9%	23.5%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	55.8%	1.9%
Air Force	4.4%	0.0%
Navy	1.9%	1.0%
Other	31.1%	3.9%
Total	93.2%	6.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.7%	28.6%
OF 1-2	17.2%	21.4%
OR 5-9	33.9%	21.4%
OR 1-4	43.2%	28.6%

Reserves, National Guard and Other Military Structures

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee.

There are policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. According to the Labour Act (Official Gazette No. 93/14, 127/17), an employer is entitled to compensation for costs related to salaries and other material rights for personnel who are serving in the Army Reserves, and which shall be reimbursed to the employer upon written request to the Ministry of Defence (MoD) of the Republic of Croatia.

There are incentives and bonuses for civilian employees who enter Reserves, the National Guard or other military structures. According to the Ordinance on the manner of record-keeping of conscripts and performing military service (Official Gazette No. 114/14, 102/17), individuals who are called to military service are entitled to financial

compensation, reimbursement of expenses for transport and the provision of accommodation and food by the decision of the MoD. The ordinance on Reserves includes a provision on the financial incentive for mobilized Reservists in cases where his/her regular salary is less than what it would be if he/she were otherwise employed by the MoD or CAF, in which case the MoD or CAF makes the payment to the individual in the amount corresponding to the salary difference.

Figure 2a. Percentage of Reserve Force women and men

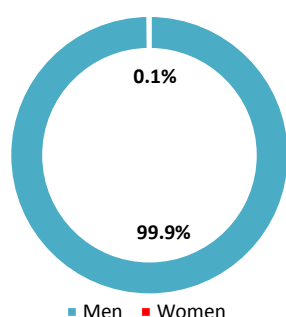


Figure 2b. Distribution of Reserve Force women by services

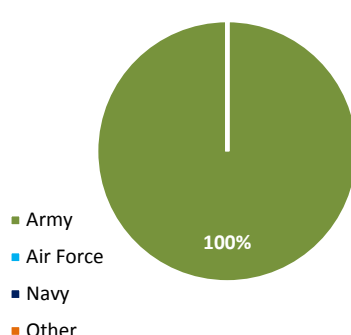


Figure 2c. Distribution of Reserve Force men by services

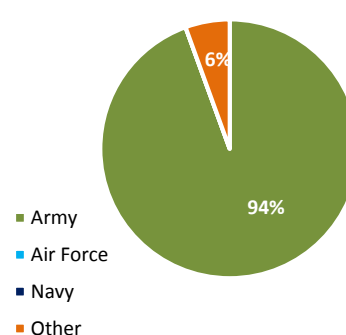


Table 4. Reserve Force Personnel

Service	Men	Women
Army	94.4%	0.1%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	5.5%	0.0%
Total	99.9%	0.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	3.7%	6.3%
OF 1-2	3.8%	18.8%
OR 5-9	19.2%	18.8%
OR 1-4	73.2%	56.3%

Enlistment Requirements

Enlistment requirements are generally the same for women and men, except in relation to some segments of the physical fitness tests. Regarding physical characteristics, there is a difference in height requirements in order to be selected to serve in a ceremonial unit. The standards outlined in the 'Procedures and Criteria for Evaluation of Candidates' Physical Readiness' are somewhat more lenient for enlisted women in comparison to the standards that apply to enlisted men concerning running and the push-up criteria, with the exception of sit-ups which is the same for both women and men.

Whilst there are no differences in requirements pertaining to physical characteristics for enlistees, there is a difference in the height requirement for women of the Ceremonial Honour Platoon embedded in the Honour Guard Battalion, which is 15 cm (± 2 cm) less than the height requirement of their male counterparts.

In the CAF, the average age range at which both women and men enlist is between the ages of 26 and 30. The average age of personnel in the armed forces is different from the Reserves. There are no policies that exclusively promote the recruitment of women in the military. CAF policies equally promote the recruitment of both women and men in the military, regardless of gender.

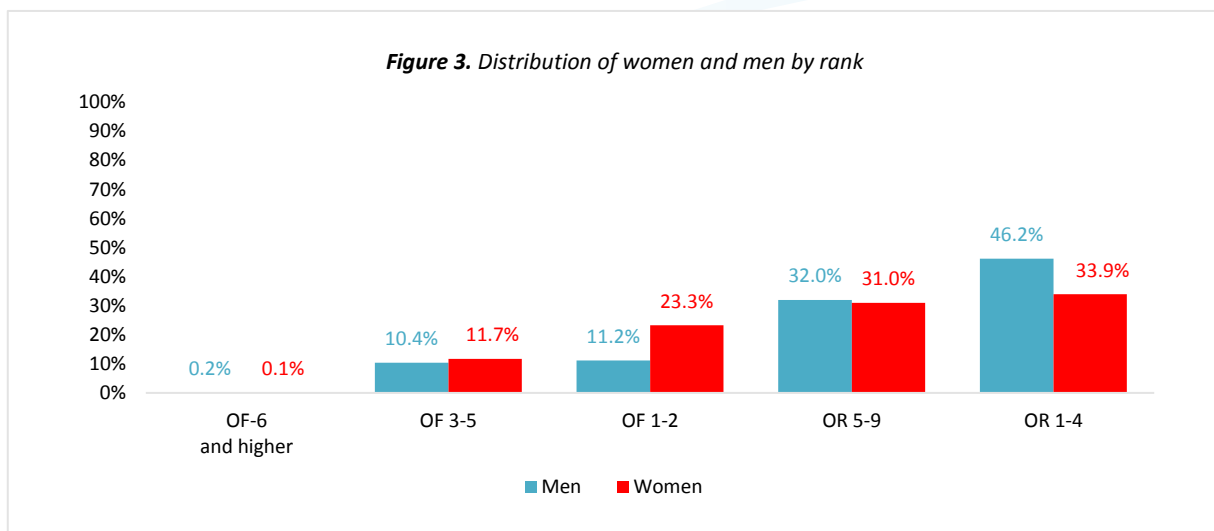
Compared to 2017, the number of applicants in 2018 increased by 111 for women (170 to 281 applicants) and increased by 270 for men (890 to 1,160 applicants). During 2018, out of 281 applicants, 140 women were successfully recruited to the armed forces. Out of 1,160 men who applied to the armed forces, 724 were successfully recruited. Approximately 94.3% of the 140 women and 93% of the 724 men who were recruited to the armed forces successfully completed the basic training.

Retention Policies

The CAF retention policies are applied equally to women and men in the military in order to retain the services of personnel who possess scarce key skills, such as doctors, pilots, IT experts and university professors. The incentives include, amongst other benefits:

1. Special bonuses for personnel with scarce key skills;
2. Accelerated career development; and
3. Financial support for further technical training.

There are no specific retention policies targeting women only. There is no network dedicated exclusively to support women in the CAF.



Reasons for Leaving the Military

Individuals leaving the CAF take part in exit surveys, comprising of a personal interview, consultation and an exit questionnaire which is completed voluntarily. This enables the MoD and CAF to ascertain the reason(s) personnel leave the military and to help those who need assistance to transition into civilian life and a civilian career.

In 2018, 62 out of 1,728 women and 862 out of 12,781 men left the armed forces. Based on the total number of personnel who left the CAF, approximately 6.7% were women and 93.3% were men in the military. Most service members left the military because of retirement or in order to pursue a different career and/or educational opportunity.

Equipment, Infrastructure and Uniform Adaptation

In the CAF, no military equipment has been ergonomically adapted specifically for women or men.

The armed forces' barracks and training area facilities have separate sleeping quarters and bathrooms for women and men. Separate bathrooms are also installed in the office areas.

Parental Rights of Military Personnel

The CAF do not have administrative and/or medical support systems for maternity, paternity or parental leave. Maternity leave is authorised for 26 weeks, whilst parental leave consists of 52 weeks and is transferable between parents. No weeks are authorised for paternity leave.

Average Age of Military Personnel

The average age of military personnel serving in the CAF is 38 years of age for women and 37 years for men. Compared to 2017, the reported average age in 2018 remained the same for both women and men.

Amongst NCOs, the average age for women is 44 years of age and for men is 40 years. Amongst Officers, it is 41 years of age for women and 43 years for men. Amongst personnel deployed in operations, it is 40 years of age for women and 36 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support work-life balance for military personnel. Part-time employment is available during childcare. Flexible working hours are not permitted. There are no special measures to support dual-service couples.

There are policies to support single/divorced parents or widows/widowers providing childcare. In line with the Gender Awareness Policy in the MoD and CAF, there is a specific regulation to accommodate the needs of pregnant women and single parents (both women and men). They are to be exempt from the obligation of performing duties that require 24-hour service or night shifts (e.g. Duty Officers/NCOs).

Childcare policies include breastfeeding breaks, extra weeks of subsidized maternity/paternity leave and policy on duty assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the CAF, there are strategies or policies to address sexual harassment and sexual assault, including the National Action Plan (NAP) on the implementation of United Nations Security Council (UNSCR) 1325 and related Resolutions; Gender Awareness Policy in the MoD and CAF; and the Military Service Act. There are programmes and training related to prevention of sexual harassment and abuse, as well as appointed personnel who handle allegations. There are also formal procedures in place for women and men to report incidents. The prevention of sexual harassment and abuse is addressed in military education programmes and pre-deployment training courses, under subjects such as 'Sexual Abuse and Exploitation,' 'Code of Conduct' and 'Ethics and Culture.' Ongoing efforts are directed towards addressing the issue of domestic violence amongst military families, which is discussed at expert seminars and follow-on activities.

Formal procedures relating to cases of harassment and abuse are contained in the Standard Operational Procedures of the Military Police. Furthermore, personnel may report claims of harassment or abuse related incidents through:

1. The Chain of Command and directly addressing their Commanding Officer;
2. The Committee for Gender Equality in the MoD and CAF;
3. The Committee for the Protection of Military Persons' Dignity; or
4. A dedicated email address of the Personnel Directorate.

In 2018, there was one incident of sexual harassment reported by a woman and no reported incidents by men. There have been no reported incidents of sexual assault in the national armed forces.

National Education and Training Programmes Related to Gender Perspectives

The CAF have nine gender-related E&T programmes:

1. *Gender Training of Trainers Course*
 - a. Conducted by NCGM/RACVIAC/CAF-certified instructors and Subject Matter Experts (SMEs) from the CAF and other Centre for Security Cooperation (RACVIAC) Member States' armed forces under the Nordic Centre for Gender in Military Operations (NCGM) mentorship and in cooperation with the RACVIAC. The Gender Training of Trainers (GTotT) Course was delivered in 2018 in accordance with NATO's NCGM-accredited course curriculum.
 - b. Some of the main topics addressed in this programme are gender terms and definitions, Bi-SC Directive 40-1, training requirements, international framework and background of UNSCR 1325 on Women, Peace and Security (WPS), gender perspectives in the security sector reform and CR-SGBV. It is part of the standard national training. The programme targets personnel in OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9, as well as civil servants from other governmental ministries and institutions.

2. *Implementation of UNSCR 1325 (2000) and Related Resolutions*

a. Standard national training, conducted at the Croatian Defence Academy in Zagreb, contained topics related to the implementation of UNSCR 1325 and related Resolutions. Concerning the CAF E&T system, topics related to gender perspectives with special emphasis on UNSCR 1325 and related Resolutions have been integrated into programmes of all levels within the military education conducted at the Croatian Defence Academy for Officers and NCOs.

b. Learning objectives for this training were the UNSCR 1325 and related Resolutions on WPS, the NAP and gender-related documents in the MOD and CAF. It targets personnel in OF-3 to OF-5, OF-1 to OF-2 and OR 5-9.

3. *Prevention and Response to Conflict-Related Sexual and Gender-Based Violence*

a. Pre-deployment training, conducted at the CAF International Military Operations Centre in Rakitje, contained topics on the Prevention and Response to Conflict-Related Sexual and Gender-Based Violence. Gender-related topics are included in the pre-deployment training of units and individuals for NATO, EU and UN peace operations.

b. Learning objectives for this training were sexual violence in PSOs, the UNSCR 1325, legal aspects and scenario-based exercises. They are incorporated in the UN Protection of Civilians in PSO Course programme, whose target audience besides military personnel also includes higher-ranking police and civil servants from governmental ministries and non-governmental organisations. It targets OF 3-5 personnel.

4. *Women, Peace and Security*

a. The CAF International Military Operations Centre conducted this pre-deployment training. Gender-related topics are included in pre-deployment training of units and individuals for NATO, EU and UN PSO and are thus incorporated in the UN Military Observers Course and the UN Staff Officers Course.

b. Learning objectives for this training were the UN SOPs (CPTMs), the UNSCR 1325, legal aspects and the protection of children. It targets personnel in OF 1-2 and OF 3-5.

5. *Sexual Abuse and Exploitation*

a. Pre-deployment training conducted at the CAF International Military Operations Centre, contained topics on Sexual Exploitation and Abuse. Learning objectives for this training were, legal aspects, the UN SOPs (CPTMs) and Sexual Exploitation and Abuse (SEA) of women in conflict areas. It targets personnel in OF 1-2 and OF 3-5.

6. *UNSCR 1325 (2000) on WPS*

a. Pre-deployment training conducted at the CAF International Military Operations Centre, contained topics on UNSCR 1325 on WPS. Gender-related topics were incorporated in the KFOR Liaison and Monitoring Teams Pre-deployment Training Course.

b. Learning objectives for this training were the NATO Gender Perspective, UNSCR 1325 and relations Resolutions and lessons learned. It targets personnel in OR 1-4, OR 5-9, OF 1-2 and OF 3-5.

7. *Gender Issues*

a. Pre-deployment training conducted at the CAF International Military Operations Centre, contained topics related to Gender Issues. Gender-related topics were incorporated in the NATO Staff Officers' Course and Pre-deployment Course for HRVCON RSM Key Personnel.

b. Learning objectives for this training were the NATO Gender Perspective, the UNSCR 1325 and related Resolutions and the NATO Bi-SC Directive 40-1. It targets personnel in OR 5-9, OF 1-2 and OF 3-5.

8. *Horizontal Issues in CSDP Missions and Operations*

a. Gender-related topics are also incorporated into the EU Common Security and Defence Policy Orientation Course, whose target audience are military officers and NCOs. Other components within the course include Divisional Chiefs and higher in the MFAs, civilians and police. The CAF International Military Operations Centre conducted this pre-deployment training.

b. Learning objectives include gender perspective and IHL, as well as the UNSCR 1325 and related Resolutions. It targets personnel in OR 5-9, OF 1-2 and OF 3-5.

9. *Gender Perspective in Relation to Different Levels and Military Operations*

a. As part of a pilot course launched in 2017, the International Command Senior Enlisted Leaders Course (CSEL Course) was conducted by the Croatian Defence Academy.

b. The training incorporated gender-related topics with special emphasis on the implementation of UNSCR 1325 and related Resolutions, as well as integrating gender perspective in military operations. It is part of the pre-deployment training. It targets personnel in OR 5-9.

Use of NATO Education and Training Tools

In 2018, the NATO Gender Education and Training Package for Nations was used by the CAF in Modules 1, 2 and 3. The Gender in Terrorism E&T Package was not used. The CAF agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces, yet recommend that the package be enhanced with more comprehensive content addressing CR-SGBV and SEA. It could also be beneficial to develop more specific training content on gender perspective applicability in each of the functional areas.

The NATO certified gender E&T products used in 2018 were the Gender Advisor Course, the GTOT Course and the Utility of Gender in Peace Support Operations Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Croatia has eight trained GENADs/Gender Field Advisors (GFAs), respectively one GENAD in the MoD, four GENADs in the General Staff and three GENADs in the national armed forces. There is one GENAD in the MoD who is non-NATO certified. In 2018, three Gender Advisors were trained: one at NCGM, one through the NCGM and ACT Advanced Distance Learning Courses and one at the Peace Support Training Centre in Kenya (GPOI Course, Gender in Peace Support Operations: A Comprehensive Approach). There are no GFPs.

In 2018, no GENADs nor GFPs were deployed. There has been one GENAD deployed over the years within the CAF. The first female flag officer appointed as GENAD to the Commander of ISAF/RSM forged experience on the ground. The women military police who were deployed to ISAF/RSM in the capacity of advisors for the training of female members of the Afghan Special Police completed the NATO NCGM GToT course and ADL 169 'Improving Operational Effectiveness by Integrating a Gender Perspective' course. One female military police officer was also trained at NCGM's previous course 'Gender Field Advisor'.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

a. Since its inception, the CAF have been an inclusive body, with women and men working and serving side by side throughout the organisation and its' branches, in accordance with their abilities and qualifications.

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*

a. The WPS Chiefs of Defence (CHODs) Network continually supports the implementation of UNSCR 1325 and related Resolutions, particularly in terms of the promotion and establishment of gender equality and integration of a gender perspective in military operations and in a national context, in accordance with documents that have been set in place, such as the NAP for the Implementation of UNSCR 1325 and related Resolutions; Gender Awareness Policy in the MoD and CAF (2013); Action Plan for the Promotion and Establishment of Gender Equality in the MoD and CAF (2013); and follow-

on CHOD Implementation Orders; also taking heed of the correlating documents of international organisations.

3. *MC recognizes the added value of the WPS CHODs Network and Members and Partners should participate.*

a. In terms of the WPS CHODs Network, the launch of the initiative has been respectfully noted and due consideration has been given for participation in activities of this format. The CAF remain committed to continuing efforts geared towards ensuring the widespread awareness amongst military personnel of the UNSCR 1325 and its related Resolutions and the integration of gender perspectives, both in military operations and in a national context, at all levels, so that it may become a routine in their work.

4. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

a. At this juncture, and in lieu of introducing dedicated GENAD or GFP posts into the military structure, efforts continued towards gradually increasing the number of NATO NCGM certified gender instructors and advisors in targeted areas within the organisational structure. Noting that the Personnel Directorate has a post with job description including coordinating efforts correlating to the implementation of UNSCR 1325 and related Resolutions, and integrating gender perspective in military operations and in a national context, namely in terms of E&T, exercises and relevant gender-related documents.

b. Up to the reporting period, the pool of certified instructors who have completed the NATO NCGM certified GToT Course reached 43 (5 MoD; 38 CAF), with 8 certified advisors (4 GENAD Course and 4 GFA Course).

5. *MC directs the SCs to incorporate gender perspective into the analysis and planning processes related to cyber and Counter Terrorism/Counter Violent Extremism at all levels within the NCS, and invites Members and Partners to do so.*

a. In order to ensure the incorporation of a gender perspective into the analysis and planning processes related to cyber and counter terrorism/violent extremism, additional efforts need to be made to train SMEs, besides MP training facility instructors, on integrating gender perspective. Identify/develop appropriate modalities/instruction for relevant actors.

6. *MC tasks the SCs to develop a concept to mitigate the gender diverse engagement capability gap and to report its findings back to MC.*

a. In the planning phase of deployment of personnel to international operations, the CAF strive to ensure that there are an adequate number of qualified females deployed, in accordance with available work force, in order to fulfil mandated tasks/requirements.

7. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender Based Violence.*

8. *MC recognizes the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.*

a. Efforts are ongoing in terms of the promotion of gender equality and the prevention of and response to CR-SGBV and SEA in education and training activities, with an emphasis on pre-deployment training.

9. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated appointment of dedicated gender staff.*

a. The NAP for the Implementation of UNSCR 1325 and related Resolutions on WPS for the period 2011 was under revision during the reporting period. The Ministry of Foreign and European Affairs led the revision of the document, with the participation of relevant governmental ministries, including the MoD. After the NAP is endorsed, work is anticipated to commence on reviewing the existing national defence Action Plan for the Promotion and Establishment of Gender Equality and that for Gender Awareness Policy in the MoD and CAF.

b. The appointment of dedicated gender staff remains under consideration. Noting, once again, that besides the staff member in the Personnel Directorate whose post has gender-related responsibilities, the defence sector overall has 47 persons trained on the subject matter in accordance with NATO NCGM certified gender related courses, who apply their training in their work, including as instructors or trainers.

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC were as follows:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability;*

a. Efforts continued in order to incorporate subjects related to the implementation of UNSCR 1325 and related Resolutions and the integration of a gender perspective into all levels of E&T and exercise activities conducted at national military facilities, including within units. The majority of activities being open, with designated slots for participants from foreign armed forces and civilian participants from other governmental institutions. Bilateral and multilateral cooperation, including in the field of education, training and exercises contributes to fostering good relations and enhancing interoperability in joint efforts with regards to participation in international military missions and peace support operations, including humanitarian operations.

b. Following the pilot project in 2017, the programme for the International CSEL Course, conducted at the Croatian Defence Academy, incorporated the subject of the integration of a gender perspective in military operations. This CSEL Course not only enhanced the international dimension in education/training at the NCO level, but also contributed to fostering understanding, stability and good relations amongst participants

from the armed forces of Adriatic Charter member and observer countries. This is amongst the key efforts towards projecting stability and in terms of capacity building efforts.

2. *Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities.*

a. Contributions to international military missions and peace support operations (NATO, UN, EU) continued, with the deployment of male and female personnel, notably in the Resolute Support Mission (RSM) in Afghanistan, with the primary mission being to train, advise and assist Afghan security forces in building security capacities. The advisory post for the training of female members of the Afghan Special Police continued to be embedded within the national contingent's Special Operations Advisory Team.

b. With the aim to optimally train the female MP personnel selected to fill the aforementioned advisory post, besides going through pre-deployment training with the special operations unit, they also follow a tailored programme for pre-deployment initiated in 2016, implementing lessons learned. These female MP members also complete the GTOT, prior to deployment.

3. *The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations.*

a. The existing documents pertaining to integrating gender perspective include the NAP for the Implementation of UNSCR 1325 and related Resolutions on WPS for the period 2011-2014; Gender Awareness Policy in the MoD and CAF (2013); Action Plan for the Promotion and Establishment of Gender Equality in the MOD and CAF (2013); and follow on CHOD implementation orders; taking heed of the correlating national and international documents (e.g. NATO Bi-SC Directive 40-1; NATO/EAPC Action Plan for the Implementation of UNSCR 1325 and related Resolutions; Gender Equality Act).

4. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives.*

a. Noting herewith that in terms of civil society, good cooperation continues, in particular with the Gender Equality Ombudsperson.

5. *Encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.*

a. Over the years, officers of the Navy have also been amongst the NATO NCGM certified instructors who completed the GTOT Course, contributing to the integration of gender perspectives into their work, including in planning, training and exercise activities conducted at the Navy's facilities. In order to carry out humanitarian operations at sea and deal with migrants/refugees, engagement teams receive training on the gender perspective prior to deployment.

b. As an example of integrating a gender perspective when deployed, naval vessels are temporarily adapted and equipped to meet the needs of the migrants/refugees taking into consideration the possible needs of women, men, girls and

boys (e.g. sanitary facilities, first aid, provision of hygiene products, etc.). Such operations also include cooperation/coordination with civil society on land, particularly in terms of logistics. Endeavours shall continue towards ensuring the integration of a gender perspective, as relevant, at all levels in all areas of work as a 'routine', both in military missions and peace support operations abroad, including humanitarian operations, and within national armed forces. Attention is given to developing mixed engagement teams during planning, with due consideration to available work force.

Additional Information

The military branches (Army, Air Force, Navy, General Staff and MoD) have personnel who are certified NATO NCGM Gender Advisers and/or instructors. The intention is to continue to build the pool of NATO NCGM trained personnel, so that they are permeated throughout the organisational units. In order to further build gender capabilities, the CAF plans for the participation of personnel in international functional educational activities in the ensuing year, including courses at the NCGM, ESDC and PSOTC. The CAF plans to continue with its prominent role in the organisation and conduct of the GToT at the RACVIAC facility, in accordance with the NATO accredited NCGM curriculum, and through cooperative efforts with RACVIAC, NCGM and the support of UNDP SEESAC. In terms of future participants in the GToT Course the focus will be on personnel from military E&T facilities in order to support the development of gender-related skills and competencies, and other key organisational units.

In line with NATO Bi-SC Directive 40-1 Rev. 2 (Chapter 4) and in order to reach the widest audience of troops to be deployed, irrespective of position, the CAF continue to place focus on pre-deployment training conducted in units concerning gender-related topics, including the implementation of UNSCR 1325 and related Resolutions on WPS and integrating gender perspectives. Such activities are led by personnel who are NCGM certified instructors on the integration of a gender perspective in military operations. Further efforts will be made towards the integration of gender-related topics into existing military E&T programmes, and tailored activities, as required, in order to familiarise personnel throughout the defence sector; integrating it into all core military functions as a 'routine' in planning, executing and evaluating processes at the tactical, operational and strategic levels.

French Republic



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the French Armed Forces (FAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

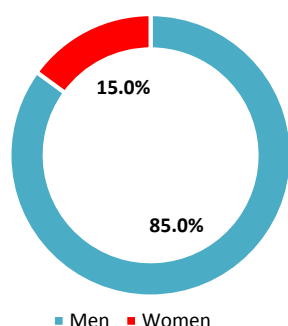


Figure 1b. Distribution of military women by services

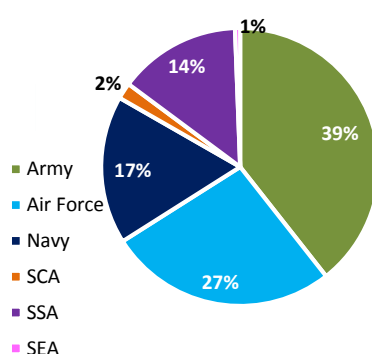


Figure 1c. Distribution of military men by services

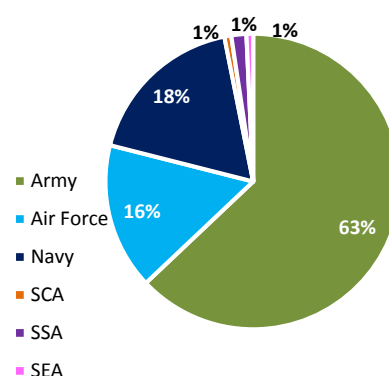


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	53.5%	5.9%
Air Force	13.6%	4.0%
Navy	15.2%	2.6%
SCA	0.6%	0.3%
SSA	1.4%	2.1%
SEA	0.6%	0.1%
Total	85.0%	15.0%
Ranks	Men	Women
OF 6 and above	0.3%	0.1%
OF 3-5	6.7%	6.6%
OF 1-2	7.6%	8.5%
OR 5-9	42.1%	46.5%
OR 1-4	43.4%	38.4%

Quotas

There is no quota system for women or men in the FAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

A military entity oversees integrating gender perspectives in the military. A Project Director for diversity has been created for the Department. Furthermore, the Air Force has created the position of Gender Referent, with the aim to advise the authorities.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	41.4%	2.3%
Air Force	6.3%	0.8%
Navy	41.7%	4.1%
SCA	0.4%	0.1%
SSA	0.7%	0.5%
SEA	1.4%	0.1%
Total	92.0%	8.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.5%	0.5%
OF 1-2	0.6%	3.3%
OR 5-9	3.7%	9.8%
OR 1-4	3.6%	2.8%

Table 3. Other Personnel in All Operations

Service	Men	Women
Army	0.0%	0.0%
Air Force	18.3%	1.2%
Navy	8.3%	0.2%
SCA	0.8%	0.0%
SSA	0.0%	0.0%
SEA	66.2%	5.1%
Total	93.5%	6.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.1%	6.1%
OF 1-2	4.8%	6.1%
OR 5-9	34.0%	42.4%
OR 1-4	59.7%	45.5%

Reserves, National Guard and Other Military Structures

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves.

Figure 2a. Percentage of Reserve Force women and men

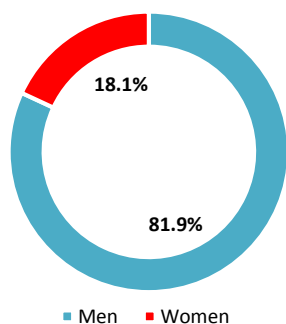


Figure 2b. Distribution of Reserve Force women by services

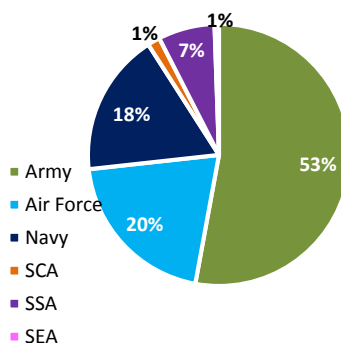
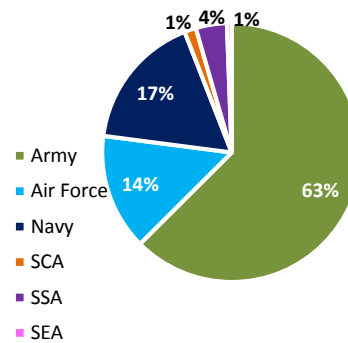


Figure 2c. Distribution of Reserve Force men by services



There are incentives and bonuses for civilian employees who enter Reserves, the National Guard or other military structures, such as loyalty special bonuses and the financing of driving licences.

Table 4. Reserve Force Personnel

Service	Men	Women
Army	51.2%	9.6%
Air Force	11.9%	3.7%
Navy	13.9%	3.2%
SCA	1.2%	0.3%
SSA	3.2%	1.3%
SEA	0.5%	0.1%
Total	81.9%	18.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	12.1%	2.7%
OF 1-2	12.4%	7.5%
OR 5-9	33.2%	22.1%
OR 1-4	39.7%	64.0%

Enlistment Requirements

Enlistment requirements in the FAF are the same for women and men, but requirements for the physical fitness tests are different, with lower requirements for women regarding the physical fitness test and minimum/maximum body sizes.

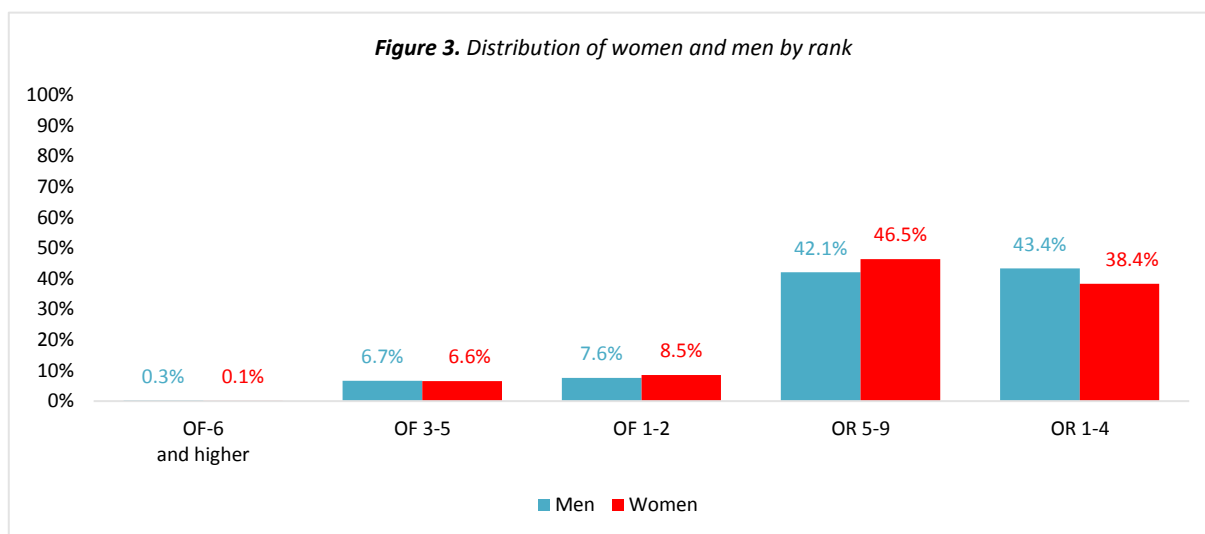
There are policies that promote the recruitment of women in the military. The FAF issued a special communication campaign in order to fight stereotypes and increase the recruitment of women in military posts.

In 2018, 3,381 women and 17,857 men completed basic training for the national armed forces. In the FAF, the average age range at which both women and men enlist is between the ages of 18 and 20. The average age of personnel in the armed forces is different from the Reserves.

Retention Policies

The FAF have retention policies that consist of several retention bonuses (e.g. recruitment, three year contract prolongation after five years of service). There are no specific retention policies for women.

There is a network to support women in the FAF. Since 2016, the association 'Avec les femmes de la Défense' has gathered military and civilian women working at the MoD.



Reasons for Leaving the Military

Through the FAF recruitment service, exit surveys are conducted for personnel who leave the military, without distinction of gender.

In 2018, 2,455 out of approximately 32,000 women and 18,297 out of approximately 182,000 men left the armed forces. Out of the total number of personnel who left, 11.8% were women and 88.2% were men. Most service members left the armed forces due to difficulties in balancing work and family life, lack of stability or because of retirement.

Equipment, Infrastructure and Uniform Adaptation

Military equipment has been ergonomically adapted for both women and men in the armed forces, in a way that can be used by both sexes. Service uniforms are designed for both women and men of various body compositions.

In order to prevent situations of discrimination or harassment and to preserve privacy, military facilities are designed and adapted for both women and men. Cohabitation is not allowed.

Parental Rights of Military Personnel

The FAF provide maternity, paternity, adoption and parental leave. Maternity leave consists of 16 weeks for the first two children, then 26 weeks. Paternity leave consists of two weeks. Adoption leave consists of 10 weeks for the first two children, then 18 weeks and up to 22 weeks in case of multiple adoptions. Combined parental leave is up to three years.

Average Age of Military Personnel

The average age of military personnel serving in the FAF is 33 years of age for both women and men. Compared to 2017, the reported average age remained the same in 2018 for both women and men.

Amongst NCOs, the average age for both women and men is 36 years of age. Amongst Officers, it is 35 years of age for women and 40 years for men.

Work-Life Balance for Military Personnel

There are specific programmes to support work-life balance for military personnel. Part-time employment is not permitted; however, flexible working hours are allowed in cases of childcare, need to care for the elderly or the sick and educational studies.

Whilst special measures to support dual service couples are in place, they have yet to be formalized and remain a decision of each Command.

There are policies to support single/divorced parents or widows/widowers providing childcare, including financial support, adapted housing, flexible working hours and special leave for caring for a sick or disabled child.

Childcare policies include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; extra weeks of subsidized maternity/paternity leave; flexible working and service hours or variable start/finish times of working day; policy on duty assignments, night duties and/or overtime work; as well as provision protecting parent from deployment. Furthermore, the aim of the new FAF childcare policy is to increase by 20% the number of seats in nurseries by 2022, in order to reach 2,556 seats. In addition, the MoD developed a childminders network made of qualified military spouses and private childminders.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the FAF, there are strategies and policies to address sexual harassment and sexual assault. There are programmes and training related to their prevention, as well as appointed personnel who handle allegations. There are formal procedures in place for women and men to report incidents. Preventive education about sexual harassment and sexual assault is systematically provided in all military schools for all recruits. Furthermore, Commanders regularly issue reminders about the prohibition of such acts. Since 2014, a Joint Task Force (Themis Unit) has been established in Paris to serve as a support network for all victims of sexual harassment and sexual assault in the armed forces. It is supported by three specialized lawyers. The Themis Unit also delivers training courses to all troops (60 conferences in 2018). In the French Navy, the 'Inspection of the Navy' is in charge of monitoring cases of sexual harassment and sexual assault.

In 2018, there have been 47 incidents of sexual harassment and 19 incidents of sexual assault reported by women in the FAF. There have been four incidents of sexual assault reported by men.

National Education and Training Programmes Related to Gender Perspectives

The FAF have one gender-related Education and Training (E&T) programme:

1. Education on the CONSEHO function, a French position that includes Gender Advisor (GENAD) tasks. It is part of the standard national training. The programme targets personnel in OF-3 to OF-5 and OF-1 to OF-2.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training Package for Nations' was used by the FAF in Module 1. The FAF agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

The NATO certified gender E&T product used in 2018 was the Gender Advisor Course. In the French Army, the national courses which are comparable to NATO's are entitled HDVS (Harassment – Discrimination – Sexual-based Violence), which is part of a wider set of modules named HDV (Harassment – Discrimination – Violence). The aim of these courses is to fight against any form of offensive behaviour or judgement.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

France has 40 qualified GENADs in the national armed forces who are not NATO certified. Most of the GENADs are in a non-active position. There are no Gender Focal Points (GFPs).

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC):

1. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. The Themis Unit helps and supports all victims of sexual harassment and sexual assault in the armed forces.
2. *MC recognizes the added value of the Women, Peace and Security (WPS) Chiefs of Defence (CHODs) Network and Members and Partners should participate.*
 - a. On behalf of France, the Assistant Chief of Staff for Military Operations participated at the latest WPS CHODs Network.
3. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
 - a. The GENAD role has been placed within the command group (joint position of Legal/Gender Advisor).



No measures were reported in 2018 towards the implementation of the 2017 NCGP Recommendations.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, Germany implemented specific policies and legislation related to integrating gender perspectives in the German Armed Forces (Bundeswehr). In 2017, the Federal Government introduced its new Action Plan for the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) for the period 2017-2020. It focuses, amongst others, on:

1. Gender-aware crisis prevention and a comprehensive gender perspective, in the preparation and training of military and police forces to be deployed in operations; and
2. Incorporation of women in all stages of crisis prevention, conflict management and peacebuilding, as well as the protection of vulnerable groups and victims of sexual violence, including the systematic prosecution of sexual violence.

Figure 1a. Percentage of military active duty women and men

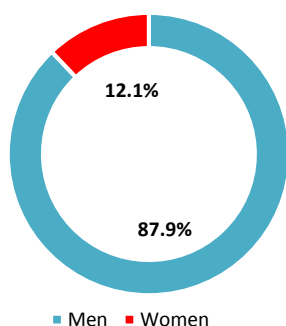


Figure 1b. Distribution of military women by services

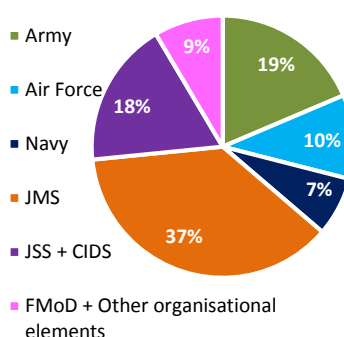
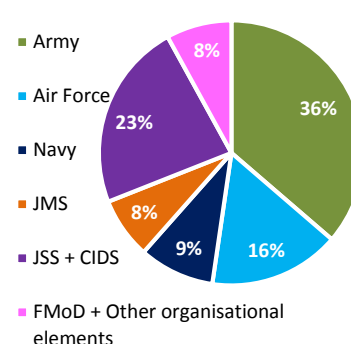


Figure 1c. Distribution of military men by services



Quotas

There is no quota system for women or men in the Bundeswehr.

Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	31.9%	2.3%
Air Force	14.1%	1.3%
Navy	8.1%	0.9%
JMS	6.6%	4.5%
JSS + CIDS	20.2%	2.2%
FMoD + Other organisational elements	7.0%	1.0%
Total	87.9%	12.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.7%	7.1%
OF 1-2	12.1%	11.8%
OR 5-9	49.8%	53.5%
OR 1-4	30.2%	27.6%

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

A military entity oversees the integration of gender perspectives in the armed forces. The Directorate-General for Personnel of the Federal Ministry of Defence (FMoD) has a staff element for equal opportunities, diversity and inclusion. The staff element analyses potential systemic obstacles impeding equal participation of all personnel in careers within the area of responsibility of the FMoD, and continuously conducts numerous measures aimed at establishing equality of opportunities. Current fields of action of the staff element include, but are not limited to:

1. Maintain and further develop gender-specific analyses, as well as strategies to reduce the under-representation of women in the workplace, especially in leadership positions;
2. Plan strategies to achieve a more diverse Bundeswehr; and
3. Develop the corresponding strategic framework at the ministerial level.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	46.2%	1.6%
Air Force	5.9%	0.4%
Navy	15.8%	1.4%
JMS	4.2%	1.4%
JSS + CIDS	19.6%	1.3%
FMoD + Other organisational elements	1.9%	0.3%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.2%	9.1%
OF 1-2	10.7%	14.6%
OR 5-9	49.7%	57.8%
OR 1-4	33.3%	18.6%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	33.7%	1.5%
Air Force	5.8%	0.5%
Navy	13.9%	1.4%
JMS	5.6%	2.0%
JSS + CIDS	30.3%	2.4%
FMoD + Other organisational elements	2.4%	0.4%
Total	91.8%	8.2%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	8.2%	10.8%
OF 1-2	11.3%	16.4%
OR 5-9	52.7%	56.4%
OR 1-4	27.5%	16.4%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	23.5%	3.9%
Air Force	8.6%	0.9%
Navy	6.3%	0.8%
JMS	2.5%	0.3%
JSS + CIDS	34.7%	5.3%
FMoD + Other organisational elements	10.7%	2.4%
Total	86.3%	13.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	20.4%	13.8%
OF 1-2	20.4%	33.3%
OR 5-9	54.2%	48.3%
OR 1-4	5.1%	4.6%

Table 5. Other Personnel in NATO Operations

Service	Men	Women
Army	21.6%	4.2%
Air Force	9.3%	0.9%
Navy	4.2%	0.9%
JMS	2.4%	0.0%
JSS + CIDS	36.2%	5.7%
FMoD + Other organisational elements	12.3%	2.4%
Total	85.9%	14.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	17.4%	14.9%
OF 1-2	19.9%	36.2%
OR 5-9	57.5%	46.8%
OR 1-4	5.2%	2.1%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, as well as policies to compensate employers who hire civilians who have joined military structures. The incentives for employers and employees are evaluated regularly and then tailored to match their needs, as well as the Bundeswehr's requirements. These policies include, amongst others:

1. Payment of wage and non-wage labour costs whilst the employee is absent for Reserve duty;
2. Payment of expenditures for public employees by the Federal Government; and
3. Financing contributions by the Bundeswehr of substitutes that might need to be recruited in place of the Reservist.

There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures; however, Reserve duty personnel receive benefits in accordance with the German Benefit Payment and Dependents Maintenance Act, according to which a loss of earnings is covered up to the salary, less any statutory deductions. Additionally, personnel serving in the Reserves receive a bonus on a per-diem basis, the amount of which depends on their rank. Reservist personnel who commit, prior to the first day of service and based on a corresponding offer, to serve at least 19 to 33 days of Reserve duty within one calendar year receive a bonus of 25 euro per day or 35 euro per day upon completion of service.

Figure 2a. Percentage of Reserve Force women and men

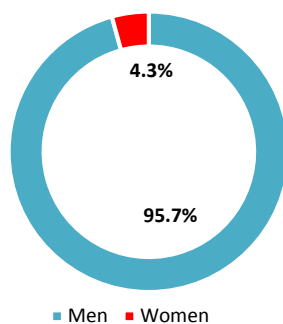


Figure 2b. Distribution of Reserve Force women by services

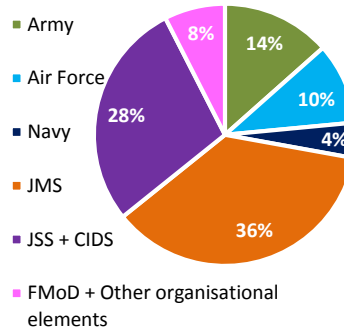


Figure 2c. Distribution of Reserve Force men by services

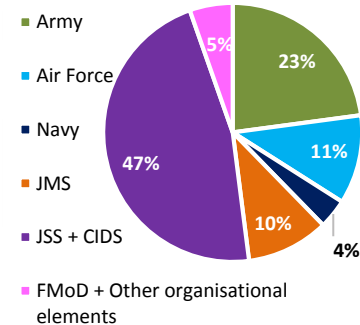


Table 6. Reserve Force Personnel

Service	Men	Women
Army	21.9%	0.6%
Air Force	10.7%	0.4%
Navy	3.5%	0.2%
JMS	9.8%	1.5%
JSS + CIDS	44.7%	1.2%
FMoD + Other organisational elements	5.2%	0.3%
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	22.5%	19.5%
OF 1-2	21.4%	11.9%
OR 5-9	36.9%	37.0%
OR 1-4	19.1%	31.6%

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics and physical fitness tests, are the same for women and men.

In the Bundeswehr, the average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces is different from the Reserves.

There are policies that promote the recruitment of women in the military. The Bundeswehr conducts advertisement and information campaigns tailored specifically to women. Furthermore, women are given preferential consideration with respect to employment.

Compared to 2017, the number of applicants in 2018 decreased by 900 (10,600 to 9,700 applicants) for women and decreased by 3,900 (46,400 to 42,500 applicants) for men. During 2018, out of 9,700 applicants, 2,844 women were successfully recruited to the armed forces. Out of 42,500 men who applied to the armed forces, 13,939 were successfully recruited. Approximately 65.7% of the 2,844 women and 73.4% of the 13,939 men who were recruited to the armed forces successfully completed the basic training.

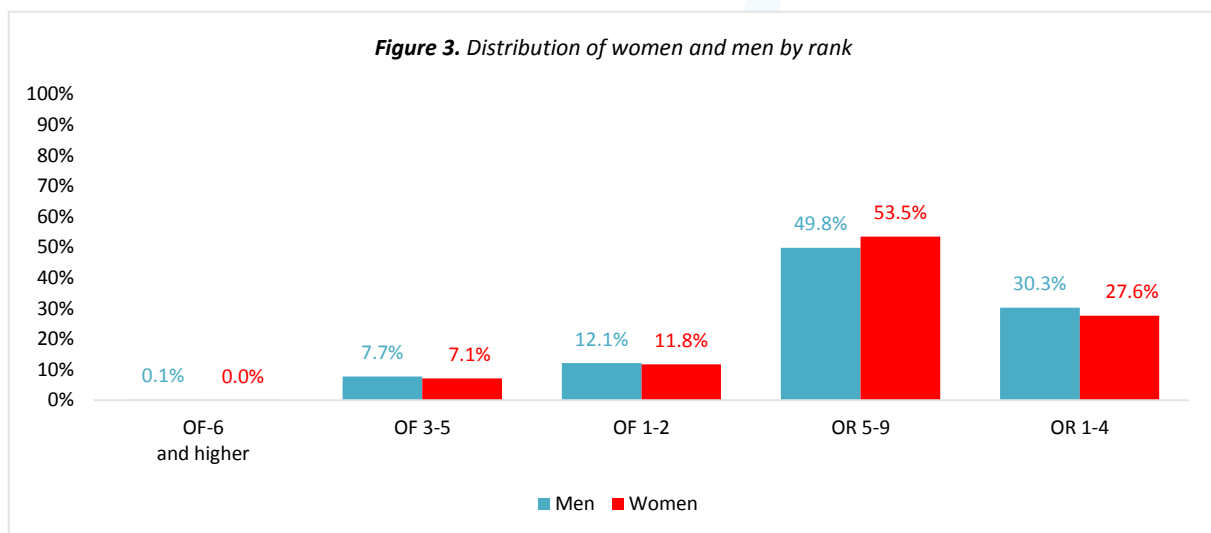
Retention Policies

The promulgation of the Bundeswehr's 2016 personnel strategy, as well as the related decision to increase the number of personnel, led to the implementation of the 'Personnel Retention for Bundeswehr Military Personnel'. As part of a retention policy this strategy, promulgated in early 2018, was designed to address the personnel trends through pooling different retention approaches. At the operational level, this concept was implemented through a web-based information portal on personnel retention, and serves as a guideline for the transparent use of all retention opportunities for employees, officials, local experts

and personnel management. This manual lists instruments with indirect effects (e.g. showing appreciation, career opportunities, morale, welfare and care services, financial incentive systems) as well as instruments with a direct effect (initial enlistment, reenlistment, delayed retirement, status change). Furthermore, advisory teams have been established, both in the military organisational elements and the central personnel management, to ensure support and information at the unit level.

An important instrument for the retention of women has been mentoring. For the targeted promotion of young talent, a Bundeswehr-wide mentoring programme was designed for equal opportunities. The three-year pilot project, conceived in August 2016, is meant to provide tomorrow's leadership with the knowledge they need to further their careers and become responsible leaders. The core of the programme is a personal exchange between experienced leaders as mentors and their mentees. It is supplemented by competence training, network meetings and a joint excellence workshop. The Bundeswehr's mentoring programme is an instrument of modern and sustainable personnel development and promotion of young talent. It is an instrument of effective gender-diversity strategy for the reduction of women's under-representation in leadership positions.

There is no network to support women in the military. However, the 'Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr' advances equal opportunities for the women and men of the armed forces, fighting present and future gender-based discrimination. Furthermore, military Equal Opportunities Officers must be appointed at the division level and above, and Equal Opportunities Spokespersons must be appointed at the battalion level and above.



Reasons for Leaving the Military

The Bundeswehr carries out exit surveys to monitor why women and men leave the military before completing their term of service.

In 2018, 2,330 women and 16,000 men left the armed forces. Based on the total number of personnel who left the national armed forces, 12.7% were women and 87.3% were men in the military. The service women left the Bundeswehr because of personal

undisclosed reasons, retirement, alternative job offer and end of enlistment term. For men, the main reasons include dismissal due to poor performance, because of disciplinary offenses or for retirement.

Equipment, Infrastructure and Uniform Adaptation

In the Bundeswehr, personal protective equipment (e.g. CBRN suits, goggles, etc.) is adapted for both women and men. Equipment, weapons, vehicles and weapon systems follow generally accepted rules of ergonomics (consideration of current anthropometric and biomechanical data for women and men as stated within the Ergonomics Manual). This ensures that both women and men are ergonomically able to operate the items.

Military facilities are adapted for both women and men, as the 2014 military accommodation standards ensure the separation of sleeping and sanitary facilities according to gender.

Uniforms generally come in standard sizes, nevertheless there are items such as combat equipment, as well as service, sports and protective clothing, which have been developed or adjusted specifically for women through different styles and sizes.

Parental Rights of Military Personnel

The Bundeswehr has a standard parental leave, which consists of 156 weeks (three years) to be taken by each parent after the childbirth. Transferring leave between parents can lead to a maximum combination of five years (260 weeks) of unpaid parental leave, and up to seven years (364 weeks) in the case of twins.

Average Age of Military Personnel

The average age of military personnel serving in the Bundeswehr is 29 years of age for women and 32 years for men. Compared to 2017, the reported average age in 2018 decreased one year for women (28 to 29 years of age) and remained the same for men (32 years).

Amongst NCOs, the average age for women is 30 years of age and for men is 34 years. Amongst Officers, it is 30 years of age for women and 37 years for men. Amongst personnel deployed in operations, it is 30 years of age for women and 32 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support the work-life balance of personnel, such as part-time work and flexible working hours in cases of childcare and need to care for the elderly or the sick. Teleworking is possible throughout the Bundeswehr during family emergencies and, depending on the regulations applying to the respective office, without special reasons for application.

There are special measures to support dual-service couples. Generally, couples can request not to be deployed abroad for family or personal reasons.

There are policies to support single/divorced parents or widows/widowers providing childcare. In the Bundeswehr, there are a number of support options (e.g. childcare in military daycare centres, reimbursement for private daycare, etc.), as well as Social Services to provide support and counsel to single parents. Furthermore, the Bundeswehr Foundation for Cases of Hardship may grant financial support in cases of emergency. Childcare policies include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; education allowances for child's primary/secondary schooling; extra weeks of subsidized maternity/paternity leave; flexible working and service hours or variable start/finish times of working day; policy on duties assignments, night duties and/or overtime work; and provision protecting parent from deployment.

In adherence to the German Regulation on Domestic Assistance for Service Personnel, programmes related to family-related obligations are available for deployed service personnel with families. The costs for daycare or other care workers may be reimbursed to service personnel with family-related obligations.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the Bundeswehr, there are strategies or policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There is no appointed personnel to manage allegations; however, formal procedures do exist for women and men to report incidents. In 2018, the Bundeswehr envisaged to elaborate a prevention and response concept for sexual harassment, discrimination and mobbing, as well as to update existing regulations concerning these issues in one policy. Currently, this concept is being implemented.

Furthermore, in 2017, a Point of Contact (PoC) was created to respond to cases of discrimination and violence in the Bundeswehr, as well as to advocate for equal opportunities, diversity and inclusion. The PoC supports all active and former Bundeswehr personnel who are experiencing or have experienced bullying, discrimination, and physical or emotional violence in their military or civilian life. The PoC analyses relevant information and coordinates the examination of individual cases, in order to initiate the correct response.

In 2018, there have been 173 incidents of sexual harassment and 68 incidents of sexual abuse reported by women in the Bundeswehr. There have been 30 incidents of sexual harassment and no incidents of sexual abuse reported by men.

National Education and Training Programmes Related to Gender Perspectives

The Bundeswehr has 16 national Education and Training (E&T) programmes related to gender perspectives:

1. *Basic Training for Military Equal Opportunities Commissioners.* This training is provided for military equal opportunity commissioners in preparation of their duties, regardless of rank. It is part of the standard national training.

2. *Leadership Seminar on the Act on Equal Opportunities for Female and Male Military Personnel.* This training focuses on background knowledge of and in support for equal opportunities commissioners. It is part of the standard national training. It targets OF 1-2 and OF 3-5.
3. *Compact Training for Ombudswomen on Gender Equality Regulations.* This compact training is for Ombudswomen on gender equality regulations, regardless of rank. It is part of the standard national training.
4. *Advanced Training for Military Equal Opportunities Commissioners.* This training is a consolidation of trainees' knowledge about gender equality regulations with regards to communications and staff activities. It is part of the standard national training and targets OR 5-9, OF 1-2 and OF 3-5.
5. *Communications for Equal Opportunities Commissioners I.* It is indifferent of rank and part of the standard national training.
6. *Communications for Equal Opportunities Commissioners II.* It is indifferent of rank and part of the standard national training.
7. *Conflict Management for Equal Opportunities Commissioners.* It is indifferent of rank and part of the standard national training.
8. *Gender Equality Competence.* It is indifferent of rank and part of the standard national training;
9. *Gender Equality Competence for Instructors.* It is part of the standard national training. It targets OR 5-9, OF 1-2 and OF 3-5.
10. *Gender Equality Regulations for Civilian Equal Opportunities Commissioners.* It is indifferent of rank and part of the standard national training.
11. *Civil Service and Employment Laws and Regulations for Civilian Equal Opportunities Commissioners.* It is indifferent of rank and part of the standard national training.
12. *Conveying Cross-Cultural Competence.* This training identifies cross-cultural competence as key to activities in-theatre and the basic daily work items. It is part of the standard national training. It targets OR 5-9, OF 1-2 and OF 3-5.
13. *Gender Perspectives in the Mission.* This training highlights the relevance of integrating a gender perspective into operational processes. It is part of the pre-deployment training. It targets OR 5-9, OF 1-2 and OF 3-5.

14. *Country-Specific Pre-Deployment Training.* This training focuses on regional socio-cultural and mission-specific aspects. It is part of the pre-deployment training. It targets OR 1-4, OR 5-9, OF 1-2, OF 3-5 and OF 6-higher.

15. *Country-Nonspecific Pre-Deployment Training.* This training focuses on military procedures and routines during a mission. It is part of the pre-deployment training. It targets OR 1-4, OR 5-9, OF 1-2, OF 3-5 and OF 6-higher.

16. *Military Expert on Mission Training.* It is part of the pre-deployment training. This training is for future military observers and targets OF 1-2 and OF 3-5.

Use of NATO Education and Training Tools

In 2018, no modules of the 'NATO Gender Education and Training Package for Nations' were used by the Bundeswehr. A recommendation was provided for redundancy checks to be completed with regards to existing UN guidelines. National education tools were used in accordance with UNSCR 1325 and related Resolutions.

The topic is addressed during career training courses and leadership trainings. The Bundeswehr supports conferences on topics such as diversity and events that offer networking opportunities for women. The gender perspective is furthermore a consistent part of the pre-deployment trainings. Additionally, there is a specific course provided on gender perspectives in the mission framework.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Bundeswehr has personnel with the Gender Advisor (GENAD) qualifications, but employ Foreign Area Specialists (FAS) to integrate gender perspectives into their work. These are not in the capacity as GENAD, but some of them have been trained at the Swedish Armed Forces International Centre (SWEDINT) and are NATO certified. All are trained on gender issues through national programmes, experts with a profound knowledge of local ethnic, religious and further sociocultural structures related to the crisis area in question. On such matters, the FAS provide advice for military decision-makers in the mission. Furthermore, they foster contacts with key local actors and contribute to the staff's assessment of the situation. An average of 10 FASs are deployed in operations each year.

Four FASs have received training from national programmes, including but not limited to the national Gender Perspective training. There have been 12 FASs deployed in 2018. On average, an estimated eight to ten FAS are deployed per year.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

a. An inclusive and respectful working environment corresponds to the basic principles of 'Innere Führung' (the leadership principle of the German military) and is therefore already what is striven for.

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*

a. Effective prevention, reporting, response mechanisms to combat sexual violence in the workplace reflect the basic principles of 'Innere Führung'. Furthermore, the Bundeswehr is implementing a prevention and response concept for sexual harassment, discrimination and mobbing, as well as to update existing regulations concerning these issues in one policy.

3. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

a. As the NATO GENAD structure has not been implemented into the Bundeswehr, the positioning of GENADs within the Command Group does not apply. As for the implementation of UNSCR 1325, the Bundeswehr has Equal Opportunity Officers that are elected by military women, with the aim to give support and advice on the implementation of legal requirements for gender equality. Equal Opportunity Officers are positioned within a Division's leadership and are entitled to report directly to the Command Group.

No measures were taken in 2018 towards implementation of the 2017 NCGP Recommendations to the MC.

Additional Information

In 2018, NATO and the UN underlined in the updated 'Joint Declaration on UN-NATO Secretariat Cooperation' their mutual interest in intensifying cooperation, with the WPS agenda being one of the central topics. In this context, a fostered and equal participation of women in UN peace operations is central to German efforts.

Hellenic Republic



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Hellenic Armed Forces (HAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

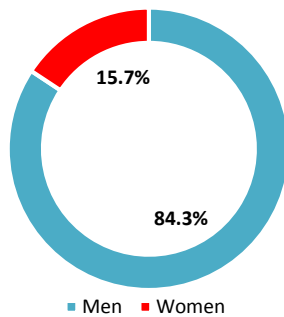


Figure 1b. Distribution of military women by services

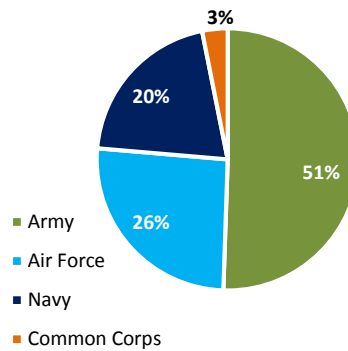


Figure 1c. Distribution of military men by services

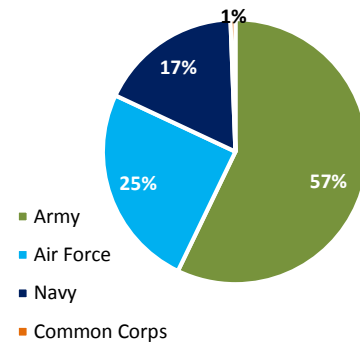


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	48.2%	7.9%
Air Force	20.9%	4.1%
Navy	14.7%	3.2%
Common Corps	0.5%	0.5%
Total	84.3%	15.7%
Ranks	Men	Women
OF 6 and above	0.6%	0.1%
OF 3-5	15.5%	8.9%
OF 1-2	20.3%	23.2%
OR 5-9	63.6%	67.8%
OR 1-4	0.0%	0.0%

Quotas

There is no quota system for men or women in the HAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on women serving in the armed forces, which apply to the active duty positions of Naval Special Forces because there are not any operational requirements that impose such a necessity. There are no plans in the future to eliminate this restriction. There are no restrictions that apply only to operations.

In the HAF, Gender Equality Offices oversee the integration of gender perspectives in the military and implementation of the principles of gender equality. These are located within the Ministry of Defence of the Hellenic Republic (HMoD) and the four national armed forces General Staffs. The objectives of the Gender Equality Offices are:

1. To collect, manage and process within the legislation, data and information, on issues related to gender equality in the HAF and Member States of the EU, NATO and other international organisations;
2. To formulate institutional proposals and promote the necessary measures to implement gender equality in the military; and
3. To integrate subjects related to gender equality with the General Secretariat for Equality, the General Staffs and other HMoD agencies.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	93.3%	5.0%
Air Force	1.8%	0.0%
Navy	0.0%	0.0%
Total	95.0%	5.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	12.7%	0.0%
OF 1-2	13.1%	7.1%
OR 5-9	74.3%	92.9%
OR 1-4	0.0%	0.0%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	84.6%	2.6%
Air Force	12.8%	0.0%
Navy	0.0%	0.0%
Total	97.4%	2.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	55.3%	0.0%
OF 1-2	7.9%	0.0%
OR 5-9	36.8%	100.0%
OR 1-4	0.0%	0.0%

Reserves, National Guard and Other Military Structures

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, nor incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements in the HAF are different for women and men, but requirements for the physical fitness tests are the same. The differences in enlistment requirements are related to physical characteristics (e.g. height, weight) between women and men.

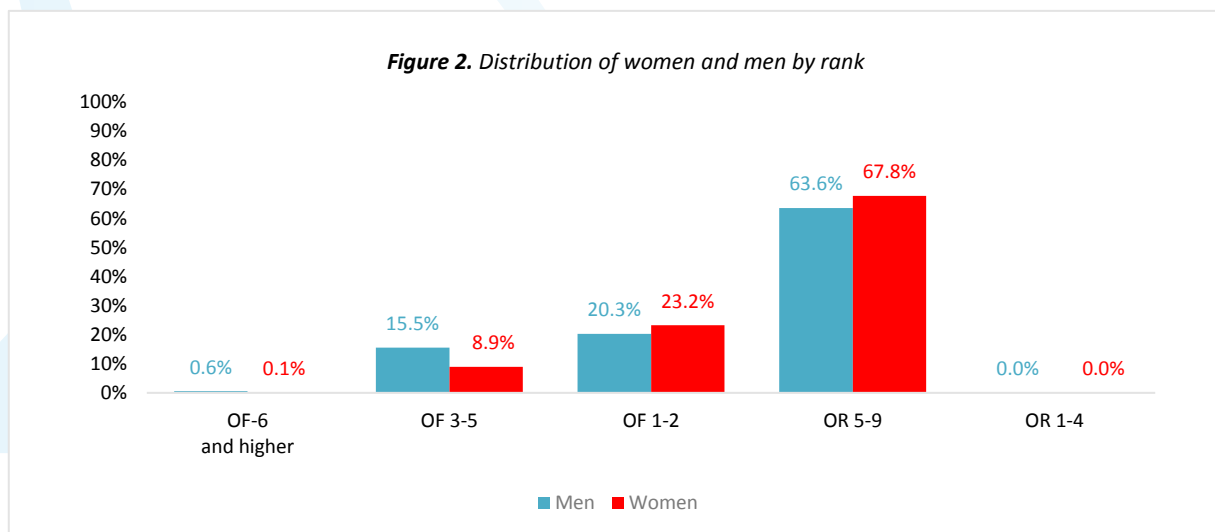
Candidates must comply with the targeted Body Mass Index standard. The index for men is 19 to 27 kg/m² and for women is 18 to 26 kg/m². There are different requirements in height for men (minimum of 1,70 m) and women (minimum of 1,60 m).

The average age range at which both women and men enlist is between the ages of 18 to 20. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

Compared to 2017, the number of applicants in 2018 increased significantly by 1,714 for women (733 to 2,447 applicants) and by 1,477 for men (2,061 to 3,538 applicants). During 2018, out of 2,447 applicants, 216 women were successfully recruited to the armed forces. Out of 3,538 men who applied to the HAF, 523 were successfully recruited. Approximately 95.4% of the 216 women and 97.7% of the 523 men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

There are no retention policies in the HAF, nor are there networks to support women in the military.



Reasons for Leaving the Military

The HAF do not carry out exit surveys to monitor why women and men leave the military.

In 2018, 109 women and 580 men left the armed forces. Based on the total number of personnel who left, 15.8% were women and 84.2% were men. Most service members left the military because they found it difficult to balance work and family life, because of injury or for retirement.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men. Military facilities are adapted, including separate bathrooms and sleeping quarters within the

military premises. Military uniforms are designed for both women and men of various body compositions.

Parental Rights of Military Personnel

The HAF provide maternity and parental support. Maternity leave consists of 20 weeks to be taken during the pregnancy. Parental leave consists of 36 weeks, which may be taken after the child is born and is transferable. Pregnant women are to be in service until the 16th week of their pregnancy, unless a doctor has recommended a longer leave due to health risks.

Average Age of Military Personnel

The average age of military personnel serving in the HAF is 37 years of age for women and 39 years for men. Compared to 2017, the reported average age in 2018 decreased by four years for both women (35 to 31 years of age) and men (34 to 30 years).

Amongst NCOs, the average age for women is 36 years of age and for men, it is 37 years. Amongst Officers, it is 40 years of age for women and 42 years for men. Amongst personnel deployed in operations, it is 38 years of age for women and 39 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support the work-life balance for military personnel, such as flexible working hours in cases of childcare and need to care for the elderly or the sick. Part-time employment is not authorized.

There are policies to support single/divorced parents or widows/widowers providing childcare, as well as special measures to support dual-service couples. Dual-service parents can serve in the same place, receive Special Parental Leave, are never deployed at the same time and do not have to perform night duties. Single/divorced parents or widows/widowers are excluded from night duties and exercises, have the option of flexible working and service hours and enjoy priority at military summer resorts.

Childcare policies include daycare for children at HMoD and military installations or childcare vouchers; education allowances for child's primary/secondary schooling; flexible working and service hours or variable start/finish times of working day; policy on duties assignments, night duties and/or overtime work; and provision protecting parent from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the HAF, there are no strategies or policies to address sexual harassment and sexual assault. However, there are programmes and training related to their prevention, as well as appointed personnel to manage allegations and formal procedures in place for women and men to report incidents. There are legal procedures in place to report incidents of sexual harassment and sexual assault. In 2018, there were no reported incidents of sexual harassment and abuse in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The HAF have one national Education and Training (E&T) programme related to gender perspectives:

1. *Women, Peace and Security (WPS)*
 - a. It is part of the pre-deployment training. It targets OF-1 to OF-2 and OR-5 to OR-9.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training Package for Nations' was used by the HAF in Modules 1, 2 and 3. The HAF strongly agrees that the NATO Gender E&T Package for Nations was useful for the national armed forces.

The NATO certified gender E&T products used were the Gender Advisor (GENAD) Course and the Utility of Gender in Peace Support Operations Course. Other NATO gender-related products used were the Seminar on WPS (part of the UN Military Observer Course), the PSO Basic Course, 'Improving Operational Effectiveness by Integrating Gender Perspective', and 'A Comprehensive Approach to Gender in Operations'.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Greece has one GENAD within the national armed forces who is NATO certified. There are no Gender Focal Points (GFPs). In 2018, one Gender Advisor was trained at the Nordic Centre for Gender in Military Operations. No GENADs or GFPs were deployed in 2018.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions were taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. Gender perspectives in military operations are included in relevant modules taught at military academies.

No actions were reported in 2018 towards the implementation of the 2017 NCGP Recommendations.

Additional Information

Gender perspectives in military operations are included in relevant modules taught in the field of military sociology. Field research is currently being conducted.

Hungary



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Hungarian Defence Forces (HDF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

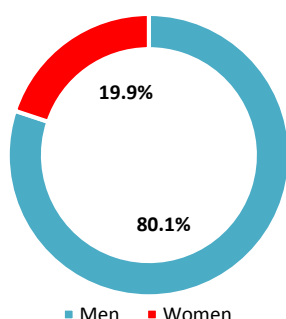


Figure 1b. Distribution of military women by services

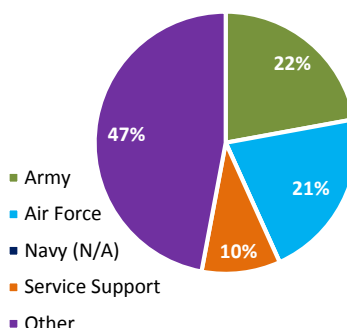


Figure 1c. Distribution of military men by services

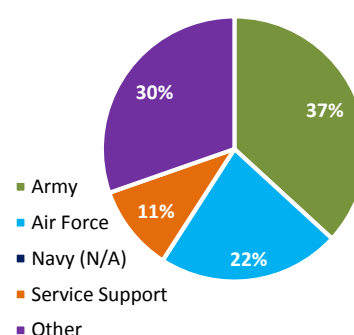


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	29.5%	4.4%
Air Force	17.8%	4.2%
Navy (N/A)	0.0%	0.0%
Service Support	8.4%	1.9%
Other	24.3%	9.4%
Total	80.1%	19.9%
Ranks	Men	Women
OF 6 and above	0.4%	0.0%
OF 3-5	16.7%	12.7%
OF 1-2	12.8%	19.3%
OR 5-9	36.5%	52.7%
OR 1-4	33.6%	15.3%

Quotas

There is no quota system for women or men in the HDF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is no military entity that oversees integrating gender perspectives in the military.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	86.4%	6.1%
Air Force	6.5%	1.0%
Navy (N/A)	0.0%	0.0%
Other	0.0%	0.0%
Total	92.9%	7.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	8.1%	7.1%
OF 1-2	14.7%	23.6%
OR 5-9	34.2%	52.8%
OR 1-4	42.9%	16.5%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	87.5%	5.7%
Air Force	6.0%	0.8%
Navy (N/A)	0.0%	0.0%
Other	0.0%	0.0%
Total	93.5%	6.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.9%	8.5%
OF 1-2	14.2%	23.9%
OR 5-9	33.2%	54.9%
OR 1-4	45.6%	12.7%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	93.3%	6.7%
Air Force	0.0%	0.0%
Navy (N/A)	0.0%	0.0%
Other	0.0%	0.0%
Total	93.3%	6.7%
Ranks	Men	Women
OF 6 and above	0.0%	100.0%
OF 3-5	78.6%	0.0%
OF 1-2	14.3%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	7.1%	0.0%

Table 5. Other Personnel in NATO Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy (N/A)	0.0%	0.0%
Other	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	33.3%	0.0%
OF 1-2	33.3%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	33.3%	0.0%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. In Hungary, the voluntary Reservists are entitled to a one-time contract bonus and an annual service pay after every year of service. During their actual military service, they are entitled to military pay according to their positions. Furthermore, Reservists are entitled to travel expenses and relocation allowances (monthly ticket, public transport and fuel reimbursement), three meals per day, free accommodation and uniform; they are eligible for purchase discounts and promotions,

credits from a number of higher education institutions; and they can submit applications for scholarships (Volunteer Reserve Scholarship).

There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. The HDF reach an agreement with the Reservist's employer under the following terms:

1. The employer is entitled to compensation for the duration of their employee's active military service and grants to the Reservist additional days of leave in relation to their service duty.
2. The compensation is paid to the employer by the Central Statistical Office on the basis of the Reservist's last six months or annual gross wages. In this calculation, the gross average earnings of the sector within the national economy are also taken into account.
3. The employer is entitled to full compensation if they agree to allow the Reservist into the military service on a date determined by the HDF and furthermore does not reschedule any duty calls. If this is not agreed upon, the employer is entitled to only 50% of the compensation.
4. If the Reservist is a part-time worker, then the employer is entitled to compensation that is commensurate with the employee's actual working hours.

Several incentives and bonuses are provided to civilian employees who enter Reserves, the National Guard or other military structures such as purchase discounts, scholarships and education credits. Purchase discounts are made available through several shops and service available through several shops and service providers offering discounts to Active and Reserve soldiers, such as Hervis, Intersport, Vodafone, OTP, ERSTE Bank, etc.

Additionally, multiple HDF scholarships are offered depending on the level of education and qualifications. The Lázár Mészáros Scholarship is for officers' special qualifications. The Ádám Béni Balogh High School Scholarship is for outstanding students studying military subjects (50 per year). The Balázs Lippai Equal Opportunity Scholarship is offered to disadvantaged students in higher education or secondary schools (10 per semester). The Volunteer Reserve Scholarship is available to Reservists who are students in higher education and vocational schools and are over the age of 18 years. There is also a scholarship for orphans covered by the MoD that applies to applicants' elementary, secondary or higher education. Education credits have been a positive incentive for the youth to enrol as a Reservists or undertake military service during or after their studies.

Figure 2a. Percentage of Reserve Force women and men

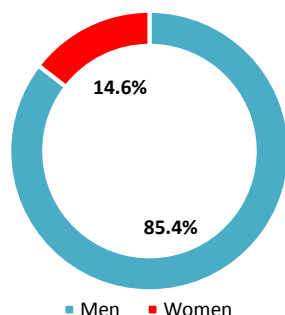


Figure 2b. Distribution of Reserve Force women by services

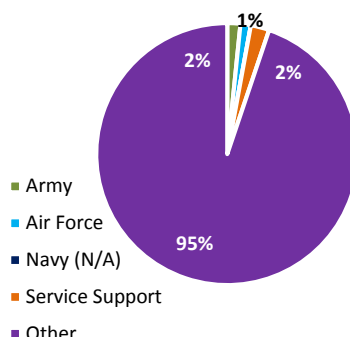


Figure 2c. Distribution of Reserve Force men by services

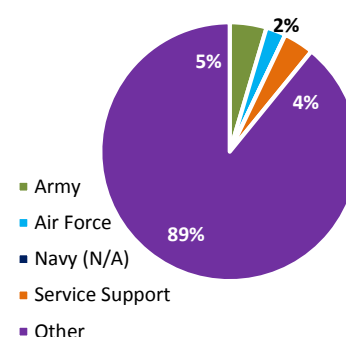


Table 6. Reserve Force Personnel

Service	Men	Women
Army	3.9%	0.2%
Air Force	2.1%	0.2%
Navy (N/A)	0.0%	0.0%
Service Support	3.2%	0.3%
Other	76.2%	13.8%
Total	85.4%	14.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.6%	3.7%
OF 1-2	17.0%	9.0%
OR 5-9	25.6%	31.6%
OR 1-4	45.8%	55.8%

Enlistment Requirements

Enlistment requirements in the HDF are the same for women and men, but requirements for the physical fitness tests are different. Age is also considered when the physical tests are completed. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight) between women and men.

The average age range at which women enlist is between the ages of 18 to 20. Men enlist between the ages of 41 to 45. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

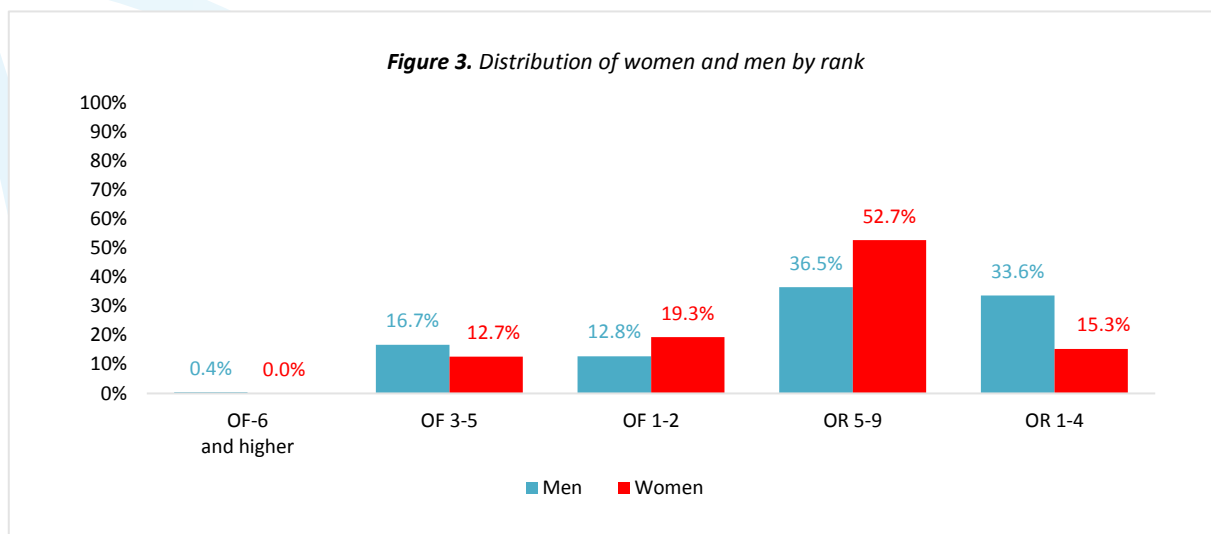
Compared to 2017, the number of applicants in 2018 increased by 212 for women (342 to 554 applicants) and decreased by 398 for men (2,778 to 2,380 applicants). During 2018, out of 554 applicants, 403 women were successfully recruited to the armed forces.

Out of 2,380 men who applied to the HDF, 1,873 were successfully recruited. Approximately 57.8% of the 403 women and 40.2% of the 1,873 men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

The HDF have retention policies, which consist of a pay rise every five years of service, allowances for new housing and health insurance and scholarship programmes.

There are no specific retention policies for women. There is a network to support women in the HDF: the Committee for Military Women.



Reasons for Leaving the Military

The HDF carry out exit surveys to monitor why women and men leave the military. When personnel leave the armed forces, they are requested to complete a questionnaire on a voluntary basis. The questionnaire is anonymous and applies to both women and men. The results are evaluated on a quarterly basis.

In 2018, 222 out of 4,079 women and 1,512 out of 16,931 men left the armed forces. Based on the total number of personnel who left the HDF, 12.8% were military women and 87.2% were military men. Most service members left the military because they found it difficult to balance work and family life, they were dissatisfied with military salaries, for personal undisclosed reasons or to pursue a different career and/or educational opportunity.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men. Military facilities are adapted, and consist of separate lodging and lavatories for women and men. Combat uniforms are the same for both genders.

Parental Rights of Military Personnel

The HDF provide paternity, maternity and parental support. Parental leave is provided to dual service couples and is transferable between parents. Maternity leave consists of 24 weeks, whilst paternity leave consists of one week.

Average Age of Military Personnel

The average age of military personnel serving in the HDF is 42 years of age for women and 39 years for men. Compared to 2017, the reported average age in 2018 increased by five years for women (37 to 42 years of age) and decreased by two years for men (41 to 39 years).

Amongst NCOs, the average age is 43 years of age for women and 39 years for men. Amongst Officers, it is 40 years of age for women and 42 years for men. Amongst personnel deployed in operations, it is 43 years of age for women and 46 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support the work-life balance of personnel; however, flexible working hours are available in case of childcare. Part-time employment is also allowed.

Several policies exist in order to support single/divorced parents or widows/widowers providing childcare, as well as special measures to support dual-service couples, specifically:

1. Single parents of children under three years old are not obligated to over-duty, they are not moved to other garrisons nor deployed to operations unless requested;
2. Single parents of children under six years old are not assigned to 24-hour duties; and
3. If the child is between three to 12 years old and is sick, the single parent has 100% more childcare leave per year than dual-service parents.

Childcare policies include breastfeeding breaks, extra weeks of subsidized maternity/paternity leave, flexible working, variable start/finish working times and service hours, policy on duty assignments, night duties and/or overtime work, as well as a provision protecting parents from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the HDF, there are no strategies or policies to address sexual harassment and sexual assault. However, there is training related to the prevention of sexual exploitation and abuse, as well as appointed personnel to manage allegations. There are no formal procedures in place for women and men to report incidents. In 2018, there were no reported incidents of sexual harassment and abuse in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The HDF have one national Education and Training (E&T) programme that includes lessons related to gender perspectives:

1. *Gender Perspective in Military Operations*

a. It is part of the pre-deployment training as well as the standard national training for key leaders. It targets OR-9.

Use of NATO Education and Training Tools

In 2018, no modules from the 'NATO Gender Education and Training Package for Nations' were used by the HDF. However, Hungary strongly agrees that the NATO Gender E&T Package for Nations is useful for the national armed forces and is considering introducing the package in E&T.

The NATO certified gender E&T product used in 2018 was the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training, which includes exercises.

Gender Advisors and Gender Focal Points

Hungary has no Gender Advisor (GENAD) or Gender Focal Point (GFP) positions in the national armed forces. In 2018, although no GENADs nor GFPs were trained or deployed, one person attended the Gender Training of Trainers Course provided by the Nordic Centre for Gender in Military Operations.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

No measures were taken in 2018 towards implementation of the 2018 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).

Iceland



Iceland has no armed forces. The Icelandic Crisis Response Unit, part of Iceland's Ministry for Foreign Affairs, provides civilian Icelandic personnel and gender advisers for NATO Operations and other International Operations.

Prior to deployment, all experts learn about the essential elements of UNSCR 1325, including gender mainstreaming. They are all taught how to recognise the special needs of women in conflict areas and how to engage women in post-conflict reconstruction. Training is provided in cooperation with the Icelandic National Committee for UN Women. Training is also provided by the Nordic Centre for Gender in Military Operations at SWEDINT.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Ministry of Defence (MoD) of the Italian Republic implemented Italy's third National Action Plan 2016-2019, in accordance with United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS), in order to:

1. Further enhance the presence of women in the national armed forces;
2. Increase the number of Gender Advisors (GENADs) and Gender Focal Points (GFPs);
3. Strengthen the professionalism of domestic security forces, law enforcement and justice institutions, by dedicated human rights training regarding, inter-alia, the prohibition of incitement to hatred, counter violent extremism and terrorism and, more broadly, non-discrimination related issues;
4. Continue to organize GENAD Courses (for Officers);
5. Continue to Organize the Gender Matter Focal Point course (for Non-Commissioned Officers);
6. Continue to train personnel at accredited training institutes (i.e. NCGM, ESDC);
7. Encourage the active and meaningful participation of women in decision-making and deployments to peace operations, by identifying and addressing barriers to full participation;
8. Increase female military personnel and female staff deployment; and
9. Continue to deploy Italian female military and civilian personnel to international organisations.

Figure 1a. Percentage of military active duty women and men

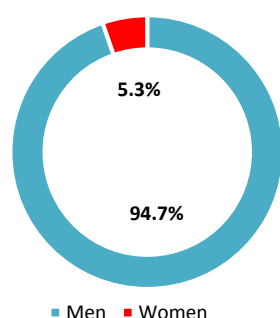


Figure 1b. Distribution of military women by services

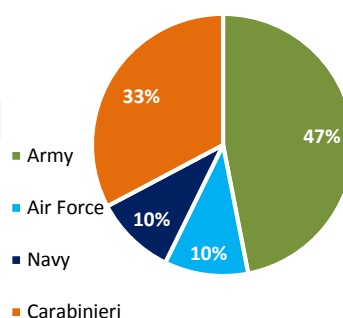


Figure 1c. Distribution of military men by services

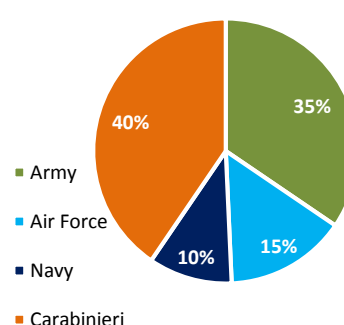


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	32.7%	2.5%
Air Force	14.0%	0.5%
Navy	9.7%	0.5%
Carabinieri	38.3%	1.7%
Total	94.7%	5.3%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	6.0%	3.1%
OF 1-2	3.0%	8.0%
OR 5-9	39.9%	15.2%
OR 1-4	50.8%	73.7%

Quotas

There is no quota system for women or men in the Italian Armed Forces (IAF).

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

In the IAF, there are military entities that oversee integrating gender perspectives in the military. There is a dedicated organisational unit, within the Defence General Staff, called 'Equal Opportunities and Gender Perspectives', which includes both male and female personnel. The Office oversees relevant concerns in close cooperation with the Alliance and has undertaken the administration of information/training courses for all personnel of the armed forces/Carabinieri Corps regarding the contents of relevant UN Resolutions and NATO Directives. Its primary task is the implementation of a gender perspective and, therefore, of the contents of UNSCR 1325 within the armed forces and the Carabinieri Corps, also through constant cooperation with the NATO Committee on Gender Perspectives (NCGP). The Unit is the focal point for the development of gender policies within the Defence General Staff and is responsible for overseeing the armed forces and Carabinieri's training programmes for integrating a gender perspective.

Furthermore, it has the additional task of conducting statistical studies, organising training on special topics and events, including the media, aimed at spreading a gender culture. The Unit is responsible for the implementation of the provisions of UNSCR 1325 within the armed forces, and is the national focal point for NATO-related activities and for other national and international organisations dealing with these specific topics. A Joint Council on Gender Perspectives has been established by law to advise the Chief of Defence (CHOD) on the adoption of the best initiatives to spread gender perspectives, to implement UNSCR 1325 and related Resolutions in the IAF to adopt a gender perspective in all military activities and to spread the gender culture. The Council is composed of 7 people with a perfect gender balance.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	70.5%	3.1%
Air Force	10.5%	0.3%
Navy	6.2%	0.6%
Carabinieri	8.5%	0.5%
Total	95.6%	4.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.0%	2.6%
OF 1-2	11.4%	24.8%
OR 5-9	34.7%	14.1%
OR 1-4	46.7%	58.5%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	76.0%	3.5%
Air Force	5.2%	0.2%
Navy	5.3%	0.6%
Carabinieri	9.1%	0.0%
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.6%	1.2%
OF 1-2	12.6%	35.8%
OR 5-9	34.7%	11.1%
OR 1-4	44.9%	51.9%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	54.5%	45.5%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Carabinieri	0.0%	0.0%
Total	54.5%	45.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	50.0%	40.0%
OF 1-2	50.0%	60.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. In Italy, any civilian employee can enter the Reserves if he/she has particular skills required by the armed forces. It is possible to participate by submitting an application with curriculum vitae.

There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. No incentives or bonuses are provided to civilian employees who enter Reserves, the National Guard or other military structures.

Figure 2a. Percentage of Reserve Force women and men

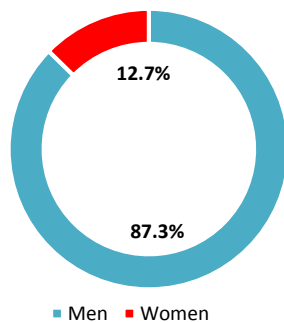


Figure 2b. Distribution of Reserve Force women by services

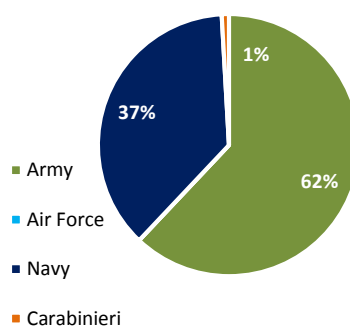


Figure 2c. Distribution of Reserve Force men by services

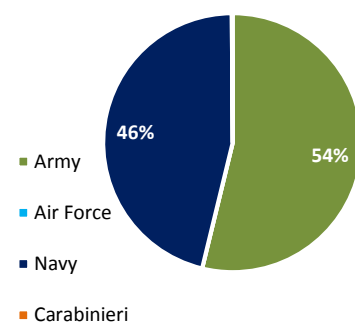


Table 5. Reserve Force Personnel

Service	Men	Women
Army	47.0%	7.9%
Air Force	0.0%	0.0%
Navy	40.2%	4.7%
Carabinieri	0.1%	0.1%
Total	87.3%	12.7%
Ranks	Men	Women
OF 6 and above	1.0%	0.0%
OF 3-5	32.6%	14.9%
OF 1-2	33.1%	41.8%
OR 5-9	0.2%	0.0%
OR 1-4	33.1%	43.3%

Enlistment Requirements

Enlistment requirements in the IAF are the same for women and men. Physical fitness tests are the same but they have different parameters for women and men. The differences in enlistment requirements are related to physical characteristics (e.g. height, weight) between women and men. The Body Mass Index (BMI) required is different for women and men and differs depending on their height (value between 20 and 28 for men, and between 18 and 28 for women).

The average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

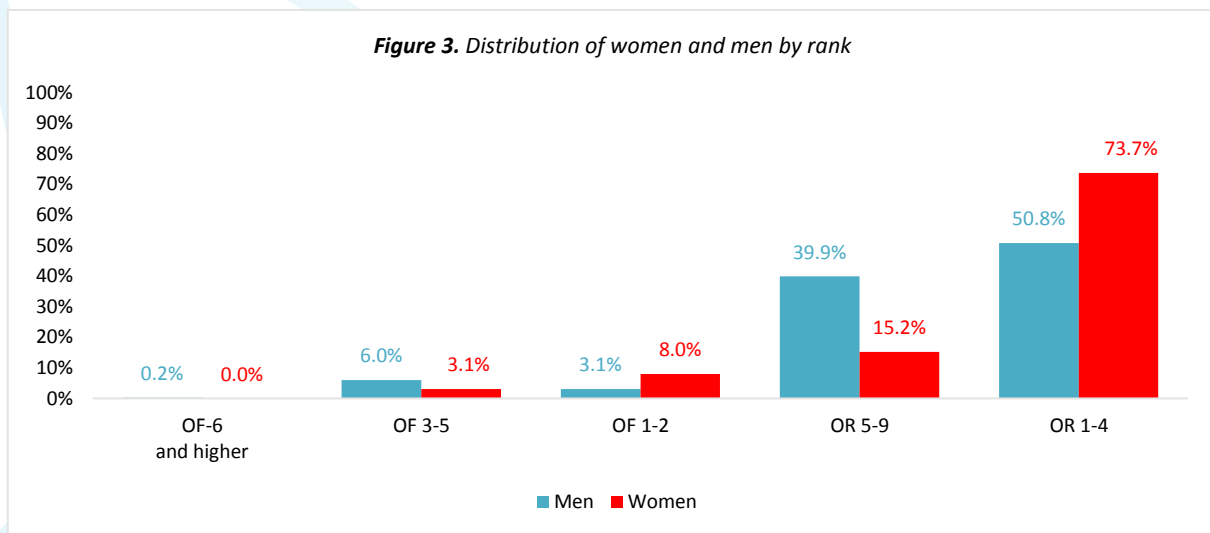
Compared to 2017, the number of applicants in 2018 increased for both women (9,950 to 31,353 applicants) and men (45,887 to 105,540 applicants). During 2018, out of 31,353 applicants, 2,320 women were successfully recruited to the armed forces. Out of 105,540 men who applied to the IAF, 12,250 were successfully recruited. Approximately 96.6% of

the 2,320 women and 97.6% of the 12,250 men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

The IAF have retention policies. For Officers, there are different amount of years required for the Army, Navy and Air Force. For example, in the Air Force, there is a retention of 10 years that can increase for particular specialties, such as pilots. Carabinieri have a retention policy based on the choice to become permanent staff (indefinitely), except for an initial period of stop for some roles.

There are no specific retention policies for women. There is no network to support women in the IAF.



Reasons for Leaving the Military

The IAF carry out exit surveys to monitor why women and men leave the military. The Italian Army submits a questionnaire, in electronic format, to all personnel that decide, on demand, to exit from active duty, in order to monitor the main reasons. Carabinieri submits an online questionnaire to be filled out anonymously.

In 2018, 812 out of 15,079 women and 12,985 out of 261,760 men left the armed forces. Based on the total number of personnel who left, 5.9% were women and 94.1% were men in the military. Most service members left the armed forces in 2018 due to difficulties in balancing work and family life, because of an injury or personal undisclosed reasons. Men also left to retire, whilst women listed expiration of their contract, discharge due to illness, transfer or layoff as other reasons.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men. Service uniforms are adapted and are available in different sizes. Combat and special

occupational uniforms are the same for both women and men. The IAF do not provide maternity uniforms.

Military facilities are adapted. Since 2000, marking the start of female enrolment in the IAF, a programme was launched aimed at adapting IAF military facilities to increase the living standards and avoid promiscuity.

Parental Rights of Military Personnel

The IAF provide paternity, maternity and parental support. Maternity and paternity leave both consists of 20 weeks, not transferable between parents. The combined parental leave is 40 weeks.

Average Age of Military Personnel

The average age of military personnel serving in the IAF is 35 years of age for women and 45 years for men. Compared to 2017, the reported average age increased in 2018 by five years for both women (30 to 35 years of age) and men (40 to 45 years).

Amongst NCOs, the average age is 35 years of age for women and 46 years for men. Amongst Officers, it is 34 years of age for women and 43 years for men. Amongst personnel deployed in operations, it is 34 years of age for women and 45 years for men.

Work-Life Balance for Military Personnel

There are specific programmes in place to support work-life balance for military personnel. Flexible working hours are available in case of childcare. Part-time employment is not allowed. Dual service couples, serving within one administration, are exempted from overlapping their working shifts until their children reach the age of six. Furthermore, there is an Army Directive, called P001, which focuses attention on the employment of military parents in particular situations, such as families with single parents with children under three years old or families with both parents serving in the military.

Military personnel can apply to obtain particular leaves or breaks in some specific cases:

1. Need to assist elderly or sick family members;
2. Studies;
3. Marriage;
4. Pregnancy; or
5. Political mandate.

There are policies to support single/divorced parents or widows/widowers providing childcare. Parents can apply for exemption of night-time duties and 24-hour duties until their children reach the age of three.

Childcare policies in the IAF include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; policy on duties assignments, night duties and/or overtime work. The armed forces and Carabinieri Corps provide kindergarten services in some barracks.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

The IAF have strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There is no appointed personnel who handle allegations; however, there are formal procedures in place for women and men to report incidents. Furthermore, the IAF provide:

1. Prevention programs and control at all levels;
2. Human Rights lessons deal with this topic at the Carabinieri Schools, as well as during a two-week course organized at ISTI (Advanced Institute for Investigation Techniques) in Velletri (Rome), where students can study the legal countermeasures and the correct behaviour to adopt to fight crimes against women (stalking, sexual harassment, etc.); and
3. An observation point for the Italian Navy has been established to monitor, prevent and repress cases of sexual harassment and sexual abuse.

In 2018, there have been six incidents related to sexual harassment reported by women and six reported by men in the IAF. There have been three incidents of sexual abuse reported by women.

National Education and Training Programmes Related to Gender Perspectives

The IAF have seven national Education and Training (E&T) programmes related to gender perspectives:

1. *International Law, International Humanitarian Law and Law of Armed Conflicts, Gender Awareness and Implementation of UNSCR 1325 and Related Resolutions*
 - a. Principal topics include protection of civilians, responsibilities, war crimes, the Geneva Convention and the additional Protocol, the Hague Convention and the International Criminal Court. Other topics include UNSCRs 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2276. It is part of the standard national training. It targets OR-1 to OR-4, OR-5 to OR-9, OF-1 to OF-2, OF-3 to OF-5 and OF-6 to higher.
2. *Gender Advisor Course*
 - a. The course aims to enable Italian Officers to become the Commanders' Advisors on gender equality inside the armed forces and on the implementation of gender perspectives in operations. The course includes: UNSCRs on WPS; the BI-Strategic Command Directive (BI-SCD) 40-1: Integrating UNSCR 1325 and gender perspective into the NATO command structure; gender terms and definitions; human rights; integrating a gender perspective on tactical, strategic and operational levels; gender analysis; gender-based violence; the DDR process and gender; child protection. Moreover, Italian GENADs receive specific training during pre-deployment exercises and activities: they take part, for example, to Command Post exercises, actively engaging with the Staff and the Commander on gender-related issues and filling planning documents. It is part of the standard national training. It targets OF-1 to OF-5.
3. *Gender Matter Focal Point Course*
 - a. The course, addressed to NCOs, aims to deepen knowledge about gender issues, international cooperation, the implementation of UNSCR 1325 and related

Resolutions, NATO references, the additional Protocol and the Italian Action Plan on the implementation of UNSCR 1325, main concerns in military life and prohibited behaviour. It is part of the pre-deployment training as well as the standard national training. It targets OR-1 to OR-9.

4. *Female Engagement Team (FET) Course (for female personnel)*

a. The course aims to train appointed FETs, operating at tactical level in missions abroad or at home, to support the Commander's staff in the planning and conduct of national and NATO-led trainings and exercises, to inform and train civilians with similar interests focusing in particular on the comprehensive engagement strategy of the local population, primarily women and children. It is part of the pre-deployment training as well as the standard national training. It targets OR-1 to OR-9 and OF-1 to OF-2.

5. *NATO Engagement in Gender Perspective Course (for female personnel)*

a. How to develop capability in understanding the social situation and the female role (with specific reference to the Islamic world) and approaching specific audiences in an effective manner using communication techniques. It is part of the standard national training. It targets OR-5 to OR-9, OF-1 to OF-5.

6. *Lectures/seminars on UNSCR 1325 and Related Resolutions, and on the implementation of gender perspectives into military operations*

a. The programme offers a brief overview and description of the key aspects of gender perspective milestones (namely UNSCR 1325 and NATO BI-SC 40-1), key terms and definitions (e.g. what is gender, gender perspective, gender mainstreaming, etc.) and how gender is structured within NATO. Specific emphasis is placed on the importance of the subject in out-of-area operations, by explaining how gender perspective contributes to strengthening the efficiency and effectiveness of military operations and how it must be applied both within the force and out in the field. The program ends with an explanation of NATO's Code of Conduct, why it must be followed and the reasons behind its development. It is part of the pre-deployment training. It targets OR-1 to OR-9, and OF-1 to OF-6 and higher.

7. *Awareness on the implementation of UNSCR 1325 and related Resolutions and of NATO BI-SC Directive 40-01*

a. Awareness and discussion on UNSCR 1325 and related Resolutions, the implementation of gender perspectives in military operations, education and training, and the GENAD/Gender Field Advisor roles. It is part of the standard national training. It targets OF-3 to OF-5 and OF-6 to higher.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training Package for Nations' was used by the IAF in all of its modules, including the Gender in Terrorism E&T Package. Italy agrees that the NATO Gender E&T Package for Nations was useful for the national armed forces.

The NATO certified gender E&T products used in 2018 were the Key Leader Seminar, Commanding Officer Seminar and Gender Advisor Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Italy has one NATO certified GENAD at the General Staff and 10 in the national armed forces. There are also 100 non-NATO certified GENADs in the national armed forces.

In 2018, one GENAD was trained at the Nordic Centre for Gender in Military Operations (NCGM) and one through NCGM and ACT Advanced Distance Training Courses. In 2018, five Officers also attended the Comprehensive Approach to Gender in Military Operations Course at the European Security and Defence College.

There are no GFPs. Four GENADs were deployed in 2018, all not NATO certified.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) are as follows:

1. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
 - a. Develop the Equal Opportunities and Gender Perspective Section in order to pursue an inclusive and respectful working environment within the IAF;
 - b. Recognize the importance and the role of the GENAD and GFP in every Italian-led operation, positioning GENAD inside the Command Group; and
 - c. The Joint Operations Head Quarters incorporate gender perspectives in every operation from planning to execution.

Due to a change in the Italian Defence's chain of command, no actions were taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Latvian Armed Forces (LAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

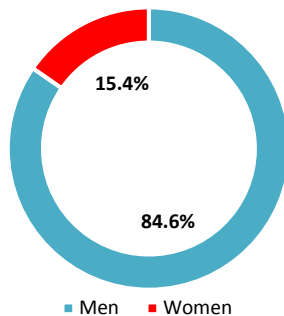


Figure 1b. Distribution of military women by services

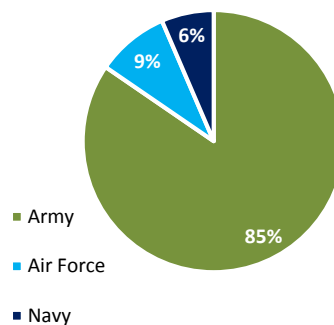


Figure 1c. Distribution of military men by services

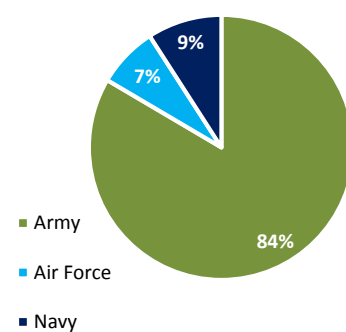


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	70.6%	13.0%
Air Force	6.3%	1.4%
Navy	7.7%	1.0%
Total	84.6%	15.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.5%	5.1%
OF 1-2	10.7%	16.3%
OR 5-9	21.4%	32.3%
OR 1-4	61.3%	46.2%

Quotas

There is no quota system for women or men in the LAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is not a military entity that oversees integrating gender perspectives in the military.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	92.0%	5.1%
Air Force	1.4%	0.0%
Navy	1.4%	0.0%
Total	94.9%	5.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.1%	0.0%
OF 1-2	19.8%	0.0%
OR 5-9	35.1%	85.7%
OR 1-4	42.0%	14.3%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	91.1%	6.9%
Air Force	2.0%	0.0%
Navy	0.0%	0.0%
Total	93.1%	6.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.3%	0.0%
OF 1-2	16.0%	0.0%
OR 5-9	35.1%	85.7%
OR 1-4	44.7%	14.3%

Reserves, National Guard and Other Military Structures

In the LAF, there are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. No incentives or bonuses are provided to civilian employees who enter Reserves, the National Guard or other military structures.

Figure 2a. Percentage of Reserve Force women and men

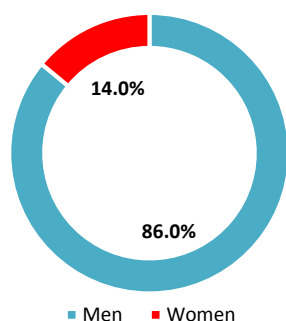


Figure 2b. Distribution of Reserve Force women by services

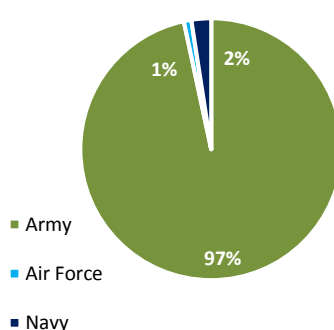


Figure 2c. Distribution of Reserve Force men by services

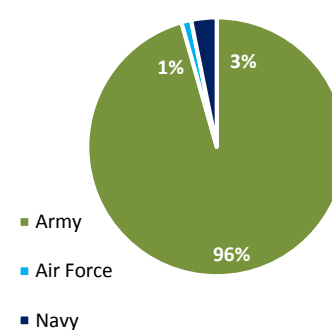


Table 4. Reserve Force Personnel

Service	Men	Women
Army	82.2%	13.5%
Air Force	1.0%	0.1%
Navy	2.7%	0.3%
Total	86.0%	14.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	1.6%	0.6%
OF 1-2	5.5%	3.2%
OR 5-9	12.9%	7.7%
OR 1-4	79.9%	88.6%

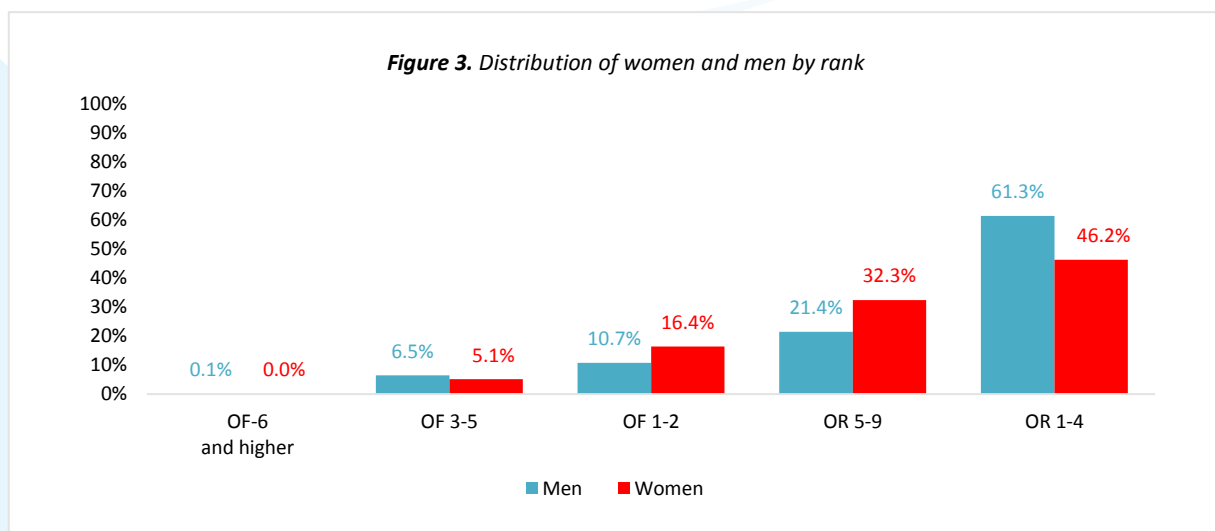
Enlistment Requirements

Enlistment requirements and physical fitness tests in the LAF are the same for women and men. However, the physical fitness parameters differ for women and men. For example, physical requirements are lower for women than for men as the running distance for women is 1.5 km and for men is 3 km. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight) between women and men.

The average age range at which both women and men enlist is between the ages of 31 to 35. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

Compared to 2017, the number of applicants in 2018 remained approximately the same for women (219 to 215 applicants) and decreased for men (953 to 425 applicants). During 2018, out of 215 applicants, 178 women were successfully recruited to the armed forces. Out of 425 men who applied to the LAF, 398 were successfully recruited.

Figure 3. Distribution of women and men by rank



Retention Policies

The LAF have retention policies. There are no specific retention policies for women. There is no network to support women in the LAF.

Reasons for Leaving the Military

The LAF do not carry out exit surveys to monitor why women and men leave the military. In 2018, 49 women and 244 men left the armed forces. Out of the total number of personnel who left, 16.7% were women and 83.3% were men. Both women and men reportedly left the armed forces in 2018 due to dissatisfaction with military salaries and retirement.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men. Military facilities have not been adapted.

Parental Rights of Military Personnel

The LAF provide paternity and maternity support. Maternity leave consists of 16 weeks and paternity leave consists of 2 weeks. Parental leave is transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the LAF is 34 years of age for women and 32 years for men. Compared to 2017, the reported average age decreased in 2018 by ten years for women (44 to 34 years of age) and by one year for men (33 to 32 years).

Amongst NCOs, the average age is 39 years of age for women and 36 years for men. Amongst Officers, it is 36 years of age for women and 39 years for men. Amongst personnel deployed in operations, it is 34 years of age for women and 32 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes in place to support work-life balance for military personnel. Part-time employment is available in case of childcare. Flexible working hours are not allowed. There are no specific policies to support dual service couples, single/divorced parents or widows/widowers looking after their children. There are no policies to support single/divorced parents or widows/widowers providing childcare. Childcare policies in the armed forces include breastfeeding breaks.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

The LAF do not have strategies and policies to address sexual harassment and sexual assault, nor programmes and training related to their prevention. There is no appointed personnel who handle allegations and no formal procedures in place for women and men to report incidents. In 2018, there has been one incident of sexual harassment reported by a woman the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The LAF do not have any specialised national Education and Training (E&T) programmes related to gender perspectives.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training Package for Nations' was not used by the LAF in any of its modules.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Latvia has no Gender Advisors (GENADs) or Gender Focal Points (GFPs) in the national armed forces.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

No actions were reported in 2018 towards the implementation of the 2018 and 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).

Republic of Lithuania



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Lithuanian Armed Forces (LAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

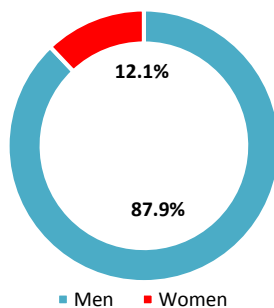


Figure 1b. Distribution of military women by services

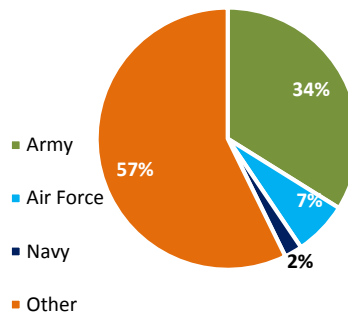


Figure 1c. Distribution of military men by services

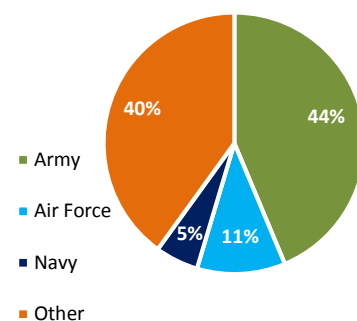


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	38.4%	4.1%
Air Force	9.6%	0.8%
Navy	4.7%	0.3%
Other*	35.2%	6.9%
Total	87.9%	12.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.0%	4.1%
OF 1-2	13.2%	19.4%
OR 5-9	34.1%	38.3%
OR 1-4	43.6%	38.3%

Quotas

There is no quota system for women or men in the LAF.

*Other: Logistics; Training; Special Operations Forces; General Staff; Administration and Command; Central Support.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

There is no assigned specialist overseeing the integration of gender perspectives in the armed forces. One male Officer in the Joint Staff Headquarters of the LAF has an additional function as a Gender Advisor (GENAD). There is also a female Civil-Military Cooperation (CIMIC) Officer responsible for gender-related topics in the MINUSMA international operation.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	88.0%	2.7%
Air Force	0.3%	0.5%
Navy	8.4%	0.0%
Total	96.7%	3.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	21.7%	25.0%
OF 1-2	1.7%	0.0%
OR 5-9	22.8%	8.3%
OR 1-4	53.8%	66.7%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	95.7%	4.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	40.9%	25.0%
OF 1-2	0.0%	0.0%
OR 5-9	37.5%	0.0%
OR 1-4	21.6%	75.0%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	95.7%	4.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.7%	0.0%
OF 1-2	0.0%	0.0%
OR 5-9	6.7%	16.7%
OR 1-4	86.7%	83.3%

Reserves, National Guard and Other Military Structures

There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures.

There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Volunteer service members and conscripts in the Active Reserve

drafted for exercises, training or to perform service assignments are paid a Reservist's salary. The salary is paid from the appropriated budget in the Ministry of National Defence (MoND) which is specifically allocated for Reservists' days of service.

In accordance with a contract signed by a military volunteer or Active Reservist, military volunteers and other Active Reservists receive a one-time payment for the first four years of uninterrupted service, unless their service is deemed to be unsatisfactory. Military volunteers and Active Reservists who extend their voluntary or Active Reserve service contract by four more years may receive financial support to cover their tuition fees or partial payment of their studies.

Individuals who complete the Permanent Compulsory Basic Military Service (PCBMS) are given financial incentives, the amount depending on the results of their service performance assessment. Those who complete the PCBMS on a voluntary basis receive payments which are 15% or 30% higher. In addition, employers who employ personnel that have fulfilled PCBMS obligations receive subsidies for wages paid to the aforementioned personnel for a period of up to six months.

Figure 2a. Percentage of Reserve Force women and men

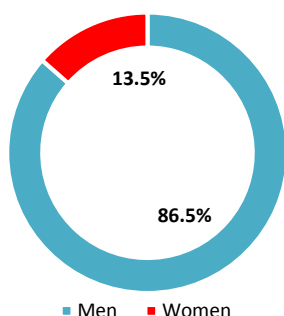


Figure 2b. Distribution of Reserve Force women by services

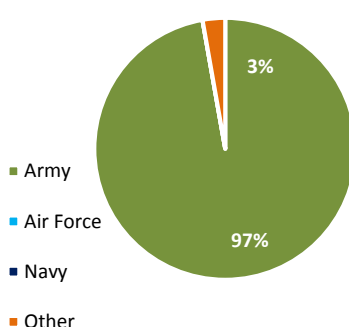


Figure 2c. Distribution of Reserve Force men by services

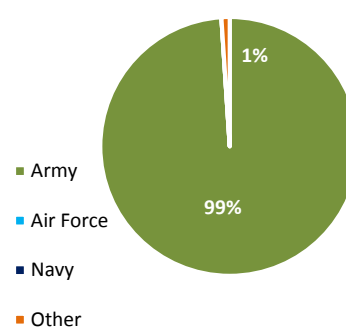


Table 5. Reserve Force Personnel

Service	Men	Women
Army	85.6%	13.2%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.9%	0.4%
Total	86.5%	13.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.4%	0.0%
OF 1-2	4.7%	2.9%
OR 5-9	3.9%	1.2%
OR 1-4	91.0%	95.9%

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics and physical fitness tests, are different for women and men. Requirements for the physical fitness test are less stringent for women and there is a gender-specific standard set for height and weight measurements. The minimum height for men is 160 cm and the minimum weight is 47 kg. For women, the minimum height is 155 cm and the minimum weight is 44 kg. The maximum weight is evaluated according to the Body Mass Index system.

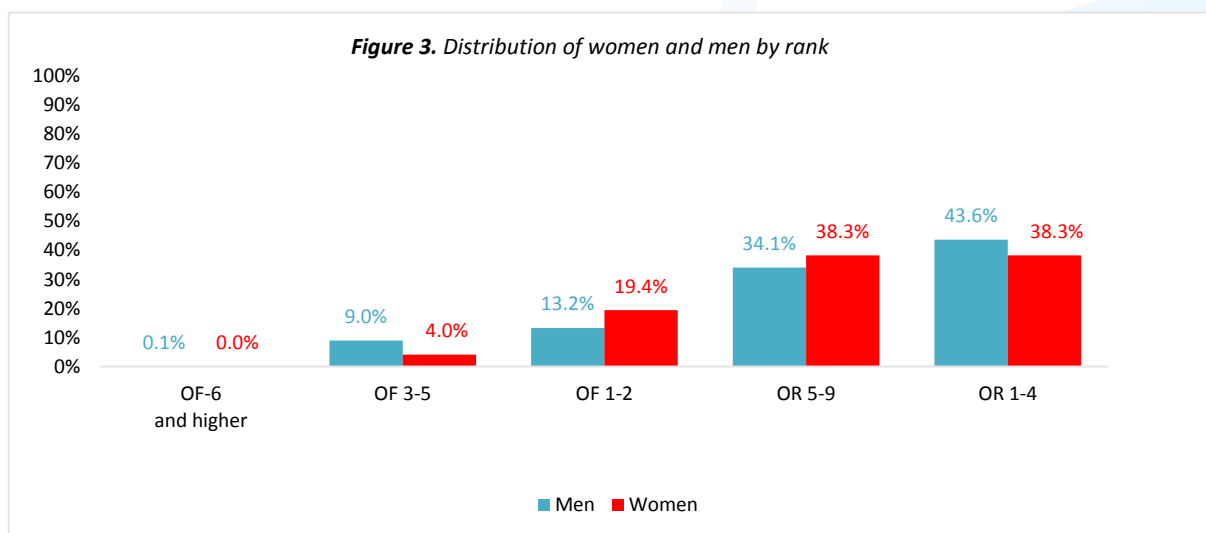
In the LAF, the average age range at which men enlist is between the ages of 21 to 25 and for women between the ages of 26 and 30. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

Compared to 2017, the number of applicants in 2018 decreased by 265 for women (476 to 211 applicants) and increased by 4,666 for men (2,567 to 7,233 applicants). During 2018, out of 211 applicants, 119 women were successfully recruited to the armed forces. Out of 7,233 men who applied to the armed forces, 3,640 were successfully recruited.

Retention Policies

The LAF have retention policies. A separate health assessment index has been established for injured soldiers and soldiers disabled as a result of their service, allowing them to work as professional soldiers in specifically adapted conditions.

There are no specific retention policies for women, nor are there networks to support women in the military.



Reasons for Leaving the Military

The LAF carry out exit surveys to monitor why women and men leave the military. The General Jonas Žemaitis Military Academy of Lithuania carried out surveys related to service members' retirement and transition to civilian life from 2005 to 2006 and 2012 to

2013. Studies have shown a high demand for military personnel with additional qualifications in other professional fields. In 2007, a survey was conducted which included questions about why service members leave the military. No particular focus was directed towards gender-based differences in those surveys.

In 2018, 350 out of 2,536 women and 4,770 out of 21,920 men left the armed forces. Based on the total number of personnel who left the LAF, 6.8% were women and 93.2% were men in the military. Most service members left the military because they found it difficult to balance work and family life, because of retirement and for personal undisclosed reasons or for other reasons, such as health issues and termination of their contract. Men were also reported to have left because of dissatisfaction with their military salaries.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men in the national armed forces.

Military facilities are adapted for both women and men and there are no gender-specific restrictions regarding their use. Premises have been set up for women in military facilities (barracks), as well as separate premises in warships and other facilities for international operations. Uniforms are adapted for both women and men. Daily uniforms (hats, coats, trousers/skirts, shoes) are designed differently for women and men as well as undergarments. Field uniforms, specifically the Battle Dress Uniform and body armour, come in standard sizes.

Parental Rights of Military Personnel

Service members are provided paternity, maternity and parental support by the national armed forces. Parental leave is transferable between parents. Maternity leave consists of 156 weeks, whilst paternity leave consists of four weeks. The combined parental leave is 160 weeks.

Average Age of Military Personnel

The average age of military personnel serving in the LAF is 31 years of age for women and 30 years for men. Compared to 2017, the reported average age in 2018 decreased by four years for both women (35 to 31 years of age) and men (34 to 30 years).

Amongst NCOs, the average age for women is 39 years of age and for men is 38 years. Amongst Officers, it is 38 years of age for both women and men. Amongst personnel deployed in operations, it is 32 years of age for women and 36 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support the work-life balance of personnel, such as flexible working hours in cases of childcare, need to care for the elderly or the sick and educational studies. All National Defence System personnel have a right to work

remotely, as long as it does not exceed 20% of total working time. Part-time employment is not authorized.

There are no policies to support single/divorced parents or widows/widowers providing childcare, nor are there special measures to support dual-service couples. Childcare policies include extra weeks of subsidized maternity/paternity leave and flexible working, variable start/finish working times and service hours.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the LAF, there are no strategies or policies to address sexual harassment and sexual assault, nor are there programmes and training related to their prevention. There is no appointed personnel to manage allegations. However, formal procedures do exist for women and men to report incidents. Article 152 No VII-1968 of the Criminal Code of the Republic of Lithuania establishes criminal liability for sexual harassment and Article 88 No XI-1636 of the Statute of Military Discipline provides disciplinary measures to punish perpetrators. An Appeal is possible to the General Inspection of the MoND.

Article 150 No VII-1968 of the Criminal Code of the Republic of Lithuania establishes criminal liability for sexual assault. Procedures for implementation of Article 150 are established within No IX-785 of the Code of Criminal Procedure. In 2018, there were no reported incidents of sexual harassment and abuse in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The LAF have national Education and Training (E&T) programmes related to gender perspectives. The subject of gender equality, including United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS), is incorporated into the education programmes of the “General Jonas Žemaitis” Military Academy of Lithuania, the “Division-General Stasys Raštikis” Lithuanian Armed Forces School and the “General Adolfas Ramanauskas” Warfare Training Centre of the Lithuanian Armed Forces. In particular, at the “General Jonas Žemaitis” Military Academy:

1. All Bachelor’s degree study programmes include subjects aimed at providing cadets with knowledge on the main categories of international law and international human rights law, as well as their application in conflicts and humanitarian crises. The programmes also provide basic training on the contents and implementation of UNSCR 1325.
2. The course “Fundamentals of Political Science,” within the Bachelor’s degree programme in International Relations, contains topics on female movements, types of feminism, development of women’s political rights and their representation in parliaments all over the world.
3. The course “Theories of International Relations,” within the Master’s degree programme in Military Diplomacy, analyses the theoretical gender perspective of international relations and the problem of visibility of women in international politics.

4. The session “Moral Problems in Modern-day Society,” within the course “Ethics and Courtesy” included in all study programmes, examines the issue of equality between women and men, taking into consideration the NATO qualification requirements for Officers’ training.

5. The Department of Foreign Languages has included a subject matter related to gender equality in its English Language study programme, teaching cadets gender-neutral terms.

Furthermore, at the “General Adolfas Ramanauskas” Warfare Training Centre, representatives of the national armed forces General Staff have been delivering lectures on UNSCR 1325 and related Resolutions, highlighting the main differences in the cultural, social and economic status of women and men around the world. In these lectures, participants are familiarised with the main terms and definitions, the importance of having a gender perspective in international operations, the situation of women and children in areas of conflict and peacekeeping activities. These lectures are specifically given to military women and men training for deployment to international missions in Afghanistan, Mali, Somalia, Kosovo, Turkey and the Mediterranean Region.

Use of NATO Education and Training Tools

In 2018, the “NATO Gender Education and Training Package for Nations” was not used by the LAF in any of its modules.

The NATO certified gender E&T products used in 2018 were the GENAD Course and the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Lithuania has one GENAD within the national armed forces General Staff who is NATO certified. There are no Gender Focal Points (GFPs). In 2018, one Gender Advisor was trained at the Nordic Centre for Gender in Military Operations. No GENADs or GFPs were deployed in 2018.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Action taken in 2018 towards the implementation of 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) was as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

- a. Education was provided to military personnel with regards to UNSCR 1325 on WPS.

Action taken in 2018 towards implementation of the 2017 NCGP Recommendation to the MC was as follows:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability.*

Additional Information

The MoND has been fulfilling Lithuania's obligations on the implementation of UNSCR 1325 since 2011, when the respective National Action Plan (NAP) was adopted. The MoND is also involved in the implementation of the National Programme on Equal Opportunities for Women and Men 2015-2021. According to both NAPs, the MoND is obliged to increase the number of professional specialists qualified to advise and train on gender equality in Turkey and international missions.

For the first time, a female Officer of the LAF will attend the Halifax International Security Forum.

Grand Duchy of Luxembourg



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, policies related to the implementation of gender perspectives in the Luxembourg Armed Forces (LUXAF) were enforced. The Ministry of Foreign and European Affairs published the Women, Peace and Security (WPS) National Action Plan (NAP) 2018-2023. The NAP aims to implement the United Nations Security Council Resolution (UNSCR) 1325 on WPS at the national level and sets objectives for various national actors, including the Ministry of Defence (MoD) and the armed forces.

Figure 1a. Percentage of military active duty women and men

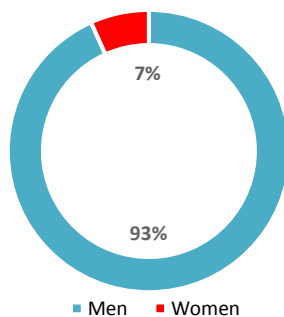


Figure 1b. Distribution of military women by services

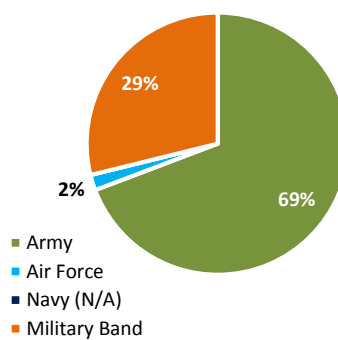


Figure 1c. Distribution of military men by services

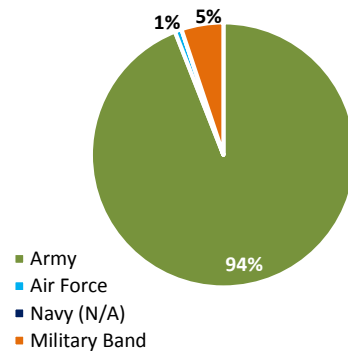


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	87.8%	4.6%
Air Force	0.8%	0.1%
Navy (N/A)	0.0%	0.0%
Military Band	4.8%	2.0%
Total	93.4%	6.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.0%	3.9%
OF 1-2	3.6%	5.9%
OR 5-9	30.0%	45.1%
OR 1-4	61.8%	47.1%

Quotas

There is no quota system for women or men in the LUXAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations.

The integration of gender perspectives is handled both at the MoD level and in the Department of Human Resources in the armed forces.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	95.5%	0.0%
Air Force	4.5%	0.0%
Navy (N/A)	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	11.4%	0.0%
OR 5-9	27.3%	0.0%
OR 1-4	61.4%	0.0%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy (N/A)	0.0%	0.0%
Total	100.0%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	5.7%	0.0%
OR 5-9	17.1%	0.0%
OR 1-4	77.1%	0.0%

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves or National Guard, or other military structures as a civilian employee.

There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and related to physical characteristics (e.g. height, weight), are the same for women and men. For the physical fitness test, women and men have identical tests but are evaluated according to a different scale.

The average age range at which both women and men enlist is between the ages of 21 to 25.

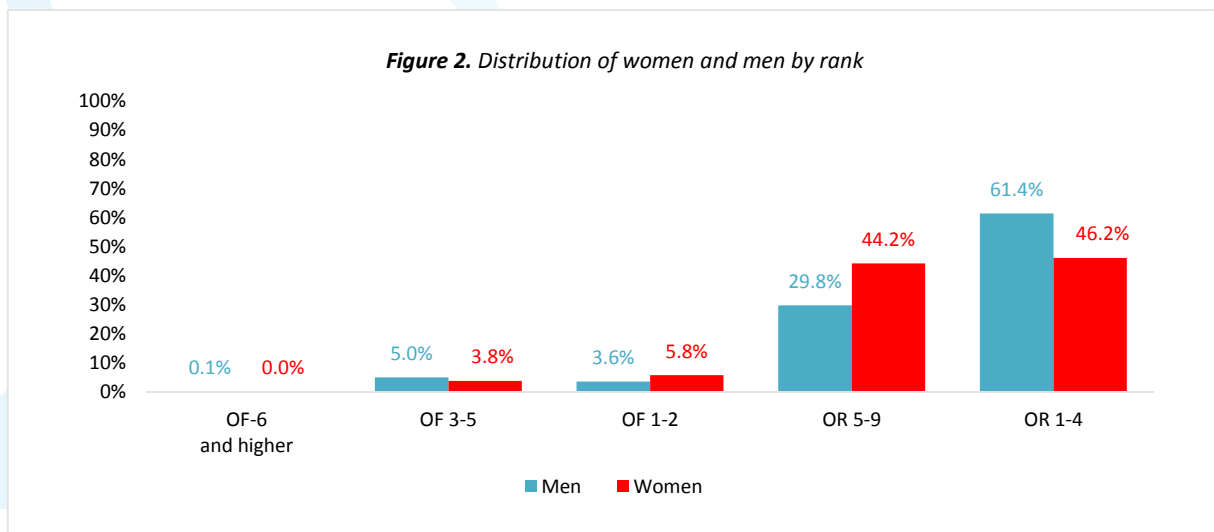
There are policies that promote the recruitment of women in the military. The Public Affairs Office Department promotes specific recruitment campaigns aimed at women. Compared to 2017, the number of applicants in 2018 decreased 8 for women (20 to 12 applicants) and increased 5 for men (192 to 197 applicants). During 2018, out of the 12 applicants,

10 women were successfully recruited to the armed forces. Out of 197 men who applied to the armed forces, 177 were successfully recruited. Approximately 70% of the 10 women and 60.5% of the 177 men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

As part of retention policies in the LUXAF, soldiers receive bonus savings per each month of service. To access these savings, they must serve a minimum of 36 months. Soldiers who choose to prolong their initial 48-month contract have the opportunity to receive additional time for reconversion at the end of their military service. For one additional year of military service, they can benefit from up to six additional months of reconversion. It is also an exclusive right of soldiers, who served a minimum of 36 months, to apply for certain careers within the civil service.

There are no specific retention policies for women, nor is there a network to support women in the military.



Reasons for Leaving the Military

The LUXAF carry out exit surveys to monitor why women and men leave the military. Exit surveys are implemented in order to monitor the successful transition rates of volunteer soldiers from military service to civilian jobs or toward other military careers.

In 2018, 11 out of 52 women and 174 out of 721 men left the armed forces. Based on the total number of personnel who left the armed forces, 6% were military women and 94% were military men. Most service members left the military in order to pursue a different career and/or educational opportunity, for retirement and because it was the end of their contract.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been ergonomically adapted for both women and men. All military facilities offer specific sleeping quarters and sanitary installations for women and men.

Service and combat uniforms are designed for both women and men. There are no maternity uniforms or special occupational suits for women.

Parental Rights of Military Personnel

The LUXAF provide administrative and medical support systems for parents. Legal social support is provided to mothers during pregnancy and both parents of a new-born child in the form of maternity and parental leave. Maternity leave is a maximum of 20 weeks (8 weeks before and 12 weeks after birth). Parental leave is six months (26 weeks) for each parent to be taken separately (maximum 52 weeks in total). Parental leave is not transferable between parents. The total number of authorized weeks for maternity leave is 46 weeks and for paternity leave is 26 weeks.

Average Age of Military Personnel

The average age of military personnel serving in the LUXAF is 30 years of age for women and 31 years for men. Compared to 2017, the reported average age in 2018 decreased by one year for women (31 to 30 years of age) and decreased by three years for men (34 to 31 years).

Amongst NCOs, the average age is 35 years of age for women and 39 years for men. Amongst Officers, it is 38 years of age for women and 37 years for men. Amongst personnel deployed in operations, it is 32 years of age for men and there were no women reported to be deployed in operations.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support the work-life balance for military personnel, such as part-time employment. Flexible working hours have also been implemented in 2018. These policies are available for those who care for children, the elderly or the sick, or for those who are pursuing educational studies. Even if the measures are not implemented formally, it is also assured internally that dual service couples are not deployed simultaneously.

There are policies to support single/divorced parents or widows/widowers looking after their children. Adapted and flexible working hours can be adapted on a case by case basis. These policies include breastfeeding breaks, education allowances for child's primary/secondary schooling, extra weeks of subsidized maternity/paternity leave and flexible working and service hours or variable start/finish times of the working day.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

There are strategies and policies to prevent sexual harassment and sexual assault, as well as programmes and training, and appointed personnel who handle allegations. However, there are no formal procedures in place for women and men to report incidents. Sexual harassment policies are part of Luxembourg's national law and are applicable to all civil servants and military personnel. All military personnel receive awareness training. Witnesses and victims in the armed forces can report incidents to the Department of Human Resources.

In 2018, there was one reported incident of sexual harassment by a woman, including stalking. There were no reported incidents by men.

National Education and Training Programmes Related to Gender Perspectives

Within the LUXAF, there are no gender perspectives related to Education and Training (E&T) programmes.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training Package for Nations' has not been used by the LUXAF, nor were any of its modules. The NATO certified gender E&T product used in 2018 was the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

There is one Gender Advisor (GENAD) per MoD, General Staff and national armed forces that are not NATO certified. There is also one Gender Focal Point (GFP) in the national armed forces that is not NATO certified. In 2018, one Gender Advisor received training at the Nordic Centre for Gender in Military Operations and one GFP was trained through the BEL National Course.

During 2018, there were no GENADs nor GFPs who were deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

In 2018, actions taken towards implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follow:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment;*

- a. The pursuit of an inclusive and respectful working environment is part of a permanent effort of the national armed forces.
2. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example; and*
 - a. Following the Command Group Structure, the GENAD has direct access to the Commander.
3. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*
 - a. In 2018, preliminary work has been completed towards a defence action plan.

None of the 2017 NCGP Recommendations to the MC were considered during 2018 as they are not applicable to the LUXAF.

Additional Information

Furthermore, there is ongoing participation in the Interdepartmental Committee on Equality between women and men. There is an initiative to improve the recruitment policy to attract more women. Following the initiative of the Government of Luxembourg to participate in the development of a NAP on the implementation of UNSCR 1325 on WPS a timeline up to 2023 has been issued.

Montenegro



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

The implementation of the UN Security Council Resolution (UNSCR) 1325 has been identified as one of the priorities of Montenegro in the Communication Strategy for the period until 2020, which was adopted by the Government of Montenegro in June 2018. This strategy states that: “Having in mind national priorities which are complimentary with NATO policies, Montenegro is working on the promotion of Resolution 1325 and on promoting and strengthening gender equality and the implementation of gender perspectives with the aim of preserving peace in the world”.

In September 2018, the Government of Montenegro adopted the Strategic Defence Review, which states that the Ministry of Defence (MoD) will continue offering the same changes for employment and career in the military to both women and men, and providing support to women in education and career development, thus making all positions, including leadership positions, available to women.

In 2018, the Long-term Defence Development Plan was adopted by the Government of Montenegro, which states that various measures are to be undertaken in the forthcoming period with the aim of increasing the number of women in the armed forces.

In June 2018, the MoD developed guidelines for attraction and retention of women in the Armed Forces of Montenegro (AFM), stating that the potential of women in Montenegro, their skills and knowledge that contribute to the general development of our society, should also be used to improve and build the human capacity and overall values of the AFM.

Figure 1a. Percentage of military active duty women and men

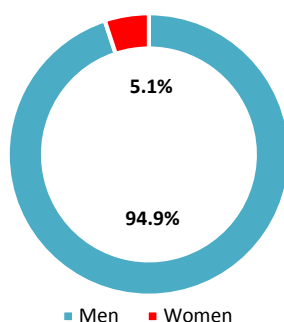


Figure 1b. Distribution of military women by services

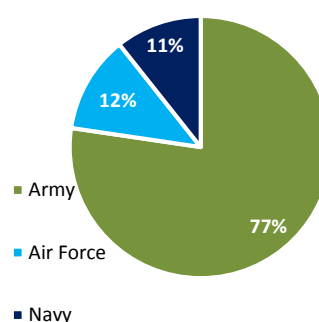


Figure 1c. Distribution of military men by services

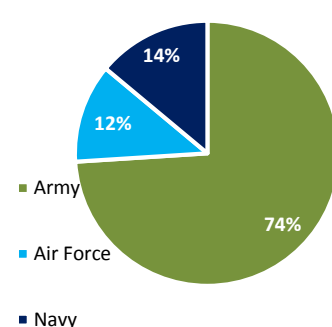


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	66.73%	3.9%
Air Force	10.89%	0.6%
Navy	12.58%	0.5%
Total	94.9%	5.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.9%	1.3%
OF 1-2	7.6%	20.0%
OR 5-9	40.1%	18.7%
OR 1-4	39.2%	60.0%

Quotas

There is no quota system for women or men in the AFM.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

A military entity oversees the integration of gender perspectives in the armed forces. Gender Equality Coordinators in the AFM and MoD are in charge of overseeing the integration of gender perspectives. They participate in the development and implementation of the Plan of Activities for Achieving Gender Equality in Montenegro (PAPRR) and Actions Plans (APs) for the Implementation of UNSCR1325. The Coordinators are in charge of developing specific programmes of measures for achieving gender equality in accordance with the PAPRR and APs. They participate in regional and international activities related to gender perspectives, propose project activities and, in collaboration with local and international partners, participate in their implementation.

Additionally, gender trainers with NATO-approved certificates are in charge of educating personnel in accordance with the APs and Training Instructions.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	69.3%	1.1%
Air Force	3.4%	0.0%
Navy	26.1%	0.0%
Total	98.9%	1.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.5%	0.0%
OF 1-2	13.8%	100.0%
OR 5-9	46.0%	0.0%
OR 1-4	28.7%	0.0%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	88.3%	1.7%
Air Force	5.0%	0.0%
Navy	5.0%	0.0%
Total	98.3%	1.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.5%	0.0%
OF 1-2	8.5%	100.0%
OR 5-9	42.4%	0.0%
OR 1-4	40.7%	0.0%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. In accordance with the Law of Defence, the Government of Montenegro adopted the Decision on the organisational structure of the AFM, in which the Reserve Force was defined. This Decision will enter into force on 1st March 2020.

There are no policies to compensate employers who hire civilians who have joined military structures, nor are there incentives or bonuses for civilian employees to enter Reserves, the National Guard, or other military structures.

Enlistment Requirements

Enlistment requirements in the AFM are the same for women and men. However, the requirements for the physical fitness test are different for women and men. Whilst the disciplines of the physical fitness test are the same for women and men, the required scores are lower slightly lower for women. These differences are not related to physical characteristics (e.g. height, weight). In the AFM the average age range at which both women and men enlist is between the ages of 21 and 25.

There are policies that promote the recruitment of women in the military. The Human Resources Management Strategy of the MoD and AFM recognizes the importance of implementing gender perspectives in all segments of society and, in line with that, in the defence sector. It states the importance of increased representation of women in the armed forces, in command positions and in missions. In accordance with that, the MoD has laid down Guidelines for the attraction and retention of women in the AFM. The guidelines aim at attracting and motivating women to start a career in the military, strengthening the professional development of women, as well as encouraging and training women to participate in peacekeeping missions.

Compared to 2017, the number of applicants in 2018 decreased by approximately 135 for women (172 to 37 applicants) and by approximately 1,286 (1,603 to 317 applicants). During 2018, out of 37 applicants, 13 women were successfully recruited to the armed

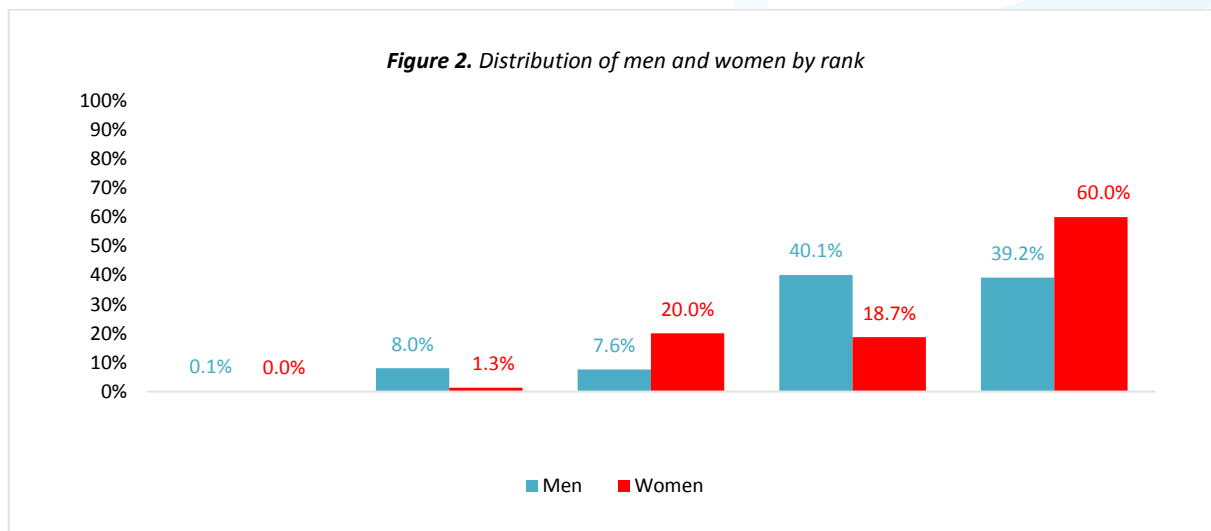
forces. Out of 317 men who applied to the armed forces, 100 were successfully recruited. All women who were recruited to the armed forces successfully completed the basic training. 95% of the 100 men who were recruited to the armed forces successfully completed the basic training.

Retention Policies

The AFM have retention policies. One of the most important segments of the Human Resources Management Strategy of the MoD and AFM, which originated from the Strategic Defence Review and Long-term Defence Development Plan, is the attraction and retention of personnel. The strategy states that human resources are of vital importance and a crucial component in reaching Montenegro's defence goals, which are implemented through several action plans (Plan of Education and Training, Plan of Personal Support, etc.) One of the aims of the strategy is to improve the quality of work and life of personnel, which facilitates the retention of the best employees.

The AFM have specific retention policies for women. The guidelines for the attraction and retention of women in the AFM aim at attracting and motivating women to begin a career in the military, at strengthening the professional development of women, and at encouraging and training women to participate in peacekeeping missions. The guidelines aim at increasing the representation of women in the military, on command positions as well as on missions, and eliminate cultural barriers to create a positive climate for the integration of women into the AFM.

There is a network to support women in the military, which is made up of the Gender Equality Coordinators in the AFM and MoD, as well as gender trainers in charge of conducting training related to gender for personnel in the AFM.



Reasons for Leaving the Military

The AFM does not carry out exit surveys for women and men who leave the military before completing their term of service.

In 2018, four out of 84 women serving in the military left the armed forces; and 128 out of 1,424 military men left the armed forces. Based on the total number of personnel who left the national armed forces, 3.03% were military women and 96.97% were military men. Service women left the AFM because of retirement and for other reasons. For men, the main reasons include difficulties in balancing work and family life, dismissal due to poor performance or because of disciplinary offenses, pursue of a different career or educational opportunity, retirement, and other reasons. In 2018, three women and 18 men left due to the expiration of their working contract.

Equipment, Infrastructure and Uniform Adaptation

In the AFM, no military equipment has been adapted for both women and men. Military facilities are adapted for both women and men. The AFM have an Ordinance on Accommodation, adopted in 2016, which states that there should be separate dormitories, changing rooms, sanitary facilities, and other rooms for personal hygiene for women. This applies both for permanent as well as for temporary military installations.

Service uniforms are designed for both women and men of various body compositions. Uniforms for women include skirts, shirts and shoes with a small heel. Combat uniforms are not adapted. There is no maternity uniform.

Parental Rights of Military Personnel

The AFM have maternity and paternity support. The Law on Labour outlines that every woman can take 365 days of leave when giving birth, which may begin 45 days, and imperatively 28 days, before delivery. Maternity leave is 52 weeks, and paternity leave is 46 weeks.

During maternity leave, the service woman is entitled to full compensation of the salary. This applies as well to fathers who are single parents. If one parent discontinues the parental leave, the other parent may use the remaining portion of it. Thus, parental leave is transferable between parents.

Additionally, a military medical support system provides military personnel with the opportunity to use services of civilian healthcare for certain areas of expertise (e.g. physicians, otorhinolaryngologists (ears, nose and throat specialist), ophthalmologists (eye specialist)).

Average Age of Military Personnel

The average age of military personnel serving in the AFM is 39 years of age for women and men. Compared to 2017, the reported average age in 2018 decreased by two years for women and men (39 to 37 years of age).

Amongst NCOs, the average age for women is 45 years of age and for men 42 years. Amongst Officers, it is 32 years of age for women and 40 years for men. Amongst personnel deployed in operations, it is 36 years of age for women and 31 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support the work-life balance of personnel, such as part-time work in cases of childcare. There are also policies to support single/divorced parents or widows/widowers providing childcare. According to the Service Ordinance of the AFM, women cannot be put on night duty during their pregnancy and until the child reaches the age of three or, in the case of a single parent, the age of seven.

There are no special measures to support dual-service couples. Childcare policies include policy on duties assignments, night duties and/or overtime work; and provision protecting parent from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the AFM, there are strategies or policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. Furthermore, there are appointed personnel to manage allegations and formal procedures do exist for women and men to report incidents.

The Military Code of Ethics is a set of ethical principles, based on international and domestic law, which are obligatory for all military personnel. The Law on the Prohibition of Discrimination deals, amongst other forms of discrimination, with sexual harassment. Additionally, there is a set of relevant laws, such as the Law on the Prohibition of Abuse at Work, The Law on the Protection against Domestic Violence, The Criminal Code and the Law on Armed Forces.

There is training organized for military personnel in accordance with the AP for the Implementation of the Gender Equality Policy, UNSCR 1325, and training instructions of the AFM. These trainings are related to the prevention of sexual harassment, gender-based violence, the application of anti-discriminatory laws of Montenegro, the UNSCR 1325 and accompanying resolutions.

Allegations of sexual harassment can be reported through the chain of command, to the Inspectorate – Inspector 1 (Integrity Manager), to the Protector of Human Rights and Freedom, or to the Court of First Instance.

In 2018, no cases of sexual harassment or sexual abuse have been reported by women or men in the AFM.

National Education and Training Programmes Related to Gender Perspectives

The AFM have four national education and training (E&T) programmes related to gender perspectives:

1. *Gender Perspective in military operations and Resolution 1325.*
 - a. This training is organized for the personnel, who will be deployed to the Resolute Support mission in Afghanistan. It is an integral and obligatory part of the training for each contingent. It is part of pre-deployment training. It targets OR-1 to OR-4, OR-5 to OR-9, and OF-1 to OF-2.
2. *Familiarization with the Legal Background for Implementing Gender Perspectives.*

a. This training is based on the NATO Directive BI SCI-40 and in line with the implementation of UNSCR 1325 focuses on the integration of a gender perspective with an emphasis on countering sexual violence against women. It is part of standard national training and targets OR-1 to OR-4, OR-5 to OR-9, OF-1 to OF-2, as well as OF-3 to OF-5.

3. *Gender Perspective and Discrimination.*

a. This training is organised for commanding officers with the aim of familiarising them with the main concepts of gender and discrimination. It is part of standard national training and targets OF-1 to OF-2 and OF-3 to OF-5.

4. *Basic concepts of a Gender Perspective.*

a. This training is organized for soldiers as a part of the basic military training. The aim is to familiarize soldiers with basic terms and concepts of gender. It is part of standard national training and targets OR-1 to OR-4.

Use of NATO Education and Training Tools

In 2018, modules 2 and 3 of the 'NATO Gender Education and Training Package for Nations' were used by the AFM. Montenegro agrees that the 'NATO Gender Education and Training Package for Nations' was useful for the national armed forces. A recommendation was provided for more examples of best practices concerning the integration of gender perspectives into military operations.

In 2018, out of NATO certified gender E&T products, the AFM used the Gender Training of Trainers Course as well as the course on Utility of Gender in Peace Support Operations.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The AFM have one NATO-certified Gender Advisor (GENAD) in the MoD. There are two non-NATO certified Gender Focal Points (GFP), one in the MoD and one in the General Staff. No GENADs or GFPs were trained or deployed in 2018.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Action taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

a. The MoD of Montenegro promotes an inclusive and respectful working environment. There is a Plan of Activities for Achieving Gender Equality and Action Plans (AP) for the Implementation of UNSCR 1325, which aims at an increased representation of women, on command duties and missions.

2. *MC recognizes the added value of the Women, Peace and Security (WPS) Chiefs of Defence (CHOD) Network and Members and Partners should participate.*

a. A letter of invitation to join the WPS CHOD Network, sent by the Vice Chief of Defence Staff was received in July 2018 and Montenegro expressed the readiness to join the network.

3. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

a. A Plan of Activities for Achieving Gender Equality in Montenegro for the period from 2017 to 2021 – Implementation Program for 2017 – 2018 has been developed. There is also an Action Plan for the Implementation of UNSCR 1325 for the period 2017 to 2018, which defines measures and activities for the integration of a gender perspective in the process of reform of the defence sector and on all the decision-making levels. The Action Plan encompasses three main areas for the implementation of UNSCR 1325 and accompanying resolutions: The increase of the number of women in decision making and peace support processes, the protection of women and girls in conflict areas, and the integration of a gender perspective and gender training in peacekeeping missions. The integration of a gender perspective is overseen by Gender Equality Coordinators in the AFM and MoD.

Action taken in 2018 towards the implementation of the following 2018 NCGP Recommendations to the MC were as follows:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability;*

a. The integration of a gender perspective is one of the integral activities of capacity building of the defence system of Montenegro.

2. *Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities;*

a. One of the activities chosen was the promotion of the military profession amongst high school, teenage, and student populations in order to recruit candidates for military academies. The activities are mainly related to human resources related and required many personal visits to reach the target populations. During these activities, young female and male officers were present, ensuring a gender balance. Consequently, almost half of the applicants were women.

3. *The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations;*

a. The MoD is using NATO's guiding documents on gender perspectives, e.g. NATO BI-SC Directive 040-001, Standard Operational Procedure 106, ACO Gender Functional Planning guide on the national level, the National Action Plan for the implementation of UNSCR 1325 which contains activities regarding the integration of a gender perspective into the armed forces. At the level of the MoD, annual action plans guide the implementation of UNSCR 1325.

4. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives;*

a. The MoD of Montenegro closely cooperated with non-governmental organizations in this regard. Representatives from non-governmental organizations were members of Working Groups for the implementation of two national action plans, previously mentioned in this report.

Kingdom of the Netherlands



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to the implementation of gender perspectives in the Dutch Armed Forces were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

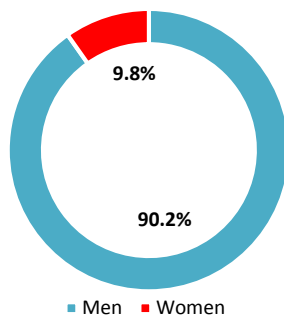


Figure 1b. Distribution of military women by services

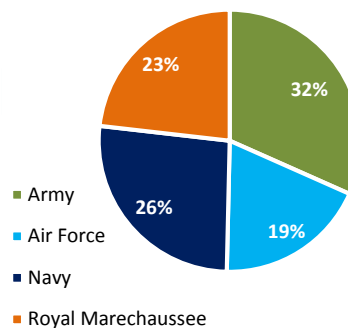


Figure 1c. Distribution of military men by services

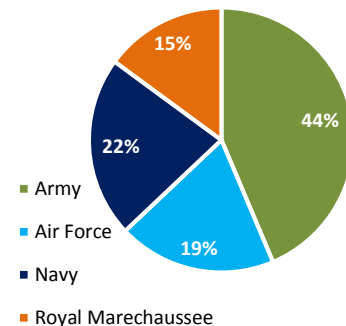


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	39.4%	3.1%
Air Force	17.4%	1.8%
Navy	20.0%	2.6%
Royal Marechaussee	13.5%	2.3%
Total	90.2%	9.8%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	10.8%	10.9%
OF 1-2	11.8%	18.6%
OR 5-9	40.7%	36.5%
OR 1-4	36.4%	34.0%

Quotas

There is no quota system for women or men in the Dutch Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

As of January 2017, women were recruited to the Marine Corps and Submarines. A few women were admitted to the training for the Marines and Submarines. As of 2018, however, there were no women formally appointed to either the Corps or Submarines. There is no military entity that oversees integrating gender perspectives in the military, however there are two relevant departments: one is working on Diversity and Inclusion and the second is working on Gender. The first is concerned with organisational excellence (Personnel Directorate). The latter is working on Gender (UNSCR 1325) and it is situated within the Directorate of Operations.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	64.4%	4.6%
Air Force	17.3%	1.7%
Navy	7.3%	0.8%
Royal Marechaussee	3.6%	0.3%
Total	92.7%	7.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.9%	11.7%
OF 1-2	13.8%	40.3%
OR 5-9	38.3%	27.3%
OR 1-4	39.0%	20.8%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	85.3%	6.4%
Air Force	1.9%	0.6%
Navy	1.9%	0.3%
Royal Marechaussee	3.3%	0.3%
Total	92.5%	7.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.7%	11.1%
OF 1-2	9.9%	33.3%
OR 5-9	30.9%	29.6%
OR 1-4	53.5%	25.9%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	63.2%	7.2%
Air Force	9.4%	1.8%
Navy	11.5%	2.1%
Royal Marechaussee	3.7%	1.1%
Total	87.8%	12.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.3%	8.7%
OF 1-2	16.5%	23.9%
OR 5-9	17.6%	16.1%
OR 1-4	52.6%	51.3%

Table 5. Other Personnel in NATO Operations

Service	Men	Women
Army	63.6%	27.3%
Air Force	0.0%	9.1%
Navy	0.0%	0.0%
Royal Marechaussee	0.0%	0.0%
Total	63.6%	36.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	28.6%	25.0%
OF 1-2	28.6%	50.0%
OR 5-9	28.6%	0.0%
OR 1-4	14.3%	25.0%

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures as a civilian employee, in accordance with the 2014 Memorandum on Reserves.

There are policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. As such, the civilian company is subsidized when one or more employees are hired as a Reservist for a period of more than three months.

Furthermore, there are incentives or bonuses for civilian employees to enter Reserves, the National Guard, or other military structures, such as paid training and education. Furthermore, Reservist personnel have reported that the military position itself is rewarding in terms of experience gained.

Figure 2a. Percentage of Reserve Force women and men

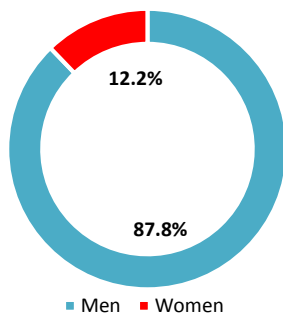


Figure 2b. Distribution of Reserve Force women by services

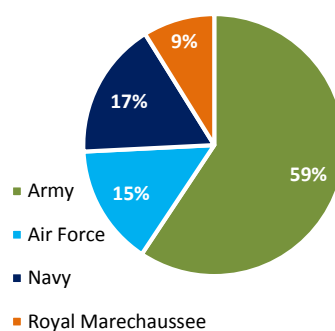


Figure 2c. Distribution of Reserve Force men by services

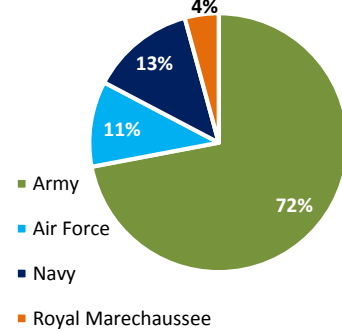


Table 6. Reserve Force Personnel

Service	Men	Women
Army	63.2%	7.2%
Air Force	9.4%	1.8%
Navy	11.5%	2.1%
Royal Marechaussee	3.7%	1.1%
Total	87.8%	12.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.3%	8.7%
OF 1-2	16.5%	23.9%
OR 5-9	17.6%	16.1%
OR 1-4	52.6%	51.3%

Enlistment Requirements

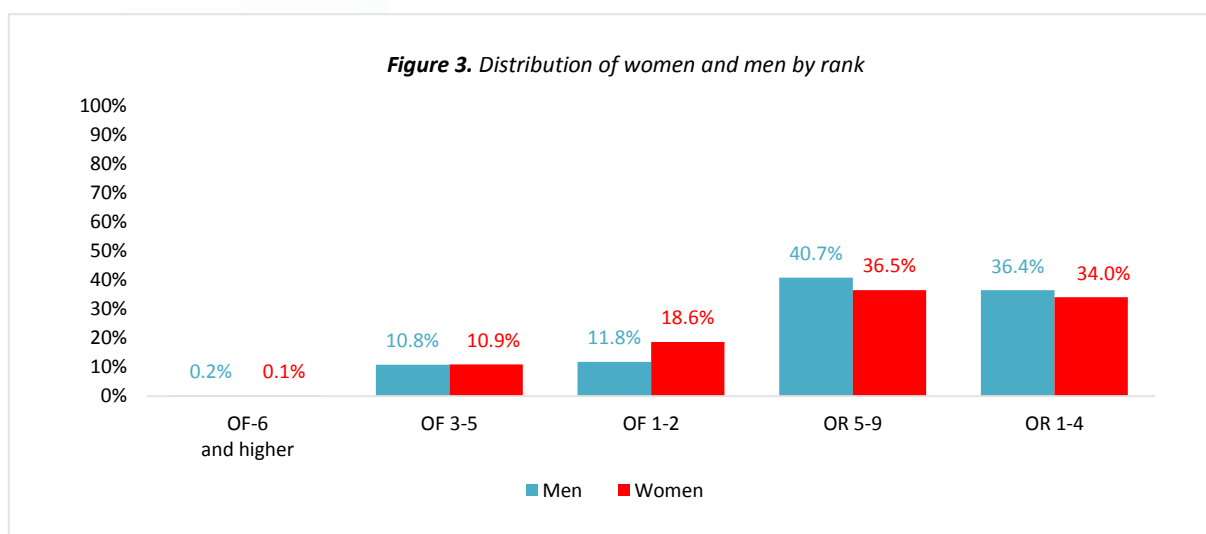
Enlistment requirements in the Dutch Armed Forces are the same for women and men, and so are requirements for the physical fitness tests. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight) between women and men. For both women and men, an online training programme is provided. This gives potential candidates the opportunity to train for the physical fitness test that is needed to enlist successfully.

In the Dutch Armed Forces, the average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military, however, the Dutch Armed Forces encourage women to apply through targeted campaigns. Additionally, special campaigns are organized by the four Service branches on bases or ships, with the involvement of active duty military employees, to encourage the recruitment of women.

During 2018, out of 2,125 applicants, 512 women were successfully recruited to the armed forces. Out of 13,427 men who applied to the armed forces, 3,235 were successfully recruited. Approximately 48.8% of the 512 women and 61.5% of the 3,235 men who were recruited to the armed forces successfully completed basic training.

Retention Policies

The Dutch Armed Forces do not have retention policies, nor specific retention policies for women. However, there are many networks to support personnel in the military. There are networks to support lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI) employees, women, and bi-cultural personnel (Dutch nationals who were born abroad). Furthermore, there are also networks for Young Employees, Technicians, Logistics, employees within the Autism and Highly Gifted spectrum. These networks cooperate with one another and support both military and civilian employees.



Reasons for Leaving the Military

The Dutch Armed Forces carry out exit surveys to monitor why women and men leave the military before completing their term of service. These surveys are carried out for employees who leave the organisation voluntarily, and are not provided to employees whose contract ended or is terminated due to legal punishment.

In 2018, 418 out of 3,942 service women as well as 3,527 out of 36,109 service men left the armed forces. Based on the total number of personnel who left the Dutch Armed Forces, 10.6% were women and 89.4% were men. The service women left the Dutch Armed Forces due to difficulties in balancing work and family life and in order to pursue a different career or educational opportunity. The Dutch Armed Forces explain that the difficulty to balance work and family life does not primarily refer to providing childcare, but rather to informal care of elderly family members, such as grandparents. Furthermore, the Dutch Armed Forces explain that service women leave for other employment opportunities, since the organisation does not provide support to change from part-time work back to working full-time.

For men, the main reasons for leaving the armed forces included dissatisfaction with military salaries and lack of stability. According to the Dutch Armed Forces, the employees' discontent with the terms of the employment agreement does not allow for a stable work environment.

Equipment, Infrastructure and Uniform Adaptation

In the Dutch Armed Forces, ships have been ergonomically adapted for both women and men. In progress is also the adaptation of submarines. Lighter combat harnesses (e.g. for pilots) have been adapted for women. Military facilities have also been adapted for both women and men. Women's toilets and facilities are different and separated from men's.

Uniforms, such as the Service Uniform, have been designed for both women and men. Hats, shoes, ties, blouse, combat boots and underwear are different for women and men.

Parental Rights of Military Personnel

The Dutch Armed Forces provide paternity, maternity and parental support. Maternity leave consists of 6 weeks before and 10 weeks after birth, whilst paternity leave consists of 29 weeks. Parental leave consists of 13 weeks for either parent to be taken before the child is 8 years old. Parental leave is not transferrable between parents. It is granted to one parent in the case of dual service couples.

Average Age of Military Personnel

The average age of military personnel serving in the Dutch Armed Forces is 36 of age for women and 32 years for men. Amongst NCOs, the average age is 40 years of age for women and 36 years for men. Amongst Officers, it is 44 years of age for women and 32 years for men. Amongst personnel deployed in operations, the average age is 33 years for women and 32 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support work-life balance for military personnel. Options for part-time employment are made available in case of care for the elderly and/or sick and for educational studies. Options for flexible working hours are made available in case of childcare, care for the elderly or sick, and for educational studies. There are special measures to support dual service couples, as well as single parents, divorced parents, or widows/widowers who look after their children. These services consist of:

1. Flexible working hours;
2. Teleworking;
3. Part-time work (only for civilian employees);
4. No simultaneous deployment of dual-service parents; and
5. Appointment of a social worker in case special child-care is needed.

Additionally, there are special programmes for child-care, such as breastfeeding breaks, extra weeks of subsidized maternity/paternity leave, flexible working, and variable start/finish working times and service hours, as well as a provision protecting parents from deployment. There is a pilot project to facilitate childcare on or near the base.

Prevention of Sexual Harassment and Sexual Abuse

In the Dutch Armed Forces, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. Furthermore, the armed forces have appointed personnel who handle allegations and formal procedures in place for women and men to report incidents.

The Central Organisation for Integrity organizes special workshops aimed at preventing harassment in any form. In 2018, a PHD study was started to discover which strategies or policies were used to report incidents. The results of the study are expected in 2022.

In 2018, there were incidents of sexual harassment and abuse reported in the Dutch Armed Forces.

National Education and Training Programmes Related to Gender Perspectives

The Dutch Armed Forces have one national Education and Training (E&T) programme related to gender perspectives, which is a Gender Training of Trainers Mixed Engagement Team Training. This programme teaches on the integration of gender perspectives into training. It targets OF-1 to OF-2, OR-5 to OR-9, OR-1 to OR-4 and is part of standard national training.

Use of NATO Training and Education Tools

In 2018, Module 3 (Pre-deployment) of the 'NATO Gender Education and Training Package for Nations' was used by the Dutch Armed Forces. A recommendation was provided to include the latest developments in these trainings modules in order to keep them updated. The Dutch Armed Forces also recommend adding a training module for the Gender Focal Point (GFP).

In 2018, the NATO certified gender E&T products used were the Key Leader Seminar, the Commanding Officer Seminar, the Gender Advisor Course, the Gender Training of Trainers Course, the Gender Focal Point Training, as well as the Utility of Gender in Peace Support Operations Course.

Gender in the Armed Forces and in Operation

Gender is not a topic in operational planning; however, gender is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Dutch Armed Forces has two Gender Advisors (GENADs) in the Ministry of Defence (MoD), two GENADs in the General Staff, and ten GENADs in the national armed forces, all of which are NATO certified.

In 2018, six GENADs were trained at the Nordic Centre for Gender in Military Operations, (NCGM) and 36 GENADs were trained by NCGM and ACT Advanced Distance Learning Courses. The Dutch Armed Forces do not have personnel with the GFP qualification, however, the first course for the GFP qualification is expected to be launched in 2019.

In 2018, six NATO certified GENADs were deployed, four of which were deployed to the Resolute Support Mission in Afghanistan, and two to the UNIFIL Mission in Jordan. Over the years, a total of 35 GENADs have been deployed by the Dutch Armed Forces.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions were taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC):

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment;*
 - a. Within the MoD, the Code of Conduct has been updated, with regard to clarified social safety amongst employees.
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization;*
 - a. Within the MoD, the software programme and processes used to file complaints or statements (e.g. on safety, security, technical mishaps) are being updated, and are expected to be finished in 2020.
3. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

a. In September 2020, a fulltime GENAD will be installed within the Command Group.

4. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

a. A Defence Action Plan has been written and will be updated in 2020. This will coincide with the drafting of the National Action Plan with the MoD and Civil Society Advisory Panel.

Actions were taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC:

1. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives;*

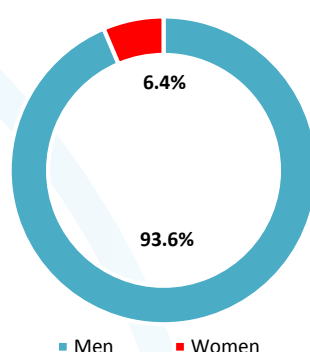
a. The National Action Plan is being written together with the MoD and the Civil Society Advisory Panel. Amongst other departments, the Dutch non-governmental organisation *Wo=Men* is an important partner in this process.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the National Action Plan (NAP) on Women, Peace and Security (WPS) for 2018-2021 was signed.

Figure 1. Percentage of military active duty women and men



Quotas

There is no quota system for women or men in the Polish Armed Forces (PAF).

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on women serving in the armed forces and no plans to eliminate these restrictions. None of the restrictions apply only to operations. All posts in the PAF are accessible to women and men, except for posts in the Chaplains' Corps. This limitation is beyond the scope of PAF, as the religious regulations restrict these positions to men only. There are no restrictions in Poland regarding the service of female soldiers in front line combat positions such as Armoured, Artillery and Infantry.

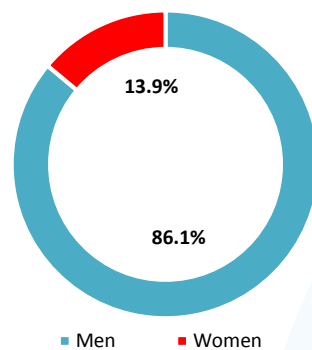
Although there is no military entity that oversees the integration of gender perspectives in the military, the Council on Women in the Polish Armed Forces is an opinion and advisory body comprised of soldiers representing different forces who monitor the situation of women in military service. More information on the Council will be presented in the Retention Policies section.

Reserves, National Guard and Other Military Structures

As a civilian employee, there are policies to support entry into the Reserves, National Guard and other military structures. The National Reserve Force members are paid for each day of participation in military exercises. During their annual contract, a one-time cash bonus is offered on the condition that the Reservist receives a positive evaluation.

Based on PAF's compensation policies, employers who hire civilians who have joined a military structure are entitled to a cash benefit. Employers receives this benefit once the civilian employee is employed as a National Reserve Force member.

Figure 2. Percentage of Reserve Force women and men



Enlistment Requirements

Enlistment requirements, including those related to physical characteristics, are the same for women and men. Requirements for the physical fitness test are different for women and men as the annual physical test for the PAF has different standards. Women and men who are tested are obligated to achieve different scores. The differences in enlistment requirements are not related to physical characteristics.

In the PAF, the average age range at which both women and men enlist is between the ages of 26 to 30. The average age of personnel in the armed forces is different from the Reserves. There are no policies that promote the recruitment of women in the military.

During 2018, out of 2,380 applicants, 1,190 women were successfully recruited to the armed forces. Out of 12,390 men who applied to the armed forces, 7,530 were successfully recruited. Approximately 99.7% of the 1,190 women and 98.5% of the 7,530 men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

Whilst the PAF have retention policies, there are no specific retention policies for women. There are four areas within the retention policy:

1. Allowance for the length of military service;
2. Service anniversary awards;
3. Level of retirement depending on the length of military service; and
4. Additional vacation leave depending on the length of military service.

There is a network to support women in the military. The Council on Women in the Polish Armed Forces is an opinion and advisory body comprised of soldiers representing different forces who monitor the situation of women in military service. The Council was created in 1999 after Poland joined NATO. The Council is composed of 20 members and a Chairwoman. The members of the Council are elected in a private voting by the service members representing different forces. These are not regular positions but they are treated as supplemental tasks. Only the Chairwoman of the Council has a regular position. The Council is tasked to monitor the situation of women in military service, to receive complaints and applications, to negotiate problem-solving, to promote women military service in Poland and abroad, to analyse the documentation, to participate in agreements on projects of documents, to conduct training, to prepare conferences, meetings and organize exhibitions dedicated to the promotion of women in the armed forces.

Reasons for Leaving the Military

The Polish Armed Forces carry out exit surveys to monitor why women and men leave the military.

In 2018, 125 out of 6,678 women and 3,851 out of 98,268 men left the armed forces. Based on the total number of personnel who left the PAF, 3.1% were women and 96.9% were men in the military. Most service members left the military because of retirement, dismissed due to poor performance or disciplinary offences, or due to injury or death.

Equipment, Infrastructure and Uniform Adaptation

In the PAF, no military equipment has been ergonomically adapted for both women and men. Women and men share common offices, briefing rooms, rifle ranges, tactical places, the canteen and fitness facilities.

Military facilities are adapted for both women and men. Toilets, cloakrooms and accommodations are adapted to the needs of women and men. Whilst there are no uniforms adapted for pregnant women, they are allowed to wear civilian clothes.

Parental Rights of Military Personnel

The Polish Armed Forces provide paternity, maternity and parental support. Maternity leave consists of 20 weeks, whilst paternity leave consists of two weeks. Parental leave is transferable between parents. The combined parental leave is 32 weeks. The administrative and social support provided to parents is governed by the provisions on the service of professional soldiers.

Average Age of Military Personnel

The average age of military personnel serving in the PAF is 32 years of age for women and 36 years for men.

Amongst NCOs, the average age for women is 36 years of age and for men is 39 years. Amongst Officers, it is 34 years of age for women and 41 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support the work-life balance of personnel. Part-time employment and flexible working hours are not authorized.

There are policies to support single/divorced parents or widows/widowers providing childcare, as well as special measures to support dual-service couples. A single-parent service member with a child up to four years of age cannot be deployed without prior consent from the parent. A dual-service couple who has a child up to four years of age cannot be deployed at the same time without proper consent. When possible, dual-service couples are appointed to posts in the same garrison or in nearby towns. Childcare policies include breastfeeding breaks, flexible working, variable start/finish working times and service hours, policy on duty assignments and night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In accordance with the provisions of the general regulations of the PAF, all behaviours bearing the signs of mobbing and harassment are prohibited. There are strategies or policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. Training is offered to teach proper behaviour and how to react and counteract to such incidents. There is appointed personnel to manage allegations of sexual harassment. There are formal procedures for women and men to report incidents. Cases which indicate the possibility of a crime relating to sexual harassment, sexual assault and/or sexual abuse are forwarded to the Military Police and the prosecutor's office for further action.

In 2018, there has been one incident related to sexual abuse reported by a woman in the national armed forces.

National Education and Training Programmes Related to Gender Perspectives

The PAF have one national Education and Training (E&T) programme related to gender perspectives. The training programme offered is complementary for all personnel of soldiers and civilian employees. The training is on the integration of women's military service and on principles for counteracting against bullying. The training targets all ranks and is part of the standard national training.

Use of NATO Education and Training Tools

In 2018, all of the modules within the 'NATO Gender Education and Training Package for Nations' were used by the armed forces.

The NATO certified gender E&T products used in 2018 were the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Poland has one non-NATO certified Gender Advisor (GENAD) within the Ministry of Defence. There are no Gender Focal Points (GFPs). In 2018, one GENAD was trained at the Nordic Centre for Gender in Military Operations and 1,128 personnel received training from national programmes. No GENADs or GFPs were deployed in 2018.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Action taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) are as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
 - a. Training was provided to military personnel.
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. The preparation of programmes has been ongoing. The NAP for WPS for 2018-2021 was signed.
3. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and Members and Partners should participate.*
4. *MC recognizes the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.*

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC are as follows:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability.*
2. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives.*

- a. Further elaboration of the NAP for WPS for 2018-2021 was conducted.

Portuguese Republic



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Portuguese Armed Forces (PAF) have enforced specific policies related to the implementation of gender perspectives. The Air Force approved a directive regarding the right of personnel to take leave for accompanying children under the age of 12 years to their first day of school. The Navy also has policies related to gender perspectives. Their aim is to increase the personnel's motivating factors, optimizing their performance whilst promoting gender equality. Furthermore, the Navy promotes gender awareness through its Vocational Training System, increasing the number of trainings available and developing new ones focused on gender, as well as expanding the target public.

Figure 1a. Percentage of military active duty women and men

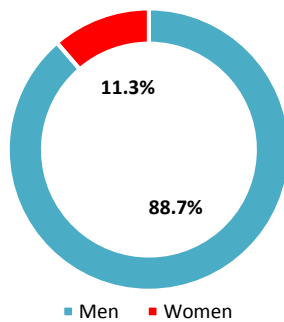


Figure 1b. Distribution of military women by services

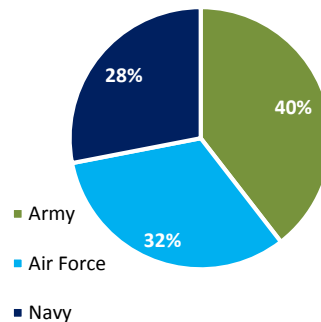


Figure 1c. Distribution of military men by services

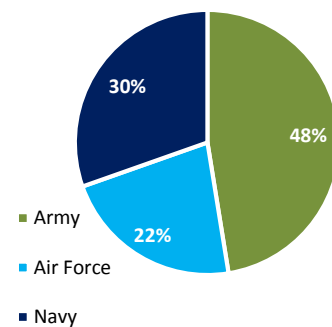


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	41.6%	4.4%
Air Force	19.4%	3.6%
Navy	27.6%	3.4%
Total	88.6%	11.4%
Ranks	Men	Women
OF 6 and above	0.6%	0.0%
OF 3-5	10.3%	6.4%
OF 1-2	11.4%	25.3%
OR 5-9	33.3%	23.8%
OR 1-4	43.3%	42.2%

Quotas

There is no quota system for women or men in the PAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

In the PAF, there are military entities that deal with the integration of gender perspectives. Within the national armed forces General Staff, the Resources Division, through its designated Gender Focal Point (GFP), is responsible for overseeing the integration of gender perspectives in the military. In the Air Force, there is a Working Group on Gender Perspectives, established in 1993. In the Navy, a specialized office works as observatory for gender-related issues, providing counselling and promoting activities aimed at the integration of gender perspectives.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	68.1%	1.9%
Air Force	2.7%	0.1%
Navy	25.6%	1.5%
Total	96.4%	3.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	13.5%	7.4%
OF 1-2	11.4%	25.9%
OR 5-9	23.7%	13.0%
OR 1-4	51.3%	53.7%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	57.4%	1.8%
Air Force	0.9%	0.0%
Navy	37.1%	2.9%
Total	95.4%	4.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.3%	2.7%
OF 1-2	12.5%	18.9%
OR 5-9	24.6%	16.2%
OR 1-4	54.5%	62.2%

Reserves, National Guard and Other Military Services

Portugal does not have a Reserve Force. However, Reserve status corresponds to pre-retirement. For example, when a military personnel belonging to the permanent staff are required to transition due to reaching a determined age or length in service at a certain rank. The military personnel who reaches the described situation can apply for or be invited by their respective Chiefs of Staff to remain in active duty for a period of five more years, after which they are legally obliged to retire from the military.

The Portuguese legislation provides a set of incentives to promote the attractiveness of the military profession, retention in the ranks and support for the transition to the labour market. In this set of incentives, there are policies to promote the entry of the military under contract in the permanent staff of the armed forces, the civilian personnel, the security forces and services, police agencies and professional firefighters.

There are also special programmes for military personnel under contract to reintegrate into civilian life and careers. The Ministry of Defence (MoD) of the Portuguese Republic is committed to encouraging those who have served in the military to find employment in the public sector. Military personnel who have served for a minimum of five years have priority when applying for jobs in national, regional or local public institutions. This entitlement is effective since the last year of contract until four years after the termination of their military contract.

There are also policies to compensate employers who hire military personnel after they leave the PAF, which work by exempting the employers from the payment of social security contributions and by assuring a non-repayable grant, the amount of which varies depending on whether the contract is for a fixed term or for an indefinite period.

Enlistment Requirements

Enlistment requirements in the PAF are different for women and men. The minimum acceptable height is different and, in some cases, so are the physical fitness tests. In the Army, the tests are the same for non-permanent staff. In the Military Academy and NCOs' School, as well as in the Air Force, the tests are the same but standards are different. In the Navy, women can choose to do less crunches, more minutes running and choose push-ups instead of pull-ups. The differences in enlistment requirements are related to physical characteristics, specifically height, between women and men.

In 2018, the average age range at which both women and men enlist is between the ages of 18 to 20. The average age of personnel in the armed forces is different from the Reserves.

There are no specific policies that promote the recruitment of women in the armed forces.

Compared to 2017, the number of women applicants in 2018 increased by 284 (1,841 to 2,125 applicants) and the number of men applicants decreased by 144 (7,328 to 7,184). During 2018, out of 2,125 applicants, 431 women were successfully recruited to the armed forces. Out of 7,184 men who applied to the armed forces, 2,247 were successfully recruited. Approximately 76.1% of the 431 women and 76.3% of the 2,247 men who were recruited to the armed forces successfully completed the basic training.

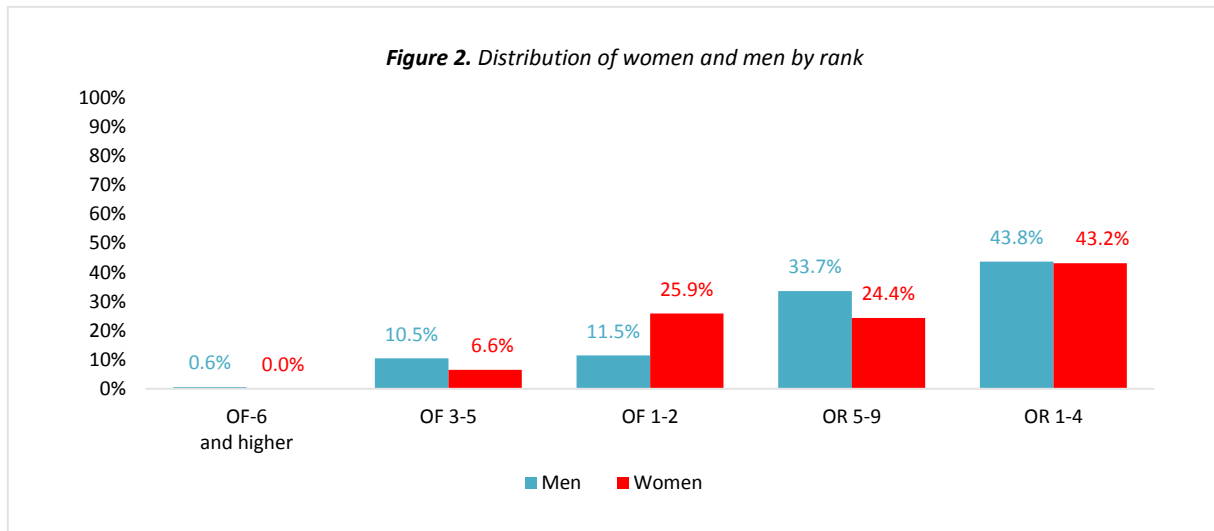
Retention Policies

The PAF have retention policies. In 2018, a new legislation was approved providing a set of incentives to promote the retention of military personnel (Decree-Law 76/2018). The incentives consist of support in obtaining academic qualifications, financial compensation, access to training and vocational certification, support to reintegration into the labour market and social support.

There are no specific retention policies for women.

Each Service has its own network to support women in the military. Since 2008, the Navy has had a permanent advisory team within the Chief of Naval Personnel's Office. Furthermore, the Navy has a Gender Perspective Office within the Personnel Naval Command. These two Offices support both military women and men on matters such as

parental leave, working conditions, gender-based discrimination and other gender-related issues. The Army has a gender network with several Points of Contacts (PoCs) representing all the Command Structure's main bodies. In the Air Force, the 'Air Force Working Group on Women/Gender' has been active since its establishment in 1993.



Reasons for Leaving the Military

The PAF carry out exit surveys to monitor why women and men leave the military. The Army carries out three types of surveys:

1. 'Exit and Retention Factors Questionnaire during Basic Training', to monitor how the recruits' expectations change during basic training;
2. 'Reasons for Leaving the Army', to analyse experiences and the reasons for leaving; and
3. 'Employer Branding', to understand what military personnel think about the Army and to collect suggestions on how the Service can improve.

The Air Force carries out one type of survey, whilst the Navy has two methods to assess the reasons why personnel leave the military:

1. Exit and Retention Questionnaire; and
2. An exit interview before the farewell ceremony.

In 2018, out of 25,500 serving military members, 198 women and 2,092 men left the armed forces. Based on the total number of personnel who left the PAF, 8.6% were women and 91.3% were men in the military. Most service members left the military because of difficulties in balancing work and family life, dissatisfaction with military salaries, injury, lack of stability, pursue of a different career and/or educational opportunity, and personal undisclosed reasons.

Equipment, Infrastructure and Uniform Adaptation

Military facilities have been adapted for both women and men. Since women were first allowed to serve in the PAF, there has been a constant effort to adapt all existing facilities and infrastructures to better accommodate and guarantee the privacy of both women and men.

Military equipment has not been adapted.

Parental Rights of Military Personnel

The PAF provide paternity, maternity and parental support. Maternity leave consists of 21 weeks, paternity leave consists of 3.5 weeks and combined parental leave consists of 21 weeks. The parental leave is transferable between parents. Medical support is also provided through the Armed Forces Health Military System (military hospitals) and the Health Military Assistance Subsystem, which provides protocols with private hospitals and clinics.

Average Age of Military Personnel

The average age of military personnel serving in the PAF is 30 years of age for women and 33 years for men.

Amongst NCOs, the average age is 30 years of age for women and 34 years for men. Amongst Officers, it is 33 years of age for women and 39 years for men. Amongst personnel deployed in operations, it is 29 years of age for women and 33 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support work-life balance for military personnel. Whilst part-time employment is not allowed, flexible working hours are allowed in cases of childcare, need to care for the elderly or the sick and educational studies. Personnel with a reduced working capacity, disability or chronic illness, or with any other substantiated situation are also allowed to choose flexible working hours.

There are special measures to support dual service couples. When both parents are serving in the armed forces, one of them is allowed to postpone a mission if they are both deployed at the same time or to be relieved from some assignments (such as night shifts).

There are policies to support single/divorced parents or widows/widowers looking after their children. The Navy's Social Support Directorate has a free programme promoting school activities during the summer holidays for children of Navy personnel. The Air Force also organises activities for children during Easter and Carnival holidays. Furthermore, single or divorced parents serving in the Navy, with full custody of children under 12, are exempt from night shifts, afloat missions or other assignments that may involve prolonged absence. Childcare policies include breastfeeding breaks; extra weeks of subsidized maternity/paternity leave; flexible working and service hours or variable start/finish times of working day; as well as policy on duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the PAF, there are no strategies or policies to address sexual harassment and sexual assault, but there are programmes and training related to their prevention. There are also appointed personnel who handle allegations and formal procedures in place for women and men to report incidents. In the Army, all deployed units and personnel receive a mandatory lecture on the prevention of sexual harassment, exploitation and abuse. In the Navy, there is a specific Code of Conduct and a Gender Office that manages reports of misconduct, as well as assisting victims.

In 2018, there has been one incident of sexual harassment reported by a woman in the Air Force.

National Education and Training Programmes Related to Gender Perspectives

The PAF have seven gender-related training programmes:

1. *'Integration of Gender Perspective in Military Operations'*, which is part of the pre-deployment training. It targets OR 1-4, OR 5-9, OF 1-2, OF 3-5 and OF 6-higher.
2. *'Commander's Course'*, which is part of the standard national training. It targets OF 3-5.
3. *'Staff Officer's Course'*, which is part of the standard national training. It targets OF 1-2.
4. *'Captain's Course'*, which is part of the standard national training. It targets OF 1-2.
5. *'Master Sergeant's Course'*, which is part of the standard national training. It targets OR 5-9.
6. *Air Force Military Academy*, which offers standard national training targeting OF 1-2.
7. *Navy's 'Master Sergeant's Course'*, which is part of the standard national training. It targets OR 5-9.

Use of NATO Education and Training Tools

In 2018, Modules 2 and 3 of the 'NATO Gender Education and Training (E&T) Package for Nations' have been used by the PAF. The 'Gender in Terrorism Education and Training Package for Nations' has also been used. The PAF agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces, but advise that it could be translated to other languages.

The NATO certified gender E&T products used were the Key Leader Seminar and the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning but it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Portugal has one Gender Advisor (GENAD) within the national armed forces General Staff who is not NATO certified. In the PAF, there are three GENADs and 19 Gender Focal Points (GFPs) who are not NATO certified.

In 2018, two GFPs were trained at the Nordic Centre for Gender in Military Operations (NCGM) and one at the European Security and Defence College.

In 2018, six GFPs who are not NATO certified were deployed. Over the years, a total of 21 GENADs deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions were taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC):

1. *MC recognizes the added value of the Women, Peace and Security (WPS) Chiefs of Defence (CHODs) Network and Members and Partners should participate.*
2. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
3. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of United Nations Security Council (UNSCR) 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

In 2018, Portugal developed a defence action plan that includes having an appointed GENAD in each Service at the Command Group level. The national armed forces General Staff considered vital that Portugal, through its CHOD, takes part in the WPS CHOD Network and participates in future meetings.

No action was taken in 2018 towards the implementation of the 2017 NCGP Recommendations.

Romania



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to the implementation of gender perspectives in the Romanian Armed Forces (RAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

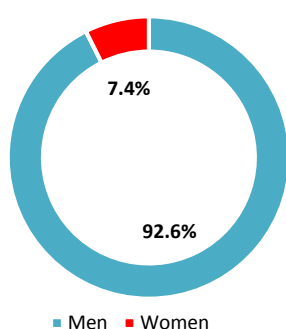


Figure 1b. Distribution of military women by services

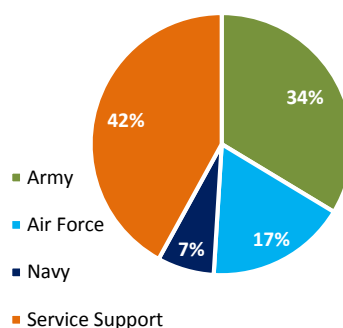


Figure 1c. Distribution of military men by services

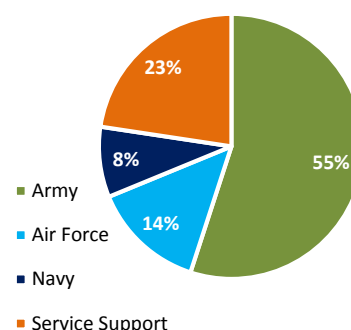


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	51.0%	2.5%
Air Force	12.8%	1.3%
Navy	8.0%	0.5%
Service Support	21.0%	3.1%
Total	92.6%	7.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.7%	8.9%
OF 1-2	6.3%	33.4%
OR 5-9	35.0%	39.7%
OR 1-4	49.0%	18.0%

Quotas

There is no quota system for women or men in the RAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

In the RAF, a military entity oversees integrating gender perspectives in the military. Specifically, the Gender Management Office is designated to:

1. Implement and integrate a gender perspective at the Ministry of National Defence (MoND) level;
2. Coordinate, organize and conduct meetings with representatives from Romanian ministries involved in the National Defence System in order elaborate the first National Action Plan (NAP) on the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) and related Resolutions;
3. As National Focal Point, liaise with national and international organisations regarding UNSCR 1325;
4. Coordinate the activities of the Gender Focal Points (GFPs) of the MoND; and
5. Organise and run a mobile training team designated to ensure individual and collective pre-deployment training for the personnel assigned to military missions.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	72.0%	2.9%
Air Force	0.8%	0.1%
Navy	5.9%	0.4%
Training/Counselling	6.0%	0.7%
Service Support	10.6%	0.5%
Total	95.4%	4.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.2%	13.6%
OF 1-2	12.2%	42.7%
OR 5-9	34.1%	22.7%
OR 1-4	42.5%	20.9%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	75.4%	3.1%
Air Force	0.9%	0.1%
Navy	5.9%	0.4%
Training/Counselling	2.6%	0.3%
Service Support	10.9%	0.6%
Total	95.6%	4.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.8%	10.1%
OF 1-2	12.0%	42.4%
OR 5-9	34.7%	24.2%
OR 1-4	44.4%	23.2%

Reserves, National Guard and Other Military Services

There are no policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee.

There are no policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves.

There are no incentives or bonuses for civilian employees to enter Reserves, the National Guard or other military structures.

Figure 2a. Percentage of Reserve Force women and men

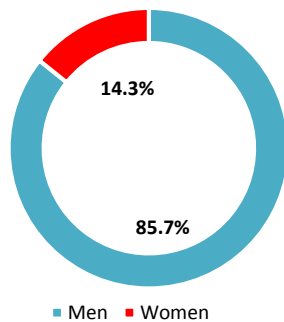


Figure 2b. Distribution of Reserve Force women by services

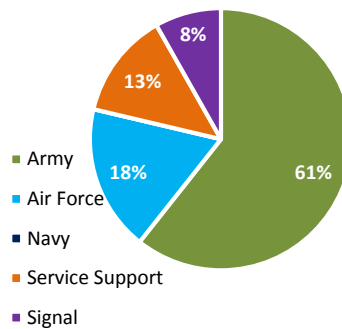


Figure 2c. Distribution of Reserve Force men by services

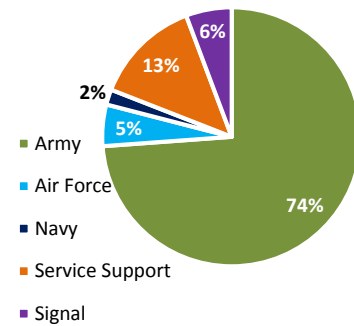


Table 4. Reserve Force Personnel

Service	Men	Women
Army	63.3%	8.6%
Air Force	4.4%	2.6%
Navy	1.6%	0.0%
Service Support	11.4%	1.9%
Signal	4.9%	1.2%
Total	85.7%	14.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.3%	0.0%
OF 1-2	14.7%	19.7%
OR 5-9	11.2%	1.6%
OR 1-4	73.8%	78.7%

Enlistment Requirements

Enlistment requirements in the RAF are the same for women and men, but requirements for the physical fitness tests are different. The evaluation tests consist of:

1. Running (same standards for women and men);
2. Personal training skills circuit (same standards for women and men);
3. Women: 3-8 push-ups minimum standard required; and
4. Men: 2-6 pull-ups minimum standard required.

The differences in enlistment requirements are related to physical characteristics between women and men:

1. Women: Height between 155-185 cm and weight between 50-77 kg; and
2. Men: Height between 165-190 cm and weight between 65-90 kg.

In 2018, the average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces is different from the Reserves.

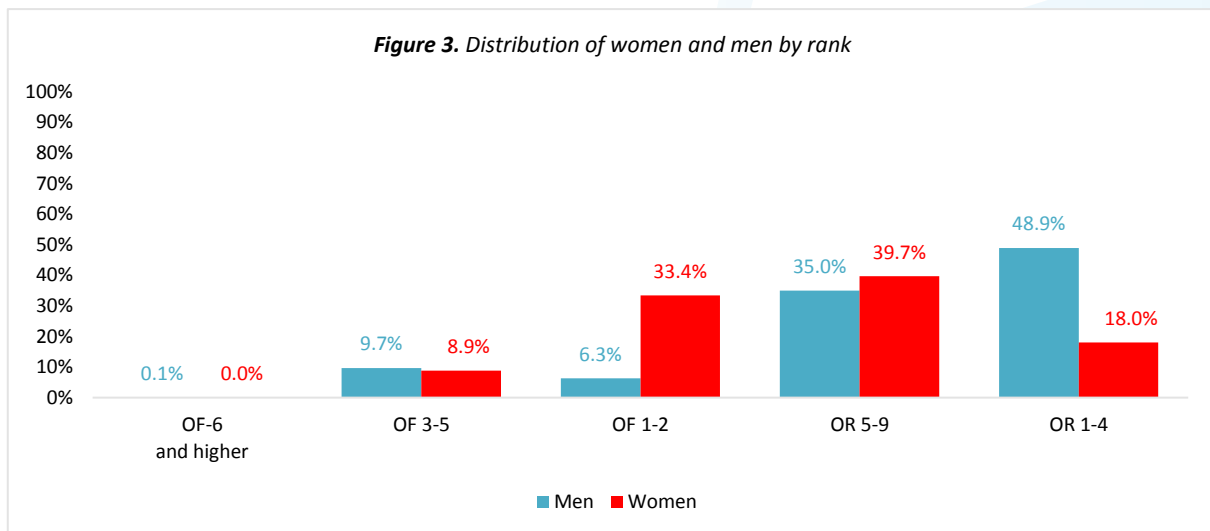
There are no specific policies that promote the recruitment of women in the armed forces.

Compared to 2017, the number of women applicants in 2018 increased by 82 (405 to 487 applicants) and the number of men applicants decreased by 65 (1,818 to 1,753). During 2018, out of 2,964 applicants, 1,180 women were successfully recruited to the armed forces. Out of 6,604 men who applied to the armed forces, 4,003 were successfully recruited.

Retention Policies

The RAF have retention policies. If a military person terminates a 4, 8 or 10 year contract with the armed forces, she or he is required to reimburse all costs related to training and accommodation to the RAF. Furthermore, all overseas course costs covered by the MoND, as well as the expenses covered by different organisations or partners, must also be fully reimbursed.

There are no specific retention policies for women or a network to support women in the armed forces.



Reasons for Leaving the Military

The RAF do not carry out exit surveys to monitor why women and men leave the military.

In 2018, out of 62,791 serving military members, 52 women and 1,338 men left the armed forces. Based on the total number of personnel who left the RAF, 3.7% were women and 96.2% were men in the military. Most service members left the military because of disciplinary dismissal, death, injury, retirement, medical reasons or resignation.

Equipment, Infrastructure and Uniform Adaptation

In the RAF, the following military equipment has been ergonomically adapted for both women and men:

1. Personal weapons (e.g. rifles, handguns, etc.);
2. Personal protective equipment (e.g. CBRN suits, goggles, etc.);
3. Masks;
4. Helmets;
5. Tanks;
6. Aircrafts; and
7. Ships.

The military equipment used by the RAF has been designed and manufactured to fit all, and is adapted to the requirements of the military personnel using it, regardless of gender.

Military facilities are adapted for both women and men, such as separate toilets as well as accommodation facilities and lavatories.

Parental Rights of Military Personnel

The RAF provide paternity, maternity and parental support. Maternity leave consists of six weeks (to be taken immediately after birth), paternity leave consists of three weeks (to be taken within the first eight weeks after birth) and combined parental leave consists of 96 weeks (or three years if the child has health-related problems). Parental leave is transferable between parents.

Legal and social support is given to mothers during pregnancy and to both parents of a new-born child. Employers must take all measures required to prevent any risk that could affect pregnant women's health and safety. Pregnant employees must not be forced to work in conditions that may affect their health or that of their child.

After 42 days of leave following the birth of their child, women can return to work and can take two one-hour breastfeeding break per day during working hours until the child is one year old. Upon request, breastfeeding breaks can be replaced by a two-hour reduction of regular working hours, without affecting the salary. Military personnel who receive a 12-month salary prior to year of childbirth may opt for parental leave. This parental leave also applies to parents or guardians who wish to adopt a child. For handicapped children, one of the child's parents can benefit from parental leave until the child turns 7 years old.

Average Age of Military Personnel

The average age of military personnel serving in the RAF is 36 years of age for women and 40 years for men. Compared to 2017, the reported average age in 2018 remained relatively the same for both women and men.

Amongst NCOs, the average age is 37 years of age for women and 40 years for men. Amongst Officers, it is 34 years of age for women and 40 years for men. Amongst personnel deployed in operations, it is 31 years of age for women and 35 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support work-life balance for military personnel. Part-time employment is not available, but flexible working hours are allowed in case of childcare.

There are special measures to support dual service couples. When both parents are serving in the armed forces, they can decide not to be deployed to operations simultaneously.

There are policies to support single/divorced parents or widows/widowers looking after their children. For example, it is not compulsory for single parents to take part in international missions. Furthermore, the following benefits are given to the families of armed forces personnel who died whilst participating in military operations:

1. Free medical and psychological care;
2. Relocation or enrolment of children in military educational institutions, upon request and without the need to take entrance exams; and
3. Access to jobs within the RAF.

Childcare policies include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; education allowances for child's primary/secondary schooling; flexible working, variable start/finish working times and service hours; as well as a provision protecting parents from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the RAF, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. Prior to operational deployments, all military personnel are trained on gender issues (especially on the prevention of sexual harassment and abuse as well as their consequences) and on the Gender Advisor's (GENAD's) responsibilities.

There are appointed personnel who handle allegations and formal procedures in place for women and men to report incidents.

In 2018, there have been no reported incidents of sexual harassment and assault in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The RAF do not have any gender-related training programmes.

Use of NATO Education and Training Tools

In 2018, all modules of the 'NATO Gender Education and Training (E&T) Package for Nations' have been used by the RAF. The RAF strongly agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

The NATO certified gender E&T products used were the GENAD Course, Gender Training of Trainers Course and Utility of Gender in Peace Support Operations.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Romania has 14 Gender Focal Points (GFPs) and one Gender Advisor (GENAD) within the MoND, four GFPs in the national armed forces General Staff and seven within the RAF. There is a difference between GENADs and GFPs in the RAF. The Gender Advisor is a full-time position whilst the Gender Focal Point is a dual-hatted position. The one GENAD is NATO certified.

In 2018, one GENAD was trained at the Nordic Centre for Gender in Military Operations (NCGM) and one was trained through NCGM and Allied Command Transformation (ACT) Advance Distance Learning Courses.

In 2018, two GFPs who are not NATO certified were deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions were taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC):

1. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and Members and Partners should participate.*
2. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*

No actions were taken in 2018 towards the implementation of the 2017 NCGP Recommendations.

Slovak Republic



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to the implementation of gender perspectives in the Slovak Armed Forces (SVKAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

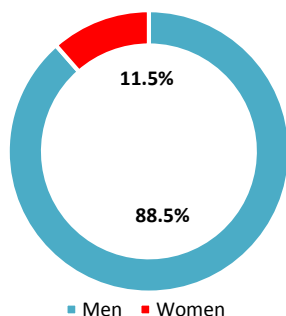


Figure 1b. Distribution of military women by services

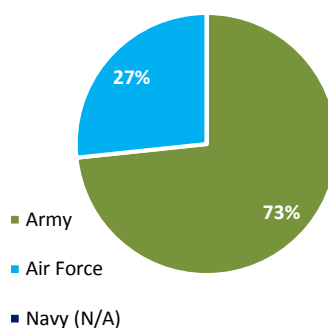
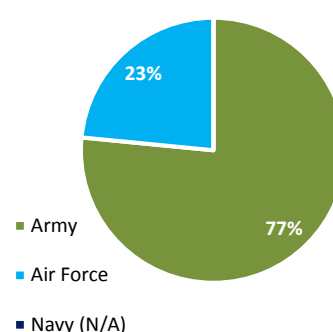


Figure 1c. Distribution of military men by services



Quotas

There is no quota system for women or men in the SVKAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

There is no military entity that oversees integrating gender perspectives in the SVKAF.

Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	67.8%	8.4%
Air Force	20.8%	3.1%
Navy (N/A)	0.0%	0.0%
Total	88.5%	11.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.1%	3.1%
OF 1-2	14.3%	31.8%
OR 5-9	35.1%	65.5%
OR 1-4	43.3%	32.4%

Table 2. Active Duty in All Operations

Service	Men	Women
Army	48.3%	1.7%
Air Force	45.9%	4.1%
Navy (N/A)	0.0%	0.0%
Total	94.2%	5.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.0%	0.0%
OF 1-2	13.4%	50.0%
OR 5-9	30.4%	25.0%
OR 1-4	49.1%	25.0%

Table 3. Other Personnel in NATO Operations

Service	Men	Women
Army	96.9%	0.0%
Air Force	0.0%	0.0%
Navy (N/A)	0.0%	0.0%
Total	96.9%	0.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.3%	0.0%
OF 1-2	6.9%	16.7%
OR 5-9	30.7%	50.0%
OR 1-4	51.9%	33.3%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. These policies are outlined in:

1. National Act 378/2015, including:
 - a. Facilitated access to join the armed forces and police force, as well as firefighting and rescue services; and
 - b. A financial reward of over 1,100 euro.
2. National Act 570/2005, which includes:
 - a. Reimbursement of salaries for Reservists who are employed or self-employed; and
 - b. Coverage of social and public health insurance.

There are policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. For the duration of service, Reservists in civilian jobs will have their salaries paid by the SVKAF, as well as the reimbursement of insurance costs.

There are incentives or bonuses for civilian employees to enter Reserves, the National Guard or other military structures. During the training period, Reservists receive a military salary according to their rank and a bonus of 600 euro per year.

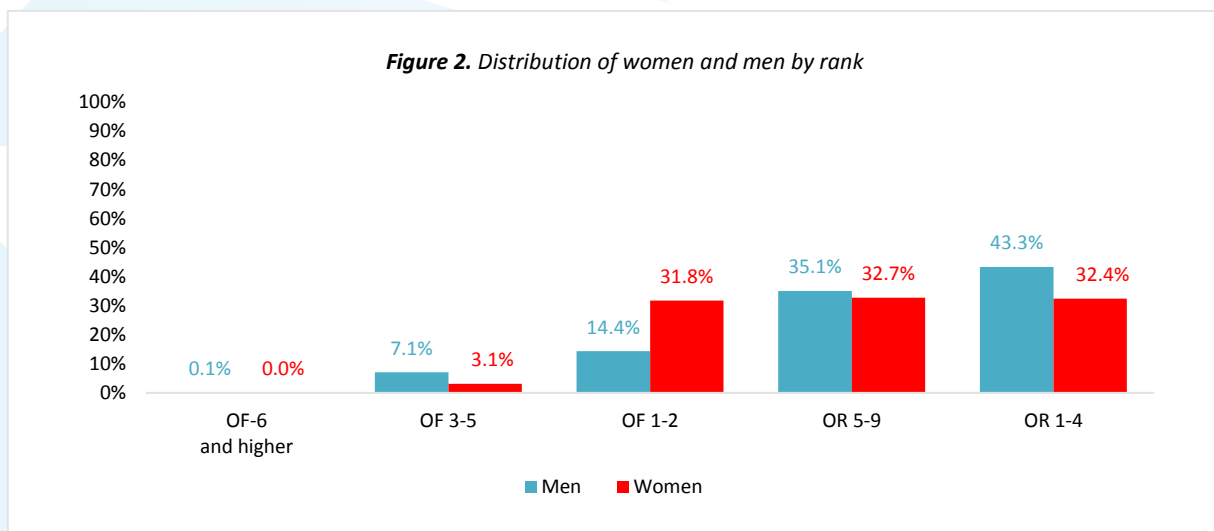
Enlistment Requirements

Enlistment requirements in the SVKAF are the same for women and men. The requirements for physical fitness tests are different, varying in evaluation criteria and disciplines. These differences are not related to physical characteristics between women and men.

In 2018, the average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces is the same in the Reserves.

There are no specific policies that promote the recruitment of women in the armed forces.

Compared to 2017, the number of women applicants in 2018 increased by 82 (405 to 487 applicants) and the number of men applicants decreased by 65 (1,818 to 1,753). During 2018, out of 487 applicants, 148 women were successfully recruited to the armed forces. Out of 1,753 men who applied to the armed forces, 585 were successfully recruited. In 2018, approximately 96.6% of the 148 women and 95.7% of the 585 men who were recruited to the armed forces successfully completed the basic training.



Retention Policies

The SVKAF do not have retention policies, nor specific retention policies for women. There is a network to support women in the armed forces called 'Association of Women in the Military'.

Reasons for Leaving the Military

The SVKAF carry out exit surveys to monitor why women and men leave the military.

In 2018, out of 12,342 serving military members, 31 women and 467 men left the armed forces. Based on the total number of personnel who left the SVKAF, 6.2% were women and 93.8% were men in the military. Most service members left the military because of retirement or personal reasons.

Equipment, Infrastructure and Uniform Adaptation

No military equipment has been adapted for both women and men. Military facilities are adapted and consist of separate accommodations and restrooms. Uniforms are designed for both women and men of various body compositions.

Parental Rights of Military Personnel

The SVKAF provide maternity, paternity and parental support. Maternity leave consists of 34 weeks and paternity leave consists of 28 weeks. The parental leave is transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the SVKAF is 35 years of age for both women and men. Compared to 2017, the reported average age in 2018 remained approximately the same.

Amongst NCOs, the average age is 40 years of age for women and 39 years for men. Amongst Officers, it is 34 years of age for women and 37 years for men. Amongst personnel deployed in operations, it is 33 years of age for women and 34 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support work-life balance for military personnel. However, the SVKAF allow flexible working hours in cases of childcare, need to care for the elderly or the sick and educational studies. Part-time employment is also available in case of childcare.

There are special measures to support dual service couples. Restrictions are in place to protect serving parents from being both deployed at the same time.

There are policies to support single/divorced parents or widows/widowers looking after their children. Childcare programmes include breastfeeding breaks; flexible working and

service hours or variable start/finish times of working day; policy on duties assignments; night duties and/or overtime work; as well as provision protecting parent from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the SVKAF, there are no strategies and policies to address sexual harassment and sexual assault, nor programmes and training related to their prevention. It is up to the respective Unit Commander to handle allegations, but there are no formal procedures in place for women and men to report incidents.

In 2018, there have been no reported incidents of sexual harassment and assault in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The SVKAF do not have any gender-related training programmes.

Use of NATO Education and Training Tools

In 2018, Module 3 of the 'NATO Gender Education and Training (E&T) Package for Nations' has been used by the SVKAF. The other modules have not been used. The SVKAF agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning but is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Slovakia does not have any Gender Advisors (GENADs) or Gender Focal Points (GFPs) in the armed forces.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Action was taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendation to the Military Committee (MC):

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
 - a. This recommendation is already incorporated into national laws and internal directives.

No actions were taken in 2018 towards the implementation of the 2017 NCGP Recommendations.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Slovenian Armed Forces (SAF) implemented several new policies related to gender and gender perspectives in the armed forces. The Medium-term Defence Programme of the Republic of Slovenia from 2018 to 2023 was agreed upon in April 2018. On 15th November 2018, the Republic of Slovenia adopted the second National Action Plan (NAP) for the implementation of United Nations Security Council Resolution (UNSCR) on Women, Peace and Security (WPS) for the three-year period from 2018 to 2020. In December 2018, the Strategy of the International Development Cooperation and Humanitarian Aid of the Republic of Slovenia towards 2030 was adopted.

Figure 1. Percentage of military active duty women and men

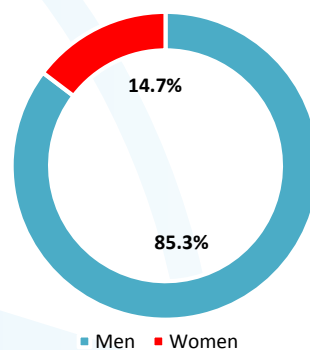


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	85.3%	14.7%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	85.3%	14.7%
Ranks	Men	Women
OF 6 and above	0.3%	10.0%
OF 3-5	9.5%	10.1%
OF 1-2	10.2%	16.4%
OR 5-9	37.5%	26.8%
OR 1-4	42.5%	46.7%

Quotas

There is no quota system for women or men in the SAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces since the beginning of the establishment of the armed forces of the Republic of Slovenia.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	91.2%	8.8%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	91.2%	8.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.9%	7.9%
OF 1-2	9.4%	16.9%
OR 5-9	32.5%	22.5%
OR 1-4	53.2%	52.8%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves, as a civilian employee, which are provided for by the Decree on the Military Service in the Reserve Units of the Slovenia Armed Forces by contract; the Personal Income Tax Act; the Health Care and Health Insurance Act; as well as by the Employment Relationships Act.

There are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves, which are provided for by

- Decree on the Military Service in the Reserve Units of the Slovenian Armed Forces by contract;
- Decree on the reimbursement of pay or loss of income during the execution of certain defence duties, on the eligibility for the right to a single financial allowance and on the amount of that allowance;
- Rules on the military-service payment of costs and compensations; as well as by
- Implementation instructions for the preparation and submission of financial documentation necessary to pay members of the SAF Contract Reserve.

When employees are called for contracted reserve training, Contract Reserves receive payment for the training, are compensated for the employee's salary or unemployment benefit, and are reimbursed for travel expenses. They have the right to be absent from work when called for training. There are incentives and bonuses for civilian employees to enter Reserves, e.g. free legal assistance for employment matters, accident insurance, a special reward upon joining the SAF Contract Reserve for former active service members, and other.

Table 3. Reserve Force Personnel

Service	Men	Women
Army	97.0%	3.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	97.0%	3.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	1.0%	4.0%
OF 1-2	5.2%	28.0%
OR 5-9	6.5%	4.0%
OR 1-4	87.3%	64.0%

Enlistment Requirements

Enlistment requirements in the SAF are the same for women and men. Article 92 of the Defence Act specifies that equal opportunities for women and men must be ensured by the employment contract. The Slovenian Armed Forces Act extends these provisions by the principle of equal access to recruitment, appointments and assignments to formative duties in the army. Standards for physical performance differ according to sex and age. In 2018, the average age range at which women and men enlist was between the ages of 21 and 25. The average age of active personnel in the armed forces is different from the Reserves.

Compared to 2017, the number of women applicants in 2018 decreased by 64 % and the number of men applicants decreased by 72%. During 2018, 50% of enlisted women and 67 % of enlisted men were successfully recruited to the armed forces. All women and men who were successfully recruited also completed basic training (100%).

Retention Policies

The SAF have retention policies. In accordance with the Decree on Incentives for Entering into Employment Contracts and their Extension within the SAF, employers receive a financial award, in the case of an extension of the contract by 10 years. Furthermore, military awards are delivered to MoD and SAF employees for every five years of service. Options for retirement plans, e.g. early retirement, are made available. Military apartments with low rents are made available upon request by the employee. Employees enjoy discounted entrance fees to military vacation and recreational facilities. Sport camps for children of MoD and SAF personnel are organized during summer and winter.

The evaluation of the Slovenian Army's recruitment, elaboration and implementation of a promotion strategy with several measures and activities are under considerations in order to upgrade the promotion of the military profession, retention and transition.

The measures to improve the entry into the SAF focus on the acceleration of procedures, strengthening the promotion of the profession and employment, scholarship opportunities, and combining education with employment.

Measures to improve the working situation of employees, such as appropriate valuation and remuneration, housing regulations, status regulations during training and

mutual obligations and other measures related to the integrated care for personnel, aim at retaining members in the SAF.

There are no specific retention policies for women, nor is there a network to support women in the military. However, the gender perspective is included when considering and revising policies and regulations.

Reasons for Leaving the Military

The SAF regularly monitor why women and men leave the military. All personnel (irrespective of gender), upon termination of their employment contract, complete an anonymous survey on a voluntary basis, where they can state their reasons for the termination.

In 2018, based on the total number of personnel in the military who left the SAF, approximately 17.67% were women and 83.33 % were men. Most common reason for service members to leave the military in 2018 was the end of fixed-term employment contract. Other reasons were several, e.g. salary, working conditions or other educational and career opportunities.

Equipment, Infrastructure and Uniform Adaptation

In the SAF, military equipment includes wide range of sizes, including smaller sizes (e.g. helmets and boots) which fits to women and men. Military facilities, like bedrooms and facilitation facilities as well as bathrooms, are separate for women and men.

Combat, service and gala uniforms are designed to fit both women and men of various body compositions. In service and gala uniform have women a skirt or trousers, mid-high heels, specially designed tie, and hat. The Combat Uniform is designed for men and women differently according to physical characteristics. Additionally, personal hygiene or cosmetic packages are different for women and men.

Parental Rights of Military Personnel

The SAF provide paternity, maternity and parental support. The general rules for employees in the Republic of Slovenia apply, such as the right to paid absence from work due to childbirth. This includes maternity leave, paternity leave, and parental leave, a compensation deriving from parental protection insurance, as well as the right to work part-time. Maternity leave consists of 53 weeks and paternity leave consists of 13 weeks. Parental leave is transferrable between parents.

Average Age of Military Personnel

Compared to 2017, the reported average age decreased in 2018 by 0.9 years for women and increased by 0.3 years for men. Amongst NCOs, the average age by men in 2018 was a half of the year (0.5) less than average of women. Amongst Officers, men has an average of 2.4 years more than women. Amongst deployed personnel, average age of men was higher for 0.4 years in comparison with women.

Work-Life Balance for Military Personnel

The regulation of private and professional life is defined by the general rules, in particular by the provision of the Labour Relations Act and Collective Agreement, e.g.

the protection of certain categories of personnel; the protection of personnel due to pregnancy and parenthood, the protection of elderly personnel and other.

Opportunities for part-time employment and flexible working hours are made available in cases of childcare, need to care for the elderly or the sick and educational studies. In the SAF, it is possible that an employee performs work from another location for a certain period of time.

As an employer, the MoD is obliged to follow the provisions of the Labour Relations Act, which stipulates that the employer is obliged to facilitate a convenient balance of work and family life for the employee. Additionally, employees are protected by the Parental Protection and Family Benefits Act and Labour Relations Act. Thus, dual service couples in the SAF are taken under considerations to not be deployed simultaneously to international operations or missions.

Special programmes related to childcare are breastfeeding breaks, extra weeks of subsidized maternity or paternity leave, flexible working and service hours or variable start and finish times, a policy on duties assignments, night duties and overtime work, and a provision protecting parents from deployment.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the SAF, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and trainings related to their prevention. Examples are the SAF Statement on Zero Tolerance to Sexual Harassment, the Standard Operating Procedure (SOP) for protecting dignity (including the prevention of sexual harassment and mobbing), the appointment of Advisors for the Protection of Dignity in the SAF, as well as the Military Code of Ethics of the SAF.

There are formal procedures in place for women and men to report incidents. There are appointed personnel to manage allegations of sexual harassment. Dignity Advisors inform and advise personnel in order to prevent, or help and support victims. Perpetrators can face pre-trial proceedings or disciplinary procedures inside the SAF or criminal proceedings in the Civilian Courts.

Training related to the prevention of misconduct, mobbing and sexual harassment are carried out on an annual basis at the SAF commands and units and are obligatory for all personnel of the SAF.

During 2018, no cases of sexual harassment and sexual abuse have been reported in the SAF by women or men.

National Education and Training Programmes Related to Gender Perspectives

The SAF has nine national education and training (E&T) programmes related to gender perspectives:

1. *Pre-deployment training for International Operations and Missions.* A topic on Gender Perspective in Operations is incorporated into the curriculum of all pre-deployment trainings. This lecture provides knowledge on gender perspective integration in operations and the implementation of the Women, Peace and Security Agenda (WPS Agenda). Training is targeted to all ranks. It is a part of the standard national pre-deployment training.

2. *Pre-deployment specialist training.* A Gender Perspective topic is incorporated in the specialist pre-deployment training which consists of theoretical and practical part of the gender perspective training. This training provides knowledge on gender perspective integration in operations and the implementation of the WPS Agenda through practice. Training targets OF1 to OF-5, and OR-1 to OR-4. It is a part of the standard national pre-deployment training.
3. *Training for the service of personnel in International Organisations.* The topic on WPS Agenda and gender perspectives are incorporated into the curriculum training for the service of the SAF personnel in International Organisations. This training provides knowledge on gender concepts and implementation of the WPS Agenda within international organisations as well as gender perspective integration in operations. Training is targeted to all ranks. It is a part of the standard national training conducted annually. Also, conducted as pre-deployment training for service in the international organisations.
4. *Advanced NCO's Course.* Topics on gender and the WPS Agenda are incorporated into the leadership curriculum of the Advanced NCO's Course. This topic includes lectures on gender equality, the WPS Agenda, and the integration of a gender perspective. Training is targeted to OR-5 to OR-9 and OR-1 to OR-4. It is a part of the standard national education and training.
5. *Officers School.* Topics on gender and the WPS Agenda are incorporated into the education curriculum of the Officers School. This topic includes lectures on gender equality, the WPS Agenda, and the integration of a gender perspective. Training is targeted to OF-1 to OF-2. It is a part of the standard national education and training.
6. *Staff Officers School.* Topics on gender and the WPS Agenda are incorporated into the leadership programme of the education curriculum of the Staff Officers Course. This topic includes lectures on gender equality, the WPS Agenda, and the integration of a gender perspective. Training is targeted to OF-1 to OF-2. It is a part of the standard national education and training.
7. *Senior Staff Course.* Topics on gender and the WPS Agenda are incorporated into the leadership programme of the education curriculum of the Senior Staff Course. This topic includes lectures on gender equality, the WPS Agenda, and the integration of a gender perspective. Training is targeted to OF-3 to OF-4. It is a part of the standard national education and training. The lectures on gender perspectives and the WPS Agenda were conducted at this course for the first time in 2018.
8. *General Staff Course.* Topics on gender and the WPS Agenda are incorporated into the leadership programme of the education curriculum of the General Staff Course. This topic includes lectures on gender equality, the WPS Agenda, and the integration of a gender perspective with focus on high ranking officers. Training is targeted to OF-4 to OF-5. It is a part of the standard national education and training. The lectures on gender perspectives and the WPS Agenda were conducted at this course for the first time in 2018.

9. *Annual Individual Training.* Gender topic is incorporated into the SAF's commands and units annual training. It includes lectures on equal opportunities, code of conduct, prevention of misconduct, harassment, and dignity. Training is targeted to all ranks. It is a part of the standard national training.

In addition to national education and trainings, gender perspective in operations and WPS Agenda lectures were conducted at the international courses by trained subject matter experts of the SAF. In 2018, Gender Advisors conducted lectures at the NATO CIMIC Field and Staff Worker Course. This course, accredited by the CIMIC Center of Excellence (CCOE) based in the Netherlands, is annually organized also in Slovenia. Secondly, since 2016, Gender Advisors of the SAF supports the Gender Training of Trainers Course (GToT) with lectures, sharing experiences at the panels and as syndicate leaders. This course is NATO approved, and conducted under the authority of the Nordic Centre for Gender in Military Operations (NCGM). Gender Advisor of the SAF was a lecturer and the syndicate leader at this course which held in 2018 in Croatia, organized by the South Eastern Europe Centre for Security Cooperation (Regional Arms Control Verification and Implementation Assistance Centre - RACVIAC), and the NCGM.

Use of NATO Education and Training Tools

In 2018, the Modules 1, 2 and 3 of the 'NATO Gender Education and Training Package for Nations' have been used by the SAF. The SAF agrees that the 'NATO Gender Education and Training Package for Nations' was useful for the national armed forces. The SAF suggests to further develop modules.

The NATO certified gender Education and Training products used in 2018 were the Gender Advisor Course and the Gender Training of Trainers Course. Additionally, the SAF used the Advanced Distance Learning (ADL) Course 169 and registered 151 participants.

In addition to NATO materials, the SAF are using other materials for Education and Training on gender perspectives, such as UN and EU materials on WPS Agenda and gender perspectives. Also, articles, researches and other materials which are available are used.

Gender in the Armed Forces and Operations

Gender is incorporated into operational planning, education, training and exercises.

Gender Advisors and Gender Focal Points

At the General-Staff of the SAF, there is a full-time Gender Advisor (GENAD) since June 2015. The Gender Advisors network was established at strategic, operational and tactical levels in the years 2015-2017. SAF has five NATO trained (NCGM) GENADs in the national armed forces. There is one Gender Focal Point (GFP) appointed for WPS Agenda at the MoD. Two additionally trained GFPs are in the SAF. In addition, two GENADs have been appointed as National Representative and Deputy National Representative to the NATO Committee on Gender Perspectives (NCGP).

All of GENADs of the SAF successfully completed the Gender Training of Trainers Course (GToT Course, NCGM). In addition, four of them completed GENAD Course (NCGM) and four of them A Comprehensive approach to Gender in Operations Course

(ESDC) in the period 2015-2018. In 2018, one GENAD completed GENAD Course, and the Protection of Civilians Course. Also, ACT Advanced Distance Learning Courses were used by GENADs.

GENAD from the SAF, was deployed for a one-year period (2017-2018) to the NATO-led mission in Kosovo. In addition to her primary duty at the headquarters, she was appointed as a GFP, and later also as Chief GENAD to the Commander. She successfully completed the NATO approved GToT Course, GENAD Pilot Course, and ESDC Course: A Comprehensive approach to Gender in Operations.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) are as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. The SAF develops mutual respect between employees through their daily work. SOPs for protecting dignity (including mobbing, sexual harassment, and other forms of harassment) have been supplemented.
3. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and members and partners should participate.*
 - a. Slovenia is a member of the WPS CHODs Network since 2017.
4. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
 - a. The permanent position of a full-time GENAD was established at the strategic level in 2015 (position at the Chief of Staff). In 2016 and 2017 the full-time GENAD was established at the operational level (at the Chief of Staff), and dual-hatted positions of GENADs were established at tactical levels (in the Command Group). GENADs at all levels have direct access to the commanders.
5. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-based Violence.*
 - a. The content of the NATO Military Guidelines on Prevention of, and Response to, CR-SGBV is included in the education and training in SAF, with special emphasis on this topic in pre-deployment trainings.
6. *Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of*

gender perspectives in addition to considering the appointment of dedicated gender staff.

a. The implementation of UNSCR 1325 and related Resolutions as well as integration of gender perspectives were included in the medium-term Defence Programme of the Republic of Slovenia of 2018 to 2023. The Directive on the implementation of the UNSCR 1325 and 1820 on WPS was adopted in 2009. In 2018, the second National Action Plan (NAP) for the implementation of UNSCRs on WPS for the period from 2018 to 2020 was adopted.

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC are as follows:

1. Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities;

a. SAF have several best practices on the integration of a gender perspective. In 2016 a special edition of the SAF's academic publication Contemporary Military Challenges featured the UNSCRs 1325 and the integration of a gender perspective. This publication included an article on the SAF's best practices.

2. The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations;

a. Guidelines regarding the integration of a gender perspective are regularly developed through operational planning. Each deployment order includes integration of gender perspectives and the WPS agenda implementation.

3. The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives.

a. Members of Civil Society were actively involved in the evaluation, workshops, conferences, and in the drafting of the second National Action Plan (NAP) for the implementation of the WPS agenda for the three-year period from 2018 to 2020.

4. Encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.

a. Since the first deployment of SAF, mixed gender engagement capabilities are regularly ensured through deployment to the IOM, including maritime operations (EUNAVFOR). Special emphasis is put on the composition of mixed gender engagement capabilities where contacts with local population are needed. For example, in one of rotations of the Slovenian contingent deployed to the NATO-led mission in Kosovo in 2018 not only mixed gender teams were assured, but four out of six teams were headed by women as team leaders.

Kingdom of Spain



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Spanish Armed Forces (SAF) have enforced specific policies related to the implementation of gender perspectives:

1. Royal Decree (RD) 1399/2018. It is based on equal access to the structures of the Ministry of Defence (MoD) of the Kingdom of Spain;
2. Orders DEF 462/2018 and DEF 463/2018. Study plans that include training in gender and protocols against actions of gender-based sexual harassment and discrimination in the armed forces; and
3. Order DEF 99/2018. It contains measures to integrate military personnel victims of gender violence into the civil service.

Figure 1a. Percentage of military active duty women and men

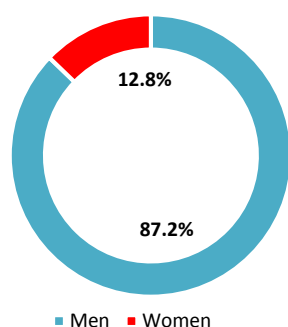


Figure 1b. Distribution of military women by services

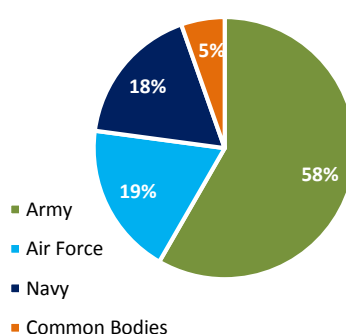


Figure 1c. Distribution of military men by services

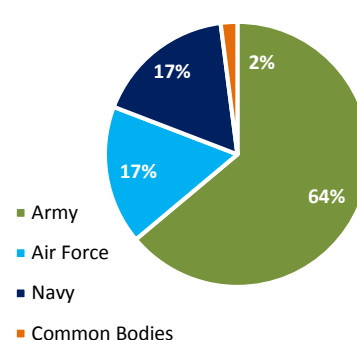


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	55.7%	7.5%
Air Force	14.8%	2.4%
Navy	14.9%	2.2%
Common Bodies	1.8%	0.7%
Total	87.2%	12.8%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.3%	2.8%
OF 1-2	6.4%	6.7%
OR 5-9	25.6%	9.4%
OR 1-4	60.5%	81.1%

Quotas

There is no quota system for women or men in the SAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

In the SAF, there is a military entity that oversees integrating gender perspectives in the armed forces. The Military Observatory for Equality between Women and Men promotes real and effective equality, in particular:

1. It was created in 2005 and is ruled by Ministerial Order 51/2011;
2. It acts as an advisory body subordinated to the Under Secretary of Defence;
3. It aims at analysing and reporting on the impact of access, military education, career and work-life balance on women and men serving in the SAF;
4. It is composed by a Secretary and 16 members, including representatives of the Chief of Defence (CHOD), Army, Navy, Air Force, Joint Corps and Directive Offices of the MoD; and
5. It has a permanent secretariat to provide technical and administrative support.

Furthermore, the Equality and Staff Support Division supervises and advises on policies related to gender equality in the SAF, and the Permanent Secretariat for Equality provides technical and administrative support.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	50.3%	2.8%
Air Force	10.8%	0.8%
Navy	29.3%	3.3%
Common Bodies	1.9%	0.8%
Total	92.3%	7.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.8%	3.3%
OF 1-2	12.4%	14.6%
OR 5-9	28.9%	16.1%
OR 1-4	51.8%	66.0%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	55.4%	3.2%
Air Force	5.6%	0.1%
Navy	30.1%	3.2%
Common Bodies	1.4%	1.1%
Total	92.4%	7.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.9%	1.5%
OF 1-2	12.2%	14.0%
OR 5-9	29.9%	17.0%
OR 1-4	53.0%	67.4%

Table 4. Other Personnel in All Operations

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	100.0%	0.0%
Common Bodies	0.0%	18.8%
Total	0.0%	18.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	100.0%	100.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Table 5. Other Personnel in NATO Operations

Service	Men	Women
Army	0.0%	0.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Common Bodies	28.6%	71.4%
Total	28.6%	71.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	100.0%	100.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves, National Guard or other military structures, as a civilian employee. There are also special programmes for non-permanent military personnel to reintegrate into civilian life and careers.

There are policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. It is compulsory for employers to keep the Reservists' job positions open until their military service is complete.

There are incentives or bonuses for civilian employees to enter Reserves, the National Guard or other military structures. Time served as a Reservist counts for access to active duty military positions and in the selection processes for Civil Servants, as per RD 383/2011, which approves the regulations for Reservists in the armed forces.

Figure 2a. Percentage of Reserve Force women and men

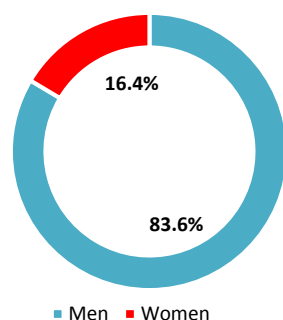


Figure 2b. Distribution of Reserve Force women by services

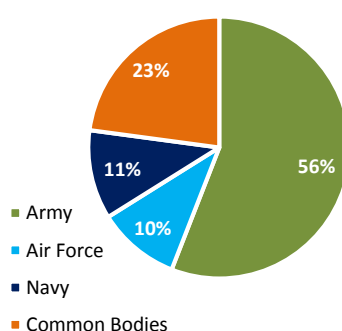


Figure 2c. Distribution of Reserve Force men by services

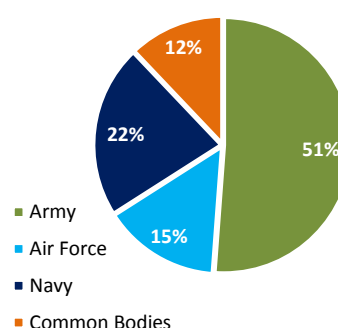


Table 6. Reserve Force Personnel

Service	Men	Women
Army	42.8%	9.2%
Air Force	12.4%	1.7%
Navy	18.3%	1.8%
Common Bodies	10.1%	3.8%
Total	83.6%	16.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.1%	0.0%
OF 1-2	52.1%	48.9%
OR 5-9	31.2%	32.9%
OR 1-4	16.6%	18.2%

Enlistment Requirements

Enlistment requirements in the SAF are the same for women and men, and so are the requirements for the physical fitness tests. Whilst the tests are identical, the evaluation and marks are different and related to physical characteristics between women and men.

In 2018, the average age range at which men enlist is between the ages of 18 to 20 and for women between the ages of 21 and 25. The average age of personnel in the armed forces is different from the Reserves.

There are no specific policies that promote the recruitment of women in the armed forces.

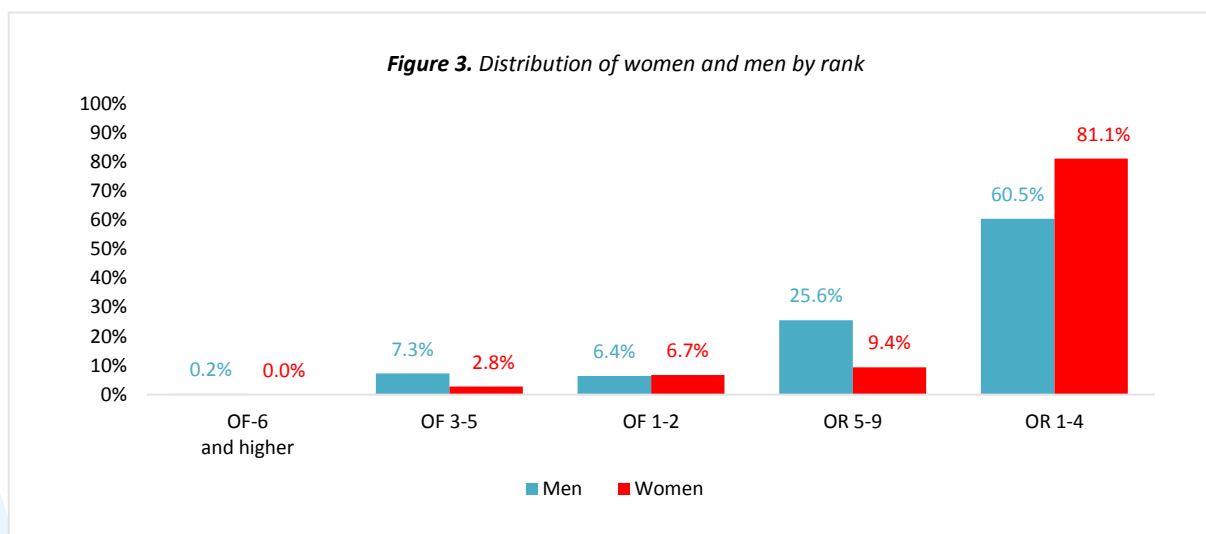
Compared to 2017, the number of women applicants in 2018 decreased by 2,910 (6,793 to 3,883 applicants) and the number of men applicants decreased by 21,958 (43,044 to 21,086). During 2018, out of 3,883 applicants, 339 women were successfully recruited to the armed forces. Out of 21,086 men who applied to the armed forces, 3,449 were successfully recruited.

Retention Policies

The SAF have retention policies including work-life balance support as well as regional and mobility support.

There are specific retention policies for women. The SAF take into account pregnancy whilst on courses and for competitive exams; guarantee no reduction in salary for status change due to pregnancy; and take into account quotas in the evaluation boards.

There is a network to support women in the military called 'The Gender Network'.



Reasons for Leaving the Military

The SAF carry out exit surveys to monitor why women and men leave the military. The SAF also have agreements with several companies to provide jobs and courses to help military personnel transition into civilian life. Furthermore, the SAF established a hotline at the Permanent Secretariat for Equality to monitor why women in particular leave the armed forces.

In 2018, out of 136,274 serving military members, 310 women and 5,447 men left the armed forces. Based on the total number of personnel who left the SAF, 5.4% were women and 94.6% were men in the military. Most service members left the military because of retirement.

Equipment, Infrastructure and Uniform Adaptation

Military equipment has been adapted for both women and men. Anti-fragment vests for Combat Units are adapted for women. Service and combat uniforms include special sizes and designs for women, including pregnancy uniforms.

Military facilities are adapted for both women and men, such as separate toilets and cabins.

Parental Rights of Military Personnel

The SAF provide paternity, maternity and parental support. Maternity leave consists of 16 weeks, paternity leave consists of 14 weeks and combined parental leave consists of 20 weeks. The parental leave is transferable between parents. Legal and social support is also provided for mothers during pregnancy and for both parents of a newborn child.

Average Age of Military Personnel

The average age of military personnel serving in the SAF is 37 years of age for women and 39 years for men. Compared to 2017, the reported average age in 2018 increased by one year for both women (36 to 37 years of age) and men (38 to 39 years).

Amongst NCOs, the average age is 38 years of age for women and 45 years for men. Amongst Officers, it is 38 years of age for both women and men. Amongst personnel deployed in operations, it is 38 years of age for women and 36 years for men.

Work-Life Balance for Military Personnel

There are specific programmes or policies to support work-life balance for military personnel. A strong legal framework allows flexible working hours, reduced working hours and postponement of missions. Part-time employment and flexible working hours are allowed in cases of childcare, need to care for the elderly or the sick and educational studies.

There are special measures to support dual service couples. When both parents are serving in the armed forces, one of them is allowed to postpone a mission if they are both deployed at the same time.

There are policies to support single/divorced parents or widows/widowers looking after their children. Single-parent families can request reduced working hours. Childcare policies include provisions to protect parents from deployment; breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; flexible working and service hours or variable start/finish times of the working day; as well as policies on duty assignments, night duty and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the SAF, there are strategies and policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There are appointed personnel who handle allegations and formal procedures in place for women and men to report incidents.

Within the SAF, a protocol against sexual harassment has been used since December 2015 and eight Harassment Protection Units work on outreach. The MoD develops and manages prevention measures including Education and Training (E&T) courses and a dedicated hotline. Furthermore, the Spanish Military Criminal Code specifically includes the crimes of sexual abuse (Art. 49), sexual harassment (Art. 50) and sexual assault (Art. 42).

National Education and Training Programmes Related to Gender Perspectives

The SAF have three gender-related training programmes:

1. *A Comprehensive Approach to Gender in Operations*
 - a. The course is organized by the European Security and Defence College. It recognizes the different impacts of conflicts on women and men; the opportunities and challenges for women to equally participate in conflict resolution, crisis management and

reconstruction; and their involvement in operational planning and implementation. Furthermore, the course stresses the necessity to differentiate the diverse security needs and perspectives of women and men of local populations in mission areas. This is an essential element for increasing operational effectiveness and improving the overall security situation. It is part of the pre-deployment training. It targets OF 1-2 and OF 3-5.

2. *Gender Advisor (GENAD) in Operations*

a. The course focuses on the role of the GENAD. It is part of the pre-deployment training and standard national training. It targets OF 1-2 and OF 3-5.

3. *Gender in Peace Support Operations*

a. The course takes place at the International Peace Support Training Center in Nairobi, Kenya two times per year, with the collaboration of the United States Africa Command (US AFRICOM). It is part of the pre-deployment training and in-theater training. It targets OF 1-2 and OF 3-5.

Use of NATO Education and Training Tools

In 2018, none of the four modules in the 'NATO Gender Education and Training Package for Nations' have been used by the SAF.

The NATO certified gender E&T products used were the GENAD Course, Gender Training of Trainers Course and Gender Focal Point (GFP) Training.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Spain has five Gender Advisors (GENADs) within the armed forces who are NATO certified and 275 who are non-NATO certified. There is no difference between GENADs and Gender Focal Points (GFPs) in the SAF.

In 2018, 12 GENADS were trained at the European Security and Defence College.

In 2018, four GENADs who are NATO certified were deployed. Over the years, a total of 54 GENADS deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions were taken in 2018 towards the implementation of the following 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC):

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*

2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
3. *MC recognizes the added value of the WPS CHODs Network and Members and Partners should participate.*
4. *MC recognizes the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the Commander. Members and Partners are encouraged to follow this example.*
5. *MC directs the SCs to incorporate gender perspective into the analysis and planning processes related to cyber and Counter Terrorism/Counter Violent Extremism at all levels within the NCS, and invites Members and Partners to do so.*
6. *MC tasks the SCs to develop a concept to mitigate the gender diverse engagement capability gap and to report its findings back to MC.*
7. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.*
8. *MC recognizes the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.*
9. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*

Actions were also taken towards the implementation of the following 2017 NCGP Recommendations:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability.*
2. *Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities.*
3. *The development of guidelines regarding the integration of the Gender Perspective in NATO and/or NATO-led, but not limited only to, Maritime Operations.*

4. *The role of the Civil Society Advisory Panel as a resource for consultation and dialogue on matters pertaining to the Women, Peace and Security agenda and Gender Perspectives.*

5. *Encourage Nations to develop mixed gender engagement capabilities in supporting NATO Maritime Operations.*

Additional Information

In 2018, gender mainstreaming in military education was taken at all levels (academies and high level courses on human resources management), including gender and humanitarian law. A monthly report assesses gender integration into all branches of the national armed forces. Spain does not have a Defence Action Plan as such, but a Directive exists at the CHOD level to implement a gender perspective in all operations and there is Gender Staff dedicated exclusively to this discipline, at political, strategic and operational level.

Spain provides two courses approved by the European Security and Defence College (ESDC); the course 'A Comprehensive Approach to Gender in Operations' and the national course 'Gender Advisor in Operations'. All Operation Plans include an annex related to gender.

Republic of Turkey



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Turkish Armed Forces (TAF) were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

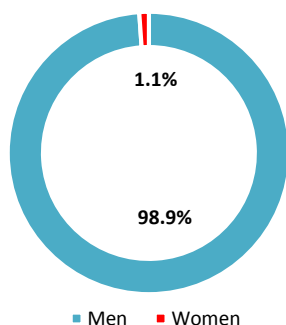


Figure 1b. Distribution of military women by services

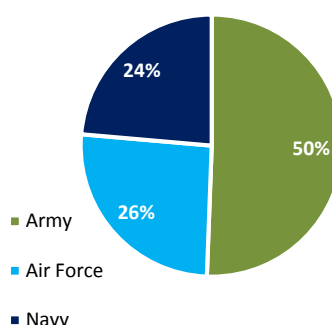


Figure 1c. Distribution of military men by services

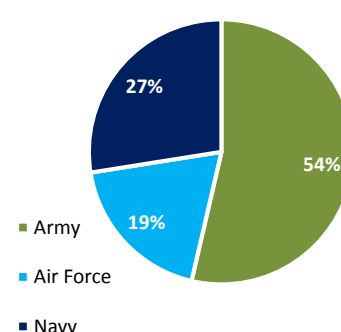


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	53.0%	0.6%
Air Force	18.6%	0.3%
Navy	27.2%	0.3%
Total	98.8%	1.2%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	10.8%	45.8%
OF 1-2	16.0%	48.8%
OR 5-9	73.1%	5.3%
OR 1-4	0.0%	0.0%

Quotas

There is a quota system for women in the TAF. The recruitment of women in Officer positions is fixed at a maximum of 4% out of the total number of recruited Officers per year.

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on women serving in the armed forces, as well as restrictions that apply only to operations. Not all active duty positions are open to women in the armed forces. Restrictions that apply to operations are Armoured, Artillery and Infantry (front-line combat positions), Submarines, Divers and Special Forces.

There are no plans to eliminate such restrictions and there is no military entity that oversees integrating gender perspectives in the military.

Enlistment Requirements

In the TAF, enlistment requirements and physical fitness tests are the same for women and men. However the fitness parameters differ as women are graded differently with regards to running time, push-up score, etc. The differences in enlistment requirements are related to physical characteristics (e.g. height, weight) between women and men, as women face fewer limitations than men.

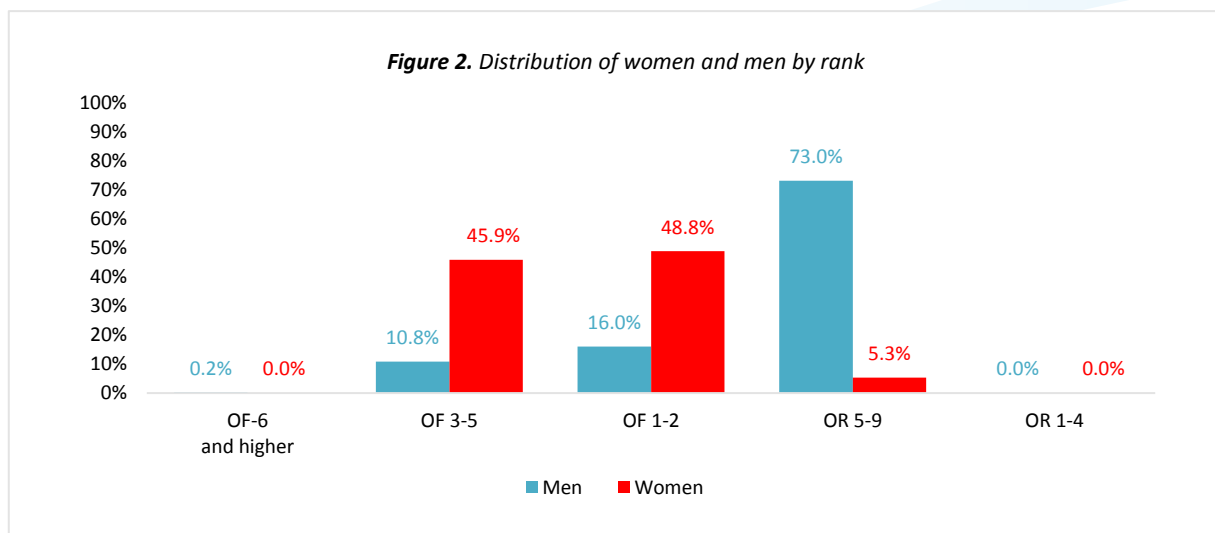
In 2018, the average age range at which men enlist is between the ages of 26 to 30 and for women is between the ages of 21 and 25.

There are no specific policies that promote the recruitment of women in the armed forces.

Retention Policies

The TAF have retention policies, which are outlined in the TAF Personnel Law.

There are no specific retention policies for women and there is no network to support women in the military.



Reasons for Leaving the Military

In 2018, out of 155,503 serving military members, 52 women and 6,881 men left the armed forces. Based on the total number of personnel who left the TAF, 0.7% were

women and 99.3% were men. Most service members left the military because of retirement or undisclosed personal reasons. Men also listed death and injury as reasons for leaving the military.

Equipment, Infrastructure and Uniform Adaptation

Military equipment such as personal protective equipment (CBRN suits, goggles, masks and helmets) have been ergonomically adapted for both women and men in the TAF.

Military facilities are adapted for both women and men. Dressing rooms, washrooms, gyms and dormitories are separated and designed for the respective needs of both sexes.

Parental Rights of Military Personnel

The TAF provide maternity and paternity support. Maternity leave consists of 16 weeks and paternity leave consists of one week. The parental leave is not transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the TAF is 36 years of age for women and 35 years for men.

Amongst NCOs, the average age is 30 years of age for women and 34 years for men. Amongst Officers, it is 36 years of age for women and 35 years for men. Amongst personnel deployed in operations, it is 29 years of age for women and 32 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support the work-life balance of personnel. Flexible working hours are available in cases of childcare or educational studies, but part-time employment is not allowed.

There are special programmes and measures to support dual service couples. There are no policies to support single/divorced parents or widows/widowers looking after their children.

Childcare policies include breastfeeding breaks; daycare for children at defence ministries and military installations or childcare vouchers; flexible working and service hours or variable start/finish times of working day; and policy on duties assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the TAF, there are no strategies or policies to address sexual harassment and sexual assault, nor programmes or training related to their prevention. There are no formal procedures in place for women and men to report incidents.

In 2018, there have been no incidents related to sexual harassment or abuse reported in the TAF.

National Education and Training Programmes Related to Gender Perspectives

The TAF have one gender-related training programme:

1. *Gender Awareness in Peace Support Mission Course*

a. The aim of the course is to prepare participants to field and staff positions at operational and/or tactical command level on gender perspectives, doctrine, procedures, operational experiences, techniques, exercises and testing the knowledge gained during the syndicate work. It targets OR-5 to OR-9, OF-1 to OF-2, OF-3 to OF-5, and OF-6 and higher. It is part of the pre-deployment training.

Use of NATO Education and Training Tools

In 2018, the 'NATO Gender Education and Training (E&T) Package for Nations' has not been used by the TAF in any of its modules.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning but is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Turkey has no Gender Advisors (GENADs) or Gender Focal Points (GFPs) within the Ministry of Defence (MoD) or the national armed forces. No GENADs or GFPs were trained in 2018.

In 2018, two non-NATO certified GENADs were deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

No actions were taken in 2018 towards the implementation of the 2018 or 2017 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).

2018 National Reports from NATO Partner Nations

The final chapter provides a detailed summary of the NATO Partner Nations' national reports which are voluntarily submitted on an annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters. There were 7 NATO Partner Nations that submitted their completed 2018 questionnaire: Australia, Bosnia and Herzegovina, Ireland, Moldova, New Zealand, Serbia and the former Yugoslav Republic of Macedonia¹.

The national reports in this chapter provide insight into national rules and regulations, emerging practices and pertinent statistics regarding the following subsections:

- Specific Policies and/or Legislation Related to Integrating Gender Perspectives;
- Quotas;
- Restrictions on the Incorporation of Women in the Armed Forces;
- Reserves, National Guard and Other Military Structures;
- Enlistment Requirements;
- Retention Policies;
- Reasons for Leaving the Military;
- Equipment, Infrastructure and Uniform Adaptation;
- Parental Rights of Military Personnel;
- Average Age of Military Personnel;
- Work-Life Balance for Military Personnel;
- Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault;
- National Education and Training Programmes Related to Gender Perspectives;
- Use of NATO Education and Training Tools;
- Gender in the Armed Forces and Operations;
- Gender Advisors and Gender Focal Points; and
- Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations (NCGP) to the Military Committee (MC).

Following the lessons identified and lessons learned processes, the NATO Partner Nations which have contributed to the 2018 Summary of the National Reports have voluntarily provided crucial facts and figures that are now being shared with the Gender Perspectives Community of Practice in the military and beyond.

¹ Turkey recognizes the Republic of Macedonia by its constitutional name.

Commonwealth of Australia



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

The Australian Defence Force (ADF) Joint Doctrine Note on Gender in Military Operations was published in 2018 and provides a definitive doctrinal basis for integrating gender perspectives into the planning, execution and evaluation phases of ADF operations. The intent is to make Women, Peace and Security (WPS) considerations 'business as usual'. Whilst Defence strategic policy already provides clear direction on WPS, the Joint Doctrine Note provides further, detailed guidance to Commanders and staff on operationalising gender perspectives at every stage of an operation.

Figure 1a. Percentage of military active duty women and men

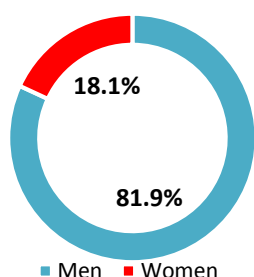


Figure 1b. Distribution of women military personnel by services

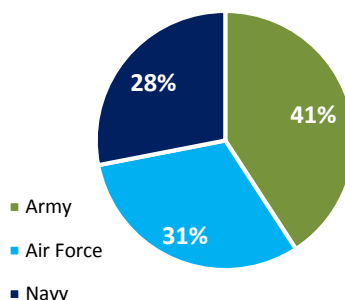


Figure 1c. Distribution of men military personnel by services

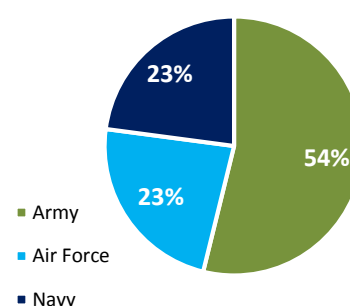


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	44.1%	7.4%
Air Force	19.0%	5.6%
Navy	18.8%	5.1%
Total	81.9%	18.1%
Ranks	Men	Women
OF 6 and above	0.4%	0.23%
OF 3-5	10.3%	9.56%
OF 1-2	14.4%	19.18%
OR 5-9	19.0%	12.59%
OR 1-4	55.9%	58.44%

Quotas

There is no quota system for women or men in the ADF. However, the three services each set recruiting targets that include specific goals for the number of women in the armed forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

There are military entities that oversee integrating gender perspectives in the military: The ADF has established a cadre of 10 positions dedicated to the implementation of United Nations Security Council Resolution (UNSCR) 1325 on WPS throughout ADF activities, exercises and operations. The positions are located in the Office of the Chief of Joint Capabilities, each of the service headquarters, Joint Operations Command and the Peace Operations Training Centre.

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves or other military structures as a civilian employee. Direct entry recruitment is possible for the Army and Air Force Reserves, with specific policies to support the recruitment, training, employment and career management of Reservists. The Office of Reserve Service Protection supports all Defence Force Reservists. There are policies to compensate the employer when hiring civilians who have joined military structures, such as Active Reserves. There are incentives or bonuses for civilian employees to enter the Reserves, or other military structures. Commonwealth legislation protects the civilian employment of Reservists and some employment groups can be compensated for lost income due to Reserve service. There are policies to compensate the employer when hiring civilians who have joined military structures, such as Active Reserves. Employers may be eligible for the Defence Employer Support Payment Scheme. This is a payment by Defence to Reservists' civilian employers for the time employees are absent from their civilian workplace due to military service.

Figure 2a. Percentage of Reserve Force women and men

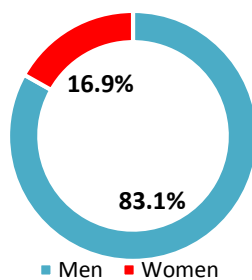


Figure 2b. Distribution of Reserve Force women by services

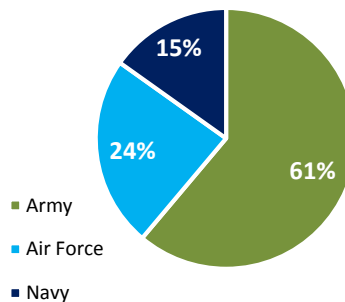


Figure 2c. Distribution of Reserve Force men by services

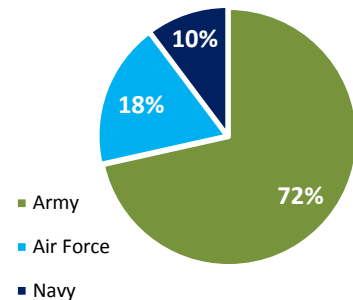


Table 2. Reserve Force Personnel

Service	Men	Women
Army	59.5%	10.3%
Air Force	15.2%	4.0%
Navy	8.5%	2.6%
Total	83.1%	16.9%
Ranks	Men	Women
OF 6 and above	1.12%	0.37%
OF 3-5	15.50%	13.10%
OF 1-2	12.50%	18.10%
OR 5-9	16.80%	14.70%
OR 1-4	54.10%	53.70%

Enlistment Requirements

Enlistment requirements in the ADF are the same for women and men, but requirements for the physical fitness tests are different. Each of the services has a different fitness standard, the Army has the highest level of fitness required. The aerobic (shuttle run) and abdominal strength (sit-ups) components are the same for women and men in the respective fitness assessments. The upper body (push-ups) component differs. There are no differences in enlistment requirements related to physical characteristics (e.g. height and weight). There are further differences between the enlistment requirements for women and men. Some medical conditions that are specific to one's sex, such as pregnancy, are assessed.

The Army recognises that they have the highest physical standard for enlistment and have developed a pre-recruitment fitness and conditioning programme to facilitate provisionally enlisted women to reach the required pre-recruit fitness level.

The average age range at which both women and men enlist is between the ages of 21 to 25. There are service specific programmes to encourage the recruitment of women, for example, the Army enables women to recruit when they are ready for enlistment; the Air Force and the Army will consider candidate requests for postings to requested locations; the Navy, the Army and Air Force all have a reduced Initial Minimum Period of Service for women in a number of roles. The Air Force has a graduate pilots scheme for women. There are additional measures to promote the recruitment of women in the military, such as:

1. Specialist Recruiting Teams in the Defence Force Recruiting engage with specific target audiences, including women, through a 'Do What You Love' campaign;
2. A 'Women in the Navy' website promotes employment categories in which women are under-represented;
3. A 'Women in Army' talent community was established in late 2018 to support potential female candidates;

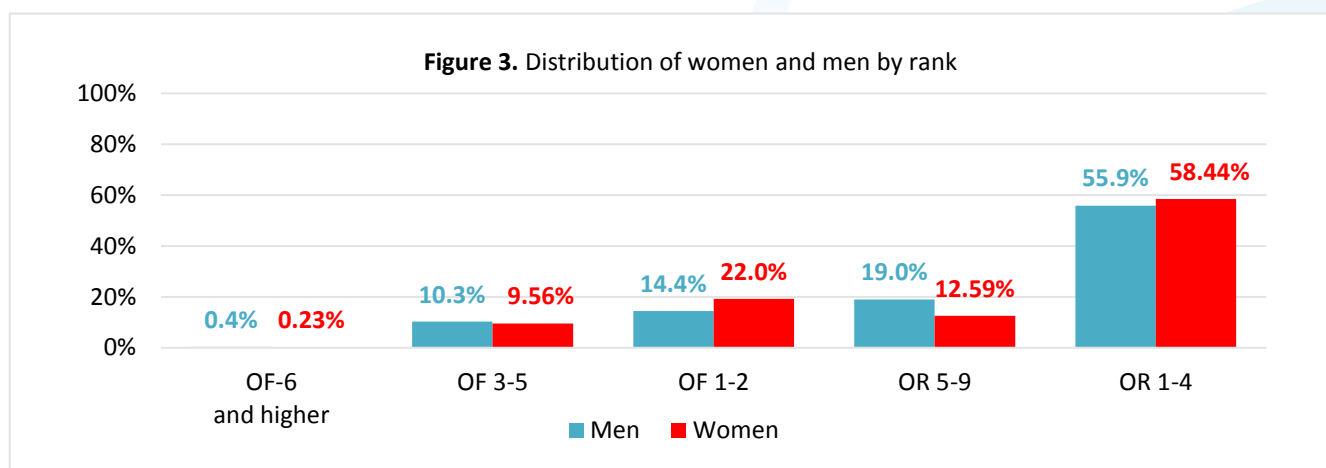
4. An 'Officer Aviation Cadets' program focused on bringing women into the Air Force;
5. Reduced Initial Minimum Period of Service (IMPS) was introduced for designated employment categories. The ratio of candidates opting to take the reduced IMPS has increased, indicating it is an attractive option; and
6. Gap Year programs and experiential camps are conducted by each Service and enable candidates to gain positive exposure to ADF careers. The Program demonstrates a high rate of participation by women.

During 2018, 1,385 women were successfully recruited to the national armed forces.

Retention Policies

The ADF have retention policies. Individual trade and officer qualification retention bonuses are offered to critically staffed categories. Additionally, one of the military superannuation schemes 'The Military Superannuation and Benefits Scheme' has a retention benefit that may be paid after 15 years of service.

There are no specific retention policies for women. There is a network to support women in the ADF (e.g. women's network groups, contact points). Each service has mentoring, networking and leadership programmes in place for women.



Reasons for Leaving the Military

The ADF carry out exit surveys to monitor why women and men leave the military. Out of 62,599 women and men serving in 2018, 962 women and 4,699 men left the armed forces. Based on the total number of personnel who left the national armed forces, 17% were military women and 83% were military men.

Women are leaving the ADF at comparable rates to men (women 8.9% and men 9.3%). Service members at Other Ranks (women at 9.9% and men at 10.1%) left the armed

forces at a higher rate than Officers (women at 6.3% and men at 7.1%). The rates of which women and men leave the ADF have remained steady over the last four years.

Historically, the Defence Your Say Survey has been used to gather data in order to examine progress against the metric variable 'reasons for leaving the ADF'. Data generated from 2013 to 2014 and from 2017 to 2018 indicated that women and men are leaving the armed forces predominantly for the same reasons. Most service members left the military due to the effect that service had on their families, to pursue a different career while still young enough, or due to a lack of job satisfaction.

Equipment, Infrastructure and Uniform Adaptation

In the ADF, military equipment (e.g. tanks, aircraft, and submarines) has been adapted for both women and men. Military facilities are adapted for both women and men. Specific female and male facilities are provided at all defence installations. Uniforms are adapted for both women and men (e.g. combat uniforms). All three Services provide gender-specific uniforms.

Parental Rights of Military Personnel

The ADF provide paternity, maternity and parental support. Legal and social support is given to both parents. The Ministry of Defence (MoD) provides paid maternity and parental leave, including provision for extended periods of leave without pay. Both parents retain access to medical and housing support entitlements during those periods. The total parental leave is 52 weeks, 14 weeks of which are paid. Maternity leave consists of 52 weeks and paternity leave consists of two weeks. Combined paternal leave consists of 66 weeks and is transferrable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the ADF is 31.4 years of age for women and 33.9 years for men. Compared to 2017, the reported average age decreased in 2018 by 0.1 years for both women (31.5 to 31.4 years of age) and increased by 0.2 years for men (33.7 to 33.9 years).

Among NCOs, the average age is 34.5 years of age for women and 37.4 years for men. Among Officers, it is 30.1 years of age for women and 32.7 years for men. Among deployed personnel, the average age is 32.6 years of age for women and 33.5 years for men.

Work-Life Balance for Military Personnel

There are specific programmes to support work-life balance for military personnel. The ADF have a flexible work policy that is available to all military personnel, which includes part-time work, variable working hours, working from alternate locations and home-based work.

Part-time employment is allowed for parental leave, elderly care, studies and other cases. There is no restriction on the circumstances for which a member can apply for part-time

leave without pay. Other cases can be negotiated between the member and Chain of Command.

Flexible hours are allowed for parental leave, elderly care, studies and other cases. The ADF recognises that allowing personnel to balance their careers and personal obligations are critical to retention. All three services are responsive to formal and informal Flexible Work Arrangements (FWA) requests. In addition, Navy and Air Force have established Flexible Employment Cells to develop the FWA policy, provide expert advice to members, commanders and supervisors, in order to pro-actively seek viable FWA solutions and to monitor the effects of flexible work practices on the delivery of capability.

The Army facilitates job sharing to gain better outcomes for both members and the units. Each service established a target of 2% of the trained permanent workforce using FWA. Additionally, there is no restriction on the circumstances for which a member can apply for variable working hours.

There are special programmes/measures to support parents when both are members of the armed forces (e.g. a commitment that services will endeavour not to deploy both serving parents at the same time). There is support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children, such as flexible working arrangements, including part-time work, variable working hours, working from alternate locations and home-based work.

Additionally, there are childcare policies; such as breastfeeding breaks, day-care for children at Defence Ministries and military installations, childcare vouchers, flexible working and service hours, variable start and finish times of working day, policy on duty assignments, provision protecting the parent from deployment as well as extra weeks of subsidised maternity/paternity leave.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the ADF, there are strategies or policies to address both sexual harassment and sexual assault, programmes and training related to their prevention, as well as appointed personnel to manage allegations. Furthermore, there are formal procedures for women and men to report incidents of sexual harassment and sexual assault.

The Sexual Misconduct Prevention and Response Office provides training and other strategies, including oversight of the Sexual Ethics Education in Defence (SEED) Learning Strategy. There are programmes and/or training related to sexual harassment prevention. Programmes include the SEED Learning Strategy, the Healthy Relationships and Sexual Ethics Foundation Package, presentations by the Sexual Misconduct Prevention and Response Office (SeMPRO), and the SeMPRO Awareness, Facilitators and Educators Network, all of which aim to ensure all ADF personnel have the required knowledge, skills and attitudes to make ethical decisions in their relationships.

The presentations include a command and management team brief, general awareness and sexual ethics scenario library. There are appointed personnel to deal with or to whom to report sexual harassment. There are formal procedures in place for women and men to report incidents of harassment. Sexual harassment reporting procedures are governed by:

1. Defence Instruction (General) Personnel 35-4 - Reporting and Management of Sexual Misconduct Including Sexual Offences;
2. Defence Instruction (General) 35-3 - Management and Reporting of Unacceptable Behaviour; and
3. Defence Instruction (General) Administrative 45-2 - Incident Reporting and Management. Defence Instruction (General) 35-3 establishes the responsibilities of the victim, perpetrator, and complaint manager and the possible actions following a complaint.

The Sexual Misconduct Prevention and Response Office (SeMPRO) develops and delivers a suite of education products and packages that are a key part of Defence's cultural change implementation. The education products are designed to increase positive behaviours, decrease sexual misconduct incidents, encourage help seeking and reporting amongst impacted personnel and to improve responses to disclosures. The Sexual Misconduct General Awareness presentation promotes the understanding of consent, reporting obligations, legal frameworks, the potential impacts of trauma and the support services available to victims. The Command and Management Team presentation is oriented towards improving Defence's organisational response to reported sexual misconduct incidents. Defence's commanders and managers learn to respond quickly and sensitively to reported incidents to promote the wellbeing of the victim and to maintain capability. SeMPRO further supports Commanders and managers to take a proactive approach to prevent sexual misconduct with scenario-based learning tools. SeMPRO provides support and case management to personnel impacted by sexual misconduct. There are formal procedures in place for women and men to report incidents of sexual assault. Sexual assault reporting procedures are governed by:

1. Complaints and Alternative Resolutions Manual; and
2. Incident Report and Management Manual.

In 2018, there have been 87 incidents of sexual harassment and 79 incidents of sexual abuse reported by women in the ADF. The types of incidents reported include sexual harassment, sexual assault (including rape), rape and other. No incidents of sexual harassment or sexual abuse were reported by men. The ADF does not collect data separately to classify stalking incidents.

National Education and Training Programmes Related to Gender Perspectives

The ADF have eight national Education and Training (E&T) programmes related to gender perspectives:

1. *Pre-Deployment Training on Women, Peace and Security.*
 - a. This is a pre-deployment training on Gender in Military Operations for personnel deploying on NATO, Coalition and UN operations. It targets all ranks. It is a part of pre-deployment training and in-theatre training.
2. *Australian Defence Force Academy Training.*
 - a. The Australian Defence Force Academy has integrated a WPS module into its Military Education continuum to be delivered across the 3-year study cycle to Officer Cadets. It targets OF-1 to OF-2. It is a part of standard national training.

3. *Australian Defence College Training.*

a. Training is provided to senior officer staff courses at the Centre for Defence and Strategic Studies (O6) and Australian Command and Staff Course (O4/O5). It targets OF-6 and higher and OF-3 to OF-5. It is a part of standard national training.

4. *Australian Civil Military Centre Training.*

a. Australian Civil Military Centre also conducts civilian-military (CIV-MIL) interactive workshops with national and foreign security sector personnel and pre-deployment training for the AFP. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is a part of standard national training.

5. *ADF Operational Gender Advisor Course.*

a. This training is dedicated to personnel deploying as a Gender Advisor (GENAD) in exercises or operations or employed in a role that the gender perspective is being mainstreamed. It targets all ranks. It is a part of pre-deployment and standard national training.

6. *Defence Attaché Women Peace and Security Awareness Training.*

a. WPS has been incorporated into training delivered through the Defence Cooperation Liaison Office and also to Defence Attaché courses. It targets OF-6 and higher and OF-3 to OF-5. It is a part of standard national training.

7. *Peace Operations Training Centre.*

a. The Australian Defence Force Peace Operations Training Centre provides a WPS training module for all personnel deploying to UN missions. It targets OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9. It is part of pre-deployment training.

8. *Air Force Gender in Military Operations Awareness Course.*

a. The Air Force developed an online awareness training package. This training provides an overview of UNSCR 1325 and how it applies to Air Force functions and operations. This training has been used as the primary introductory tool to educate Air Force members on its responsibilities under UNSCR 1325. It targets all ranks. It is part of standard national training.

Use of NATO Education and Training Tools

In 2018, no modules of the 'NATO Gender Education and Training Package for Nations' has been used in the ADF. Nonetheless, the ADF agree that the 'NATO Gender Education and Training Package for Nations' was useful for the national armed forces. The following products have been used:

1. Advanced Distance Learning (ADL) courses 168, 169, 171;
2. The General awareness training and pre-course work for the Nordic Centre for Gender in Military Operations (NCGM/SWEDINT); and
3. The Gender Advisor Course.

The NATO certified gender E&T products used in 2018 were the Gender Advisor Course, the Gender Trainings of Trainers Course, as well as the Gender Focal Point Training.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

In the MoD, there are five non-NATO certified GENADs and there are six non-NATO certified GENADs in the General Staff. In the ADF, 16 GENADs are NATO certified and 177 GENADs are non-NATO certified. The ADF has one Gender Focal Point (GFP) who is NATO certified. In 2018, two GENADs and one GFP were trained at the NCGM. Additionally, 105 GENADs have been trained through national programmes.

In 2018, four GENADs were deployed (two NATO certified and two non-NATO certified GENADs). Two non-NATO certified GFPs were deployed in 2018. Over the years, a total of four GENADs and two GFPs were deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment;*
 - a. In the ADF, each Service has a diversity and inclusion directorate that is responsible for enabling structural and cultural reform to support an inclusive and respectful working environment. The overarching program *Pathways to Change* facilitates cultural change through diversity and inclusion policies, programs and initiatives. This enhances the Defence's capability by fostering an inclusive workplace culture where individual differences are valued and leveraged for enterprise-wide and community benefit.
2. *MC recognizes the added value of the WPS Chief of Defence Network and Members and Partners should participate;*
 - a. The Chief of Defence Force (CDF) is a founding member of the WPS Chief of Defence Network.
3. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff;*
 - a. The ADF has ten dedicated GENAD positions that sit across the spectrum of the Department, with the task to further implement UNSCR 1325 and mainstream

gender perspectives. This includes a dedicated training position to run the Gender Advisor Training Course (ten courses have been completed), a network of deployed GENADs to overseas operations (Iraq, Afghanistan and Middle East Region) and Service GENADs (Army, Navy, Air Force). Australia is anticipating the release of its second National Action Plan, where the Defence will be responsible for implementing a renewed program mandate for UNSCR 1325.

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC were as follows:

The ADF Gender Advisor Personnel Framework, submitted to the Chief of Services Committee, was established after endorsement in December 2017.

Additional Information

Australia has also taken actions towards the implementation of the 2016 NCGP Recommendations to the MC. The ADF Gender Perspective Training Framework established an implementation plan to incorporate the integration of gender perspectives throughout all ADF training continuums.

The CDF plans to host a conference on WPS (April 2020) to celebrate twenty years since UNSCR 1325, with the theme *From Rhetoric to Reality*. The conference includes high-level participation from other heads of defence, academics and civil society. This will contribute to a robust international network of WPS.

Bosnia and Herzegovina



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, Bosnia and Herzegovina implemented the following policies and legislation related to integrating gender perspectives in the Armed Forces of Bosnia and Herzegovina (BiHAF):

1. Instructions on the use of maternity leave;
2. Standard Operational Procedure (SOP) of gender equality in the Armed Forces of Bosnia and Herzegovina; and
3. SOP for Points of Contacts (PoCs) designated by the BiHAF for gender equality issues.

Figure 1a. Percentage of military active duty women and men

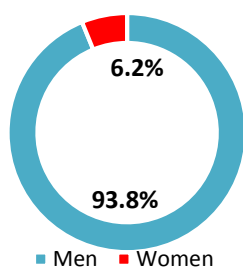


Figure 1b. Distribution of women military personnel by services

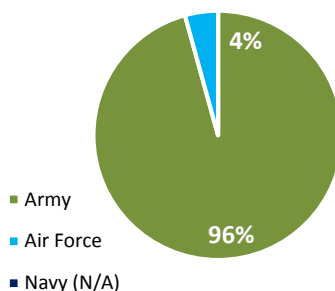


Figure 1c. Distribution of men military personnel by services

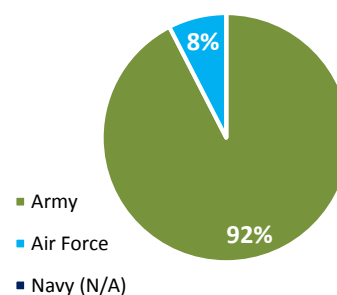


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	86.8%	5.9%
Air Force	7.1%	0.3%
Navy	0.0%	0.0%
Total	93.8%	6.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.6%	2.7%
OF 1-2	12.0%	12.3%
OR 5-9	33.6%	22.3%
OR 1-4	44.7%	62.7%

Quotas

There is no quota system for women or men in the BiHAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. There is a military entity that oversees the integration of gender perspectives in the armed forces. There is a coordination body for monitoring a National Action Plan (NAP) for the implementation of the United Nations Security Council Resolution (UNSCR) 1325 in Bosnia and Herzegovina. Representatives of the Ministry of Defence (MoD) of Bosnia and Herzegovina and the BiHAF are the members of this body, together with representatives of other institutions.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	1.5%	2.5%
Air Force	78.9%	17.1%
Navy	0.0%	0.0%
Total	80.4%	19.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.9%	2.6%
OF 1-2	0.0%	61.5%
OR 5-9	28.8%	2.6%
OR 1-4	59.4%	33.3%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	88.7%	8.1%
Air Force	3.2%	0.0%
Navy	0.0%	0.0%
Total	91.9%	8.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.2%	6.7%
OF 1-2	10.5%	0.0%
OR 5-9	25.7%	6.7%
OR 1-4	55.6%	86.7%

Reserves, National Guard and Other Military Structures

Bosnia and Herzegovina does not have a Reserve Force.

Enlistment Requirements

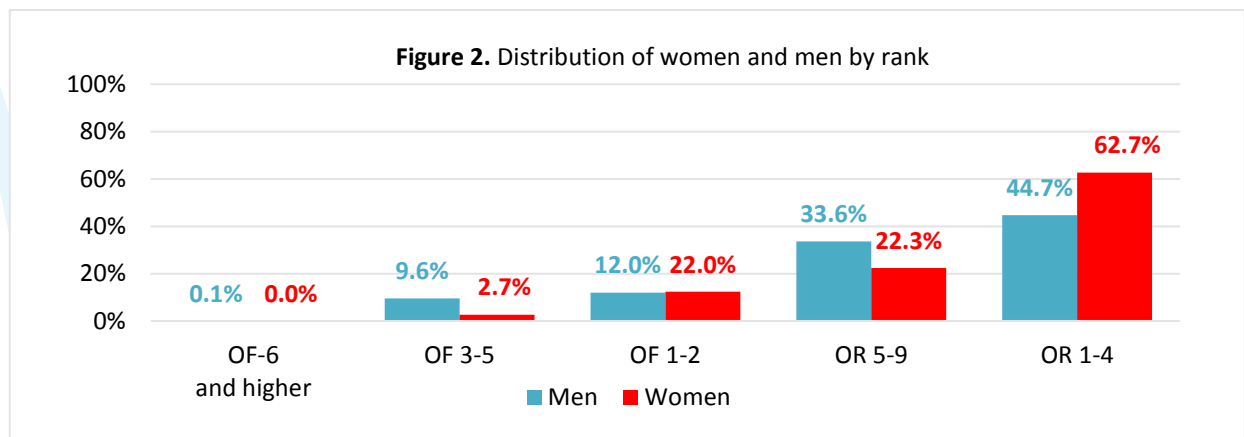
Enlistment requirements in the BiHAF are the same for women and men. However, the requirements for the physical fitness tests are different since there are different norms for women and men on the physical readiness test. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight) between women and men.

The average age range at which both women and men enlist is between the ages of 21 to 25. The average age of personnel in the armed forces does not differ from the Reserves. There are policies that promote the recruitment of women in the military, such as the regular promotion of the military profession.

During 2018, out of 323 applicants, 67 women were successfully recruited to the armed forces. Out of 2,300 men who applied to the armed forces, 618 were successfully recruited. All women and men who were recruited to the armed forces also successfully completed the basic training.

Retention Policies

The BiHAF do not have retention policies, nor specific retention policies for women. There is no network in the BiHAF to support women in the military.



Reasons for Leaving the Military

The BiHAF carry out exit surveys to monitor why women and men leave the military. The national armed forces maintain a record and monitor resignations from personnel in the Army based on any reasons (personal request, pension, death, unduly absence, etc.) mentioned in the request for release from the professional army service. After resignation, official consultation sessions are arranged.

In 2018, 31 out of 560 women and 425 out of 8,528 men left the armed forces. Based on the total number of personnel who left the national armed forces, 6.8% were women and 93.2% were men. Most service members left the BiHAF due to personal undisclosed reasons, because of retirement and other reasons such as termination of service by mutual agreement, permanent disability, death, or absence without justification/permission.

Equipment, Infrastructure and Uniform Adaptation

In the BiHAF, no military equipment has been ergonomically adapted for both women and men. Military facilities are adapted for both women and men by adjusted sleeping rooms and sanitary facilities. Military uniforms are not designed to fit both women and men of various body compositions.

Parental Rights of Military Personnel

The BiHAF provide paternity and maternity leave, which is regulated by the Labour law in the institutions of BiH, as well as by the Law on salaries and other fees for employees in the institutions of BiH. Both maternity and paternity leave each consist of 12 months. The parental leave is transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the BiHAF is 33 years of age for women and 37 years for men. Among NCOs, the average age for women is 32 years of age and for men it is 35 years. Among Officers, it is 39 years of age for women and 44 years for men. Among personnel deployed in operations, it is 31 years of age for women and 36 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support the work-life balance of personnel. Options for part-time work and flexible working hours are not made available. There are no special measures to support dual-service couples. There are no policies to support single/divorced parents or widows/widowers providing childcare, nor is there a childcare policy.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the BiHAF, there are strategies or policies to address sexual harassment and sexual assault, as well as programmes and training related to their prevention. There is appointed personnel to manage allegations and formal procedures do exist for women and men to report incidents. Among strategies or policies addressing sexual harassment and sexual assault, there exists:

1. A guide for the implementation of effective measures for prevention of harassment based on gender and sexual harassment at work in institutions of BiH;
2. A Peace Support operation training centre course on the Prevention of Sexual Harassment;
3. An Inspectorate General of MoD BiH and POC-s for gender issues; and
4. An application "My inspector" and ethics telephone line on the MoD website.

In 2018, no incidents of sexual harassment or sexual assault in the national forces have been reported.

National Education and Training Programmes Related to Gender Perspectives

The BiHAF have eight national Education and Training (E&T) programmes at different levels and centres.

These programmes on gender and gender issues intend to strengthen the integration of gender perspectives at the level of the MoD, the BiHAF, Joint Staff and Operative Command (strategic-operational level). Additionally, they aim at integrating a gender

perspective for staff at the level of brigade command and lower units of the BiHAF (tactical level), which extends to training of the units and other state organizations and partners, which are deployed to UN and NATO-led operations and missions (pre-deployment training).

These programmes are included in several trainings, such as in the Basic soldier training, the Basic NCO training, the Basic Officer training, Pre-deployment training, Staff Officers Course, Command Staff Course, Leadership Development Course. Furthermore, the PSOTC (Peace Support Operations Training Centre) has developed the “Utility of Gender on Peace Support Operations” a gender-specific NATO-accredited course which is being held annually for BiHAF members, and other international students, police and military officers from the Western Balkans that would effectively serve in future missions.

During these trainings, the following topics are addressed: gender equality, sexual harassment based on gender and sexual harassment generally, mobbing, discrimination, Codes of Ethics and Code of Conduct, Hate Speech, Gender Equality in the BiHAF, as well as prevention of sexual harassment.

Use of NATO Education and Training Tools

In 2018, the BiHAF used Module 2 (Tactical Level) and Module 3 (Pre-deployment) of the “NATO Gender Education and Training Package for Nations”. Module 1 (Strategic Operational Level) was not used. The BiHAF strongly agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

The NATO certified gender E&T product used in 2018 was the Utility of Gender in Peace Support Operations Course. Additionally, the Advanced Distance Learning courses 168 and 169 have been used by the national armed forces.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Bosnia and Herzegovina have personnel with the Gender Focal Point (GFP) qualification in the MoD, the General Staff, and their national armed forces. There is one GFP in the MoD and one GFP in the General Staff, who are non-NATO certified, and there are 142 GFPs in the national armed forces, who are non-NATO certified. There is no personnel with the Gender Advisor (GENAD) qualification in the MoD, the General Staff, or the Armed Forces.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment;*
 - a. The Code of Ethics in the BiHAF and other codes related to members of the defence system in BiH are ensuring an appropriate working environment.
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization;*
 - a. In the national armed forces, training and proper informing contribute to the prevention and response mechanisms of complaints. This is supported by the position of the Inspectorate General of MoD BiH and parliamentary military commissioners, as well as by disciplinary proceedings.
3. *MC recognizes the added value of the WPS Chiefs of Defence (CHODs) Network and Members and Partners should participate;*
 - a. On behalf of the BiHAF, the CHOD joined the WPS CHODs Network.
4. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence;*
 - a. The PSOTC developed a course and curriculum related to the prevention of sexual and gender-based violence in armed conflict.
5. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff;*
 - a. Bosnia and Herzegovina established an action plan for the implementation of UNSCR 1325 for the period from 2018 to 2022.

Actions taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC were as follows:

1. *Integration of the Gender Perspective in the development of the military concept of Projecting Stability;*
 - a. The BiHAF incorporated pre-deployment training and basic military training during admission in military service, as well as joint training with EUFOR.
2. *Integration of NATO and Allied Gender Perspective's best practices in NATO and/or NATO-led capacity building activities.*

Republic of Ireland



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, the Second Irish Defence Forces Action Plan on the implementation of the United Nations Security Council Resolution (UNSCR) 1325 was under review, with the aim to publish the third iteration of the Action Plan.

Figure 1a. Percentage of military active duty women and men

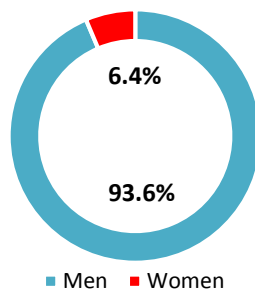


Figure 1b. Distribution of women military personnel by services

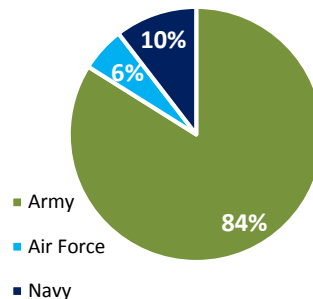


Figure 1c. Distribution of men military personnel by services

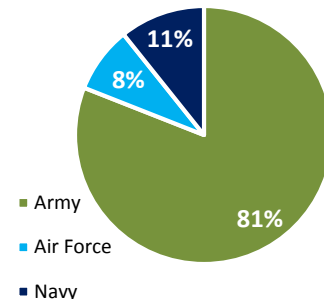


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	75.8%	5.4%
Air Force	7.8%	0.4%
Navy	10.0%	0.7%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.2%
OF 3-5	5.8%	0.1%
OF 1-2	7.2%	16.3%
OR 5-9	17.3%	11.6%
OR 1-4	69.9%	62.9%

Quotas

There is no quota system for women or men in the Irish Defence Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the

armed forces. The Defence Forces Gender Advisor (GENAD) oversees integrating gender perspectives in the military.

Reserves, National Guard and Other Military Structures

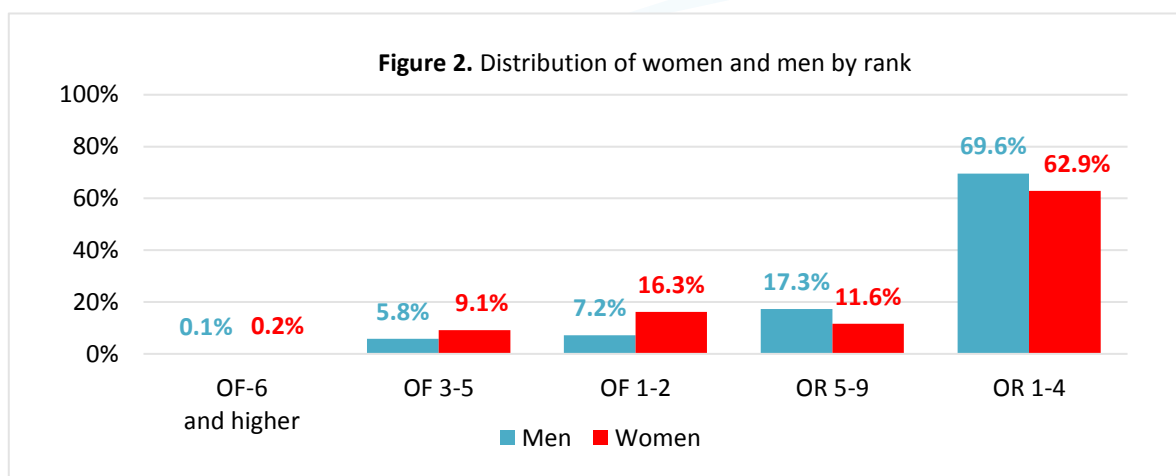
There are no policies to support entry into the Reserves or other military structures as a civilian employee. There are no policies to compensate the employer when hiring civilians who have joined military structures, such as Active Reserves. There are also no incentives or bonuses for civilian employees to enter Reserves or other military structures.

Enlistment Requirements

Enlistment requirements in the Irish Defence Forces are the same for women and men; however, the requirements for the physical fitness tests are different. In this regard, the time of completion for a 2.4km run is 13:10 minutes for women and 11:40 minutes for men. Additionally, the push-up requirement is modified. There are no differences in enlistment requirements related to physical characteristics (e.g. height and weight) between women and men.

The average age range at which both women and men enlist is between the ages of 18 and 20. The average age of personnel in the national armed forces is the same as the Reserves. Additional service specific programmes to encourage the recruitment of women exist, including targeted recruitment initiatives such as gender-specific advertising, educational visits and initiatives with national women's sports leagues.

During 2018, out of 729 applicants, 32 women were successfully recruited to the armed forces. Out of 4,829 men who applied to the armed forces, 460 were successfully recruited. Approximately 59.4% of the women and 77.2% of the men who were recruited successfully completed basic training.



Retention Policies

Some of the Irish Defence Forces' retention policies include options for shorter overseas deployment and remote working. The national armed forces do not have retention policies specifically for women. However, the Defence Forces Women's Network supports women in the military and aims at identifying actual or perceived barriers to the participation and progression of service women within the organization.

Reasons for Leaving the Military

The Irish Defence Forces carry out exit surveys to monitor why women and men leave the military. When personnel leave the armed forces, they are asked to complete a survey on a voluntary basis.

In 2018, 53 out of 603 women and 678 out of 8,852 men left the armed forces. Based on the total number of personnel who left the Irish Defence Forces, 7.25% were women and 92.75% were men in the military. Most service members left the armed forces because they found it difficult to balance work and family life, in order to pursue a different career and/or educational opportunity or due to retirement. In addition, while women also left the armed forces because of an injury, men also left because they were dissatisfied with military salaries.

Equipment, Infrastructure and Uniform Adaptation

In the Irish Defence Forces, no military equipment has been ergonomically adapted for both women and men. Military facilities have not been adapted, but there are designated accommodation facilities for women and men.

Parental Rights of Military Personnel

The Irish Defence Forces provide paternity, maternity and parental leave. The administrative and/or medical support system corresponds with national legislation. Maternity leave consists of 26 weeks of paid leave, with the option of additional 16 weeks of unpaid leave. Paternity leave consists of two weeks. Parental leave is not transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the Irish Defence Forces is 36 years of age for women and men. Among NCOs, the average age for women is 39 years of age and 40 years for men. Among Officers, it is 36 years of age for women and 37 years for men. Among OR 1-3, the average age for women is 29 years of age and 24 years for men.

Work-Life Balance for Military Personnel

There are specific programmes to support work-life balance for military personnel. When operationally appropriate, remote work is permitted. Part-time employment and flexible working hours are not permitted.

There are special measures to support dual service couples, such as the possibility of being excused from certain duties and from concurrent deployment or travel of parents. There are no policies to support single/divorced parents or widows/widowers providing childcare, however, there is informal support within units. While there is no childcare-facility in the Defence Forces, however, a Maternity Policy provides for childcare services, pertaining especially to mother and childcare pre and post pregnancy.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the Irish Defence Forces, there are strategies and policies to address sexual harassment. There are programmes and training related to their prevention, as well as appointed personnel to manage allegations. There are formal procedures in place for women and men to report incidents.

In 2018, there have been no incidents of sexual harassment or sexual assault reported in the Defence Forces.

National Education and Training Programmes Related to Gender Perspectives

Training on the gender perspective is incorporated into training syllabi at all levels of the organisation to include induction training, overseas pre-deployment and specialised instructor training, as well as on career courses for all ranks. The gender perspective is also a feature of Mission Readiness Exercises for overseas deployments as well as within training establishments more generally. A specific Gender Focal Point Course syllabus was also designed specifically for overseas pre-deployment training and is issued by the United Nations Training School Ireland. Furthermore the Defence Forces avail of various international training courses in the area of gender.

Use of NATO Education and Training Tools

In 2018, all modules of the “NATO Gender Education and Training Package for Nations” were used by the Irish Defence Forces. The Defence Forces agree that the NATO Gender Education and Training Package for Nations was useful for the national armed forces.

The following NATO certified gender Education and Training products used in 2018 were the Senior Leaders Seminar, the Gender Advisor Course, the Gender Training of Trainers Course, the Gender Focal Point Training and the Utility of Gender in Peace Support Operations Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The Irish Defence Forces currently have 25 qualified GENADs certified by NATO, EU and UN training courses, predominantly the GENAD and Gender Training of Trainers Courses in SWEDINT (two additional personnel qualified in 2018).

The organisation has Gender Focal Points (GFPs) embedded at all levels of the organisation from Defence Forces Headquarters to unit level. GFPs are certified by the Defence Forces' GFP Training syllabus with courses conducted by qualified GENADs. GFPs and GENADs are deployed with all Defence Forces troop rotations. The Defence Forces have not however deployed personnel in specific 'Gender' appointments, such as mission-GENADs.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

With regard to the 2018 and 2017 NATO Committee on Gender Perspectives Recommendations (NCGP) to the Military Committee (MC), the Irish Defence Forces continue to integrate the various NCGP Resolutions through the implementation of the Defence Forces Action Plan on Women, Peace and Security (WPS).

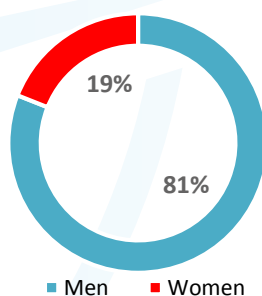


Specific Policies and/or Legislation Related to Integrating Gender Perspectives

During 2018, several new policies or legislation related to integrating gender perspectives in the Moldovan National Army were enforced:

1. The National Programme for the Implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) 2018-2021 was drafted and the Action Plan for the implementation of the new programme was approved by the Government's Decision No. 259 on 28 March 2018;
2. The National Strategy 2018-2023 on preventing and combating violence against women and domestic violence was approved by the Government's Decision No. 281 on 03 April 2018;
3. The National Action Plan 2018-2022 in the field of Human Rights was approved by the Parliament's Decision No. 89 on 24 May 2018;
4. The Action Plan of the Ministry of Defence (MoD) of the Republic of Moldova on the implementation of UNSCR 1325 on Women, Peace and Security within the National Army of the Republic of Moldova was approved by the Order of the Minister of Defence No. 519 on 12 July 2018; and
5. The Law No. 184 for amending some legislative acts was approved by the Parliament on 26 July 2018, specifically granting the right for service men to benefit from paternal leave.

Figure 1. Percentage of military active duty women and men



Quotas

There is no quota system for women or men in the Moldovan National Army.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

In the Moldovan National Army, the following military entities oversee the integration of gender perspectives into the national armed forces:

1. Human Resources Development and Military Education Policy Directorate (Human Resources Development and Military Education Policy Directorate Regulation, approved by Order of the Minister of Defence No. 628 on 9 October 2017) is a subdivision with the mission to contribute to the achievement of the objectives and strategic directions of activity of the MoD by promoting and monitoring the implementation within the National Army of public policies and regulations regarding ensuring gender equality;
2. Ministry of Defence Coordinating Group on Gender Perspectives (Coordinating Group on Gender Perspectives Regulation, approved by Order of the MoD No. 203 on 22 March 2018). The mission of this group is to ensure a complex approach to gender equality in MoD policies and regulations in all fields, including in the process of their implementation, as well as at all decision-making levels; and
3. Gender Focal Points (GFPs) within the following subdivisions: Defence Policy and Defence Planning Directorate MoD, Human Resources Development and Military Education Policy Directorate MoD, Financial and Technical-Material Resources Planning Directorate MoD, Policy Analysis, Monitoring and Evaluation Section MoD, J1 Personal and Mobilization Directorate from the Main Staff of the National Army, Legal Directorate from the Main Staff of the National Army (Gender Focal Point Regulation, approved by Order of the MoD No. 203 on 22 March 2018).

Reserves, National Guard and Other Military Structures

There are several policies approved by the Parliament and/or Government's decision to support entry into the Reserves, Carabinieri Troops or other military structures, as a civilian employee, such as:

- The Law No. 1192-XV on preparation for mobilization approved on 04 July 2002;
- The Law No. 1244-XV on the Reserve armed forces approved on 18 July 2002;
- The Law No. 1245-XV on preparing citizens for homeland defence approved on 18 July 2002;
- The Law No. 345-XV on national defence approved on 25 July 2003;
- The Law No. 162-XVI on the status of the military approved on 22 July 2005;
- The Law No. 158-XVI on public function and the status of civil servants approved on 04 July 2008;
- The Labour Code of the Republic of Moldova approved on 28 March 2003;
- The National Programme "Professional Army 2018-2021" approved by Government's Decision No. 601 on 27 June 2018;

- The National Defence Strategy and the Action Plan on the implementation of the National Defence Strategy 2018-2022 approved by Parliament's Decision No. 134 on 19 July 2018; and
- The Military Strategy and the Action Plan for the implementation of the Military Strategy 2018-2022 approved by the Government's Decision No. 961 on 03 October 2018.

There are no policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. There are incentives and bonuses for civilian employees who enter Reserves, the Carabinieri Troops or other military structures, such as compensation provided in lieu of salary in the amount determined by the MoD and five days of additional leave on top of ordinary leave for Reservists who serve in the Active Reserve for more than 15 years. Furthermore, there are additional policies related to free medical care in military medical institutions for Reservists who serve in the Active Reserves for more than 20 years; free accommodation provisions while serving; as well as other benefits that are provided by law.

Enlistment Requirements

Enlistment requirements in the Moldovan National Army are not the same for women and men. Women may be employed without initial military training after they have reached the age of 18 and have received specialized training. For contract military service, men are eligible after initial military training (after at least six months of conscript service, after completing short-term military service or after graduating from the military training departments within the higher educational institutions), after they have reached the age of 18. Also, in accordance with the national legislation, only men are eligible for conscript service (which is mandatory for all men who have reached the age of 18) and for short-term military service.

Enlistment requirements for the physical fitness test in the Moldovan National Army are different for women and men. Norms for the men's physical training are higher than for women (e.g. for men 3 km cross and for women 1 km cross; push-ups only for men etc.). Differences in enlistment requirements are related to physical characteristics (e.g. height, weight) and are lower for women than for men (e.g. the minimum height of 165 cm for women and 170 for men).

In the Moldovan National Army, the average age range at which both women and men enlist is between the ages of 26 and 30. The average age of personnel in the armed forces is different from the Reserves.

There are several policies that promote the recruitment of women in the Moldovan National Army, such as

- The Strategy to ensure equality between women and men in the Republic of Moldova for the years 2017-2021 and the Action Plan on its implementation;
- The National Programme for the Implementation of UNSCR 1325 on WPS for the years 2018-2021 was drafted and the Action Plan on its implementation;
- The National Programme "Professional Army 2018-2021";

- The National Defence Strategy and the Action Plan on the implementation of the National Defence Strategy for the years 2018-2022; and
- The Military Strategy and the Action Plan for the implementation of the Military Strategy for the years 2018-2022.

Retention Policies

There are no retention policies in the Moldovan National Army nor are there any specific retention policies for women.

There are networks to support women in the Moldovan National Army, such as the MoD Coordination Group on Gender Perspectives and the Gender Focal Points within the Human Resources Development and Military Education Policy Directorate MoD, and the J1 Personal and Mobilization Directorate from the Main Staff of the National Army and Legal Directorate from the Main Staff of the National Army.

As of 31 December 2018, the active duty military personnel of the National Army was composed of 19% women and 81% men. Officers of the National Army were composed of 19 % women and 81% men. Among female officers of National Army, 53% are in middle and senior positions. Among civilian employees of the National Army, 63% are women and 37% men. Out of the total number of (military/civilian) personnel of the National Army, 2% represent women in top-leadership positions.

Reasons for Leaving the Military

The Moldovan National Army carries out exit surveys to monitor why women and men leave the military. In accordance with Moldovan military regulations, at least 10 days before dismissal, military and civil servants must have an interview with their Commander and with Human Resources representatives, in order to identify their reasons for leaving. Also, psychologists conduct periodic surveys in order to identify the reasons why military personnel leave the armed forces.

Most service members left the military because they found it difficult to balance work and family life, due to dissatisfaction with military salaries, limited leadership opportunities, for personal undisclosed reasons, in order to pursue a different career and/or educational opportunity, or due to retirement. Women also left the armed forces due to the dangerous working environment.

Equipment, Infrastructure and Uniform Adaptation

In the Moldovan National Army, no military equipment or military facilities have been ergonomically adapted for both women and men.

Parental Rights of Military Personnel

The Moldovan National Army provide paternity, maternity and parental leave. Maternity leave consists of 18 weeks and paternity leave consists of two weeks. Parental leave is transferable between parents.

Legal social support is provided to mothers during pregnancy and both parents of a newborn. Women benefit from maternity leave, which includes pre-maternity leave for 70 calendar days (112 calendar days for pregnancies with three or more children) and a postnatal leave of 56 calendar days. In cases where complications occur at birth or in cases of giving birth to two or more children, the post-maternity leave comprises 70 days. The father is entitled to paternity leave for 14 calendar days. Paternity leave is granted upon written request, within the first 56 days after childbirth. After the end of maternity leave, the mother or father is granted leave for childcare upon written request, which is partly paid until the child is of the age of three. The allowance is covered by the State social insurance budget. The partially paid leave for childcare (parental leave) may be used in whole or in part at any time until the child is three years old.

Average Age of Military Personnel

The average age of military personnel serving in the Moldovan National Army is 31 years of age for women and 36 years for men. Compared to 2017, the reported average age remained the same for both women and men.

Among NCOs, the average age is 26 years of age for women and 30 years for men. Among Officers, it is 35 years of age for women and 38 years for men. Among personnel deployed in operations, it is 33 years of age for women and 32 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support work-life balance of personnel. Part-time employment is allowed in the case of educational studies. Flexible working hours are allowed in the case of childcare.

There are no special measures to support dual service couples. However, there are policies to support single/divorced parents or widows/widowers providing childcare. This support is provided by the Law No. 162-XVI on the status of the military, approved by Parliament on 22 July 2005 and the Regulations regarding military service in the armed forces, approved by Government's Decision No. 941 on 17 August 2006. Support provided covers leave for family reasons, leave for the care of a sick child up to 10 years of age, leave for the care of a child up to 18 years of age suffering from oncological disease or with a disability due to a chronic disease.

Mandatory annual leave is granted upon request, at any time of the year, for several categories, including:

- Military personnel with two or more children under the age of 16;
- Military personnel with disabled children under the age of 16;
- Military single parents caring for children under the age of 16;
- Dual service couples taking leave at the same time, if possible; and
- Military personnel whose spouses are on parental leave.

Childcare policies include breastfeeding breaks, extra weeks of subsidized maternity or paternity leave, flexible working and service hours or variable start/finish times of working day, as well as policies on duty assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the Moldovan National Army, there are strategies and policies to address sexual harassment and sexual assault. There are programmes and training related to their prevention, as well as appointed personnel to manage allegations. There are formal procedures in place for women and men to report incidents.

These are outlined in the strategy for ensuring equality between women and men in the Republic of Moldova 2017-2021 and the Action Plan on its implementation. In the armed forces, there are several hours of training on the prevention of sexual harassment and sexual abuse, which are included in the Annual Army Training Programme.

In addition, military staff undergoing preparation to participate in missions are trained accordingly. This training includes the Code of Conduct and civil-military engagement in missions, as well as training on specific behaviour for certain cultural environments, e.g. education on rules to be followed when interacting with women in Muslim communities, in order to avoid conflict.

Women and men can report sexual harassment to several points of contact, such as to the MoD Coordinating Group on Gender Perspectives, to GFPs, to the Chief/Commander; to the General Inspection Directorate of the Military Inspectorate, or to the Military Police. Additionally, there are 24/7 hotlines in place, where victims can report incidents to the higher authorities.

In 2018, there have been no incidents of sexual harassment or sexual assault reported by women or men in the Moldovan National Army.

National Education and Training Programmes Related to Gender Perspectives

The Moldovan National Army have one education and training (E&T) programme related to gender perspectives. A four-hour training module offered to service members includes the main topics of Basic Gender Definitions and Terms, Integration of Gender Perspectives in Peace Support Operations, the WPS Agenda, the Prevention of Sexual Harassment and Sexual Exploitation and Abuse, as well as Conflict-Related Sexual and Gender-Based Violence. It is part of the pre-deployment training. The programme targets personnel in OF-1 to OF-2, OR-5 to OR-9, and OR-1 to OR-4.

Use of NATO Education and Training Tools

In 2018, no modules of the “NATO Gender Education and Training Package for Nations” were not used by the Moldovan National Army. The NATO certified gender E&T products used in 2018 were the Key Leader Seminar and the Gender Training of Trainers Course.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning; however, it is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

The organizational structure of the Moldovan National Army does not include the position of a Gender Advisor (GENAD); however, it provides for the position of a dual-hatted GFPs. In this regard, the National Army has four GFPs in the MoD and two GFPs in the General Staff who are non-NATO certified. In 2018, six GFPs were trained through periodic trainings and workshops on gender equality by the UN Women Moldova Country Office, as well as through seminars on gender in Security Sector Reform by the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (United Nations Development Programme).

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
 - a. During 2018, a gender analysis of the Code of Professional Conduct of the National Army of 2016 was carried out, and the recommendations regarding its improvement from the perspective of ensuring and promoting gender equality were elaborated and submitted for approval.
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. In 2018, the elaboration of the internal procedures regarding the prevention and combating of discrimination, sexual harassment and gender-based violence within the national army was initiated. Thus, during joint working sessions with the participation of representatives of the MoD, Ministry of Internal Affairs, General Police Inspectorate, General Border Police Inspectorate, General Carabinieri Inspectorate, the UN Women Moldova Country Office and interested civil society organizations (NGOs), the concept of the Regulation on the prevention and combating of discrimination, harassment and gender-based violence was presented, and the proposals for the prevention and investigation of harassment, sexual harassment and other destructive phenomena have been discussed.
3. *MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.*
 - a. By Government Decision no. 259 of 28 March 2018, the National Program for the Implementation of UNSCR 1325 on Women, Peace and Security for the years 2018-2021 and the Action Plan were approved. Following this decision, the Action Plan

of the MoD on the implementation of UNSCR within the National Army of the Republic of Moldova was developed. The plan was approved on 12 July 2018.

No measures were taken in 2018 towards the implementation of the 2017 NCGP Recommendations to the MC.

Additional Information

While the organizational structure of the Moldovan National Army does not include the position of a GENAD, a Memorandum of Understanding between the Moldovan MoD and the UN Women Moldova Country Office provides for counselling on gender equality for the period of 2020-21. This counselling will strengthen the MoD's capabilities in the political and legal domain to establish a GENAD position at the strategic level.



New Zealand

Specific Policies and/or Legislation Related to Integrating Gender Perspectives

In 2018, policies and legislation related to integrating gender perspectives in the New Zealand Defence Force (NZDF) were enforced. In the 2018/19 July to June Government Financial year the following steps were taken:

1. Proposal to include 30% of women on all NZDF decision making boards (including staff from Regular Force, Reservist, Senior Civilian women within or outside of NZDF);
2. Update to the policy to support members during pregnancy and breastfeeding; and
3. Incorporation of gender as a design principle by the NZDF Defence Estate and Infrastructure.

Figure 1a. Percentage of military active duty women and men

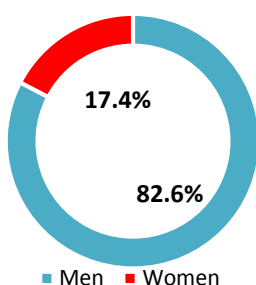


Figure 1b. Distribution of women military personnel by services

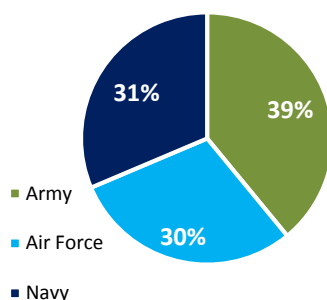


Figure 1c. Distribution of men military personnel by services

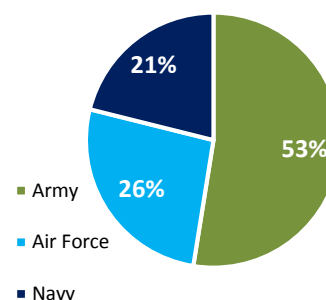


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	58.6%	10.3%
Air Force	9.0%	3.0%
Navy	14.6%	4.5%
Total	82.3%	17.7%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	12.1%	11.1%
OF 1-2	8.9%	10.3%
OR 5-9	19.0%	16.6%
OR 1-4	58.0%	60.5%

Quotas

There is no quota system for women or men in the NZDF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

There is a military entity that oversees integrating gender perspectives in the military: The Programme Lead Wāhine Toa is a position (Lt Col equivalent) overseeing the recruitment and retention of women in the NZDF to support operational effectiveness. This is done by considering career advancement and fostering an inclusive culture from a gender lens. The Programme Lead Wāhine Toa reports to the Director of Diversity and Inclusion and is responsible for the following tasks:

- Supporting the establishment of gender targets with the Services;
- Supporting Defence Recruiting in increasing the number of women interested in a military career;
- Supporting retention of women within the NZDF;
- Promoting the availability of flexible working arrangements;
- Addressing issues in conjunction with the Services (e.g. uniforms, policies, practices, culture, and other barriers for women);
- Representing women in the NZDF through a sustainable women's advisory network (WAN);
- Ensuring all decision making boards have 30% gender representation;
- Ensuring the support tools and processes for career advancement are free from gender bias;
- Developing gender guidelines to support elimination of gender bias;
- Developing gender checklist for new projects that impact on;
- Supporting Operation Respect activities related to prevention of harmful and inappropriate behaviour;
- Celebrating women in the NZDF.

Reserves, National Guard and Other Military Structures

There are currently no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee.

There are no policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves, nor are there incentives and bonuses for civilian employees who enter Reserves, the National Guard or other military structures.

Figure 2a. Percentage of Reserve Force women and men

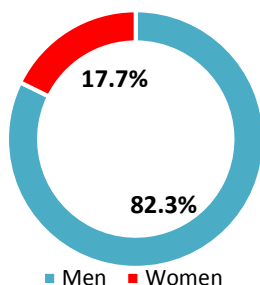


Figure 2b. Distribution of Reserve Force women by services

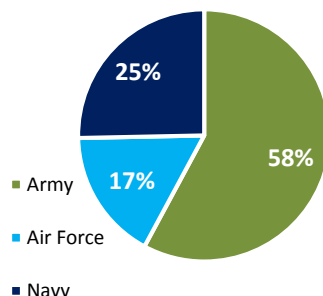


Figure 2c. Distribution of Reserve Force men by services

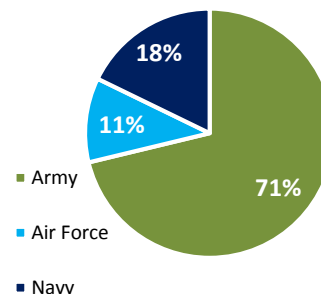


Table 2. Reserve Force Personnel

Service	Men	Women
Army	58.6%	10.3%
Air Force	9.0%	3.0%
Navy	14.6%	4.5%
Total	82.3%	17.7%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	12.1%	11.1%
OF 1-2	8.9%	10.3%
OR 5-9	19.0%	16.6%
OR 1-4	58.0%	60.5%

Enlistment Requirements

Enlistment requirements in the NZDF are the same for women and men, but requirements for the physical fitness tests are different, which are adapted to the age and gender of the applicant.

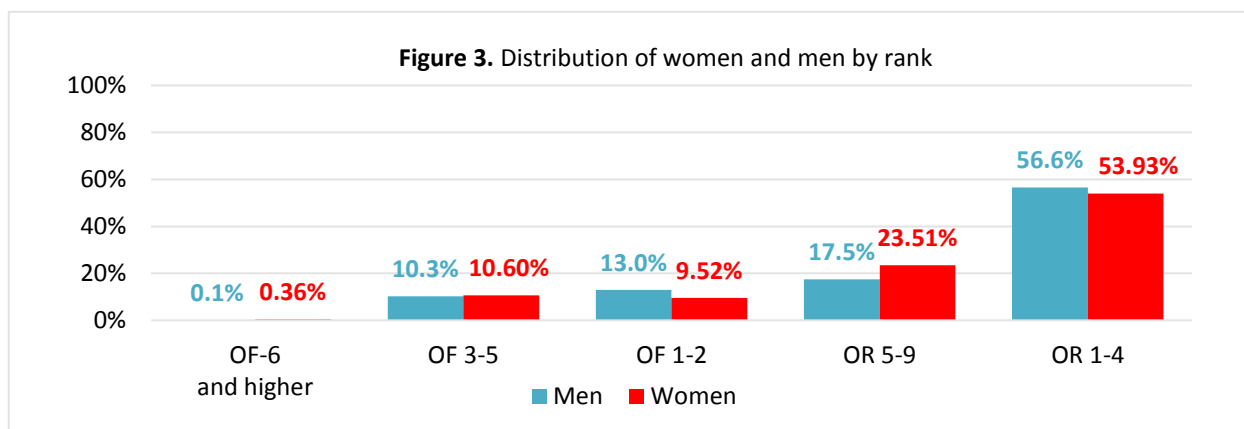
In the NZDF, the average age range at which both women and men enlist is between the ages of 18 and 20. The average age of personnel in the armed forces is different from the Reserves. There are no special policies that promote the recruitment of women into the military.

During 2018, out of 2,018 applicants, 168 women were successfully recruited to the armed forces. Out of 5,293 men who applied to the armed forces, 563 were successfully recruited. In 2018, approximately 78.6% of the 168 women and 87.4% of the 563 men who were recruited to the armed forces successfully completed the basic training.

Retention Policies

The NZDF have retention policies which consist of career management advisory boards, flexible working and parental leave. The NZDF has a specific retention policy for women comprising an incentive for return from parental leave.

The Women's Advisory Network supports women in the NZDF. It is led by a centralized Steering Group and provides for networks across locations, services, rank levels, and includes civilian personnel as well as men.



Reasons for Leaving the Military

The NZDF carry out exit surveys and the Pulse survey to monitor why women and men leave the military. In 2018, most service members left the armed forces because they found it difficult to balance work and family life and due to lack of stability.

Equipment, Infrastructure and Uniform Adaptation

In the NZDF, no military equipment has been ergonomically adapted for both women and men. However, there is equipment that fit both women and men (e.g. the Epic Body Armor System). Personal Protective Equipment (Chemical, Biological, Radiological, and Nuclear-suits, goggles) have been ergonomically adapted. Military facilities are not adapted, however, military uniforms have been designed to fit both women and men.

Parental Rights of Military Personnel

The NZDF provide paternity, maternity, and parental support. Both maternity and paternity leave consist of 52 weeks each. Combined parental leave also consisting of 52 weeks. Parental leave is transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the NZDF is 31 years of age for women and 33 years for men. Compared to 2017, the reported average age in 2018 increased by two years for women (29 to 31 years of age) and by one year for men (32 to 33 years of age).

Among officers, the average age is 36 years of age for women and 39 years for men. Among other ranks, it is 29 years of age for women and 32 years for men. Among deployed personnel, the average age is 31 years of age for women and 33 years for men.

Work-Life Balance for Military Personnel

There are specific programmes to support work-life balance for military personnel through the Formalize Flexible Work Arrangements Policy. Part-time employment and flexible working hours are allowed in cases of childcare, need to care for the elderly or the sick and educational studies.

There are special provisions to support dual service couples outlined in the Defence Force Orders for Service Couples.

As such, this enables dual service couples to be deployed in the same region and allows them to request alternative posting options (e.g. unaccompanied or temporary posting), flexible working arrangements, or leave without pay. Additionally, these provisions protect dual service couples from being posted in a command relationship with one another.

There is a childcare policy, which intends to increase operational effectiveness, wellbeing and retention of members of the NZDF through the provision of childcare assistance. The provisions of such a policy recognize family members' value and responsibilities towards childcare, and ensures the retention of parents to the NZDF.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the NZDF, there are strategies and policies to address sexual harassment and sexual assault. There are programmes and training related to their prevention, as well as appointed personnel to manage allegations. There are formal procedures in place for women and men to report incidents. Preventive education regarding sexual harassment and sexual assault are systematically provided in all military schools for all recruits.

In 2018, there have been eight cases of sexual harassment, indecent assault, and indecent acts reported by women. Additionally, there have been eight cases of sexual violation/rape reported by women and two by men.

National Education and Training Programmes Related to Gender Perspectives

The NZDF do not have any national Education and Training (E&T) programme related to gender perspectives.

Use of NATO Education and Training Tools

In 2018, Module 3 of the "NATO Gender Education and Training Package for Nations" was used by NZDF. The NZDF neither agree nor disagree that the "NATO Gender Education and Training Package for Nations" was useful for the national armed forces.

The NATO certified gender E&T products used in 2018 were the Gender Advisor Course and the Gender Focal Point Training.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

New Zealand has five Gender Advisors (GENADs) in the national armed forces who are NATO certified. In 2018, two GENADs were trained by the Nordic Centre for Gender in Military Operations. In 2018, one NATO certified GENAD has been deployed. There are no Gender Focal Points (GFPs) in the MoD, General Staff, or national armed forces.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

In 2017, the NZDF took action towards gendered representation for boarding parties and crews on vessels that may be involved in rescues at sea. This included training women in these roles and training personnel on the wellbeing and safety of women and girls.

In 2018, the NZDF worked to implement a programme for Female Engagement Teams to support operations where a mix of skillsets are required to support operational patrols (e.g. interviewing and gathering information from women, to find out data about their safety and wellbeing etc.). The NZDF worked to incorporate the NCGP Recommendations into Business As Usual HR, Diversity & Inclusion work, and Operational planning.

Republic of North Macedonia



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Army of the Republic of North Macedonia were enforced during 2018.

Figure 1a. Percentage of military active duty women and men

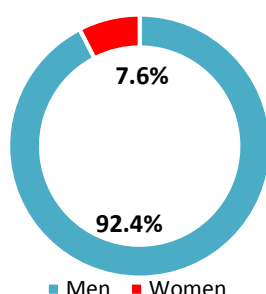


Figure 1b. Distribution of women military personnel by services

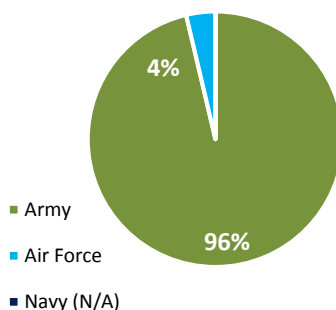


Figure 1c. Distribution of men military personnel by services

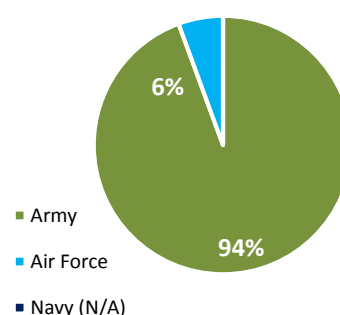


Table 1. All Active Duty Military Personnel

Service	Men	Women
Army	87.3%	7.3%
Air Force	5.2%	0.3%
Navy	0.0%	0.0%
Total	92.4%	7.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.00%
OF 3-5	11.3%	15.73%
OF 1-2	3.5%	12.04%
OR 5-9	21.9%	36.31%
OR 1-4	63.1%	35.92%

Quotas

There is no quota system for women or men in the Army of the Republic of North Macedonia.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces.

A military entity oversees integrating gender perspectives in the military. The Integration of Gender Perspectives in the Ministry of Defence (MoD) and the Army during 2018 was managed by a Coordinator and a Deputy-Coordinator for Equal Opportunities. The role of the Coordinator and their Deputy corresponds with the Law of Equal Opportunities, the National Strategy for Equal Opportunities and the Strategy and Methodology for Gender Responsive Budgeting. The coordinator and their deputy implement the provisions of the Law and the Strategies, manage gender-related activities, advise on the inclusion of gender perspectives in the strategic documents and programmes and report the shortfalls and the progress.

Table 2. Active Duty in All Operations

Service	Men	Women
Army	92.2%	7.8%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	92.2%	7.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.00%
OF 3-5	39.72%	41.67%
OF 1-2	7.80%	8.33%
OR 5-9	14.18%	41.67%
OR 1-4	38.30%	8.33%

Table 3. Active Duty in NATO Operations

Service	Men	Women
Army	91.9%	8.1%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Total	91.9%	8.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	37.96%	41.67%
OF 1-2	8.03%	8.33%
OR 5-9	14.6%	41.67%
OR 1-4	39.42%	8.33%

Reserves, National Guard and Other Military Structures

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. However, there are no policies to compensate employers who hire civilians who have joined the military structures, such as Active Reserves. Incentives and bonuses are available for civilian employees who enter the Reserves, the National Guard or other military structures.

Although there is no Active Reserve at this present time, the Law on Defence stipulates that Army Reserve Forces may be composed and that the members of the Reserve Force may be engaged in Army units outside the territory of the Republic, if so agreed. While serving outside the territory of the Republic, members of the Army Reserve Forces have the status of military personnel of the permanent composition of the Army, therefore they have the same benefits as the active duty personnel. Regarding the fixed-term employment with the MoD as civilian service personnel in the Army, the bonuses are determined by the agreement.

General reserve service is performed by persons who have served military service in the Army and are not older than 60 years. The service of Active Reserve personnel is performed by persons who have served in the Army and are not older than 50 years. Personnel who have not served in the military and who are experts in areas of particular importance to the Army and who have concluded an agreement with the MoD may also serve in the Army Reserve Force.

Enlistment Requirements

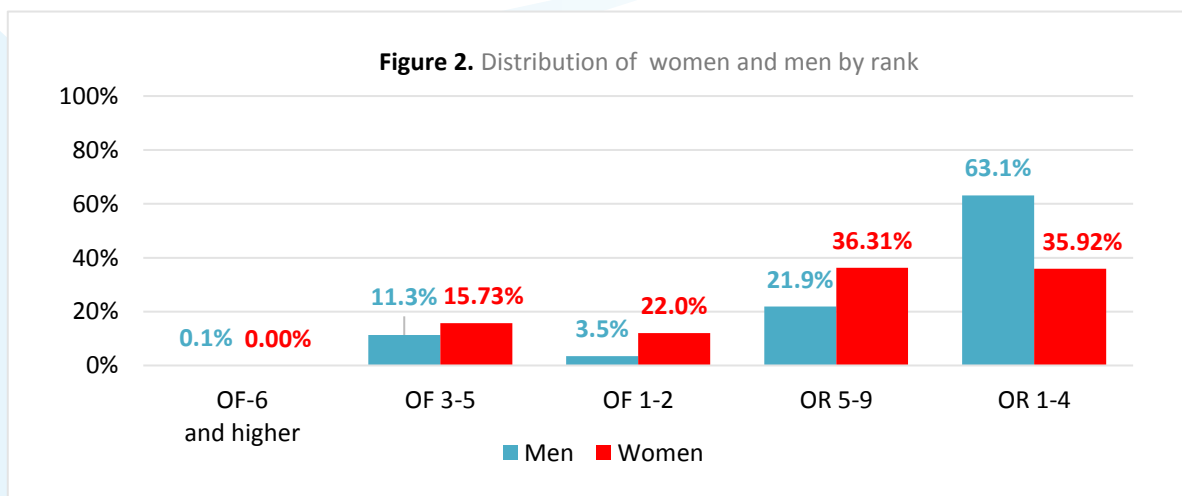
Enlistment requirements in the Army of the Republic of North Macedonia are the same for women and men, but requirements for the physical fitness tests are different. While the physical fitness disciplines are the same, there is a difference in criteria between women and men, as women have slightly lower criteria for the running and push-up tests. The differences in enlistment requirements are not related to physical characteristics (e.g. height, weight) between women and men. In the Army of the Republic of North Macedonia, the average age range at which both women and men enlist is between the ages of 21 and 25.

Although there were no policies that promote the recruitment of women in the military in 2018, a Military Profession Popularization Program was conducted. The Popularization Teams included women officers who can share personal positive experiences and present opportunities for the military profession.

Compared to 2017, the number of applicants in 2018 increased significantly by 102 for women (42 to 144 applicants) and by 567 for men (384 to 951 applicants). During 2018, out of 144 applicants, 60 women were successfully recruited to the armed forces. Out of 951 men who applied to the armed forces, 384 were successfully recruited. All of the women and men who were successfully recruited to the armed forces completed the basic training.

Retention Policies

There is no retention policy in the Army of the Republic of North Macedonia, however, a retention policy is expected to be drafted in 2019. There are no specific retention policies for women, nor is there any network to support women in the military.



Reasons for Leaving the Military

The Army of the Republic of North Macedonia does not carry out an exit survey. However, command and control reviews monitor the number of personnel who leave the armed forces, but do not inquire in depth on the reasons behind leaving.

In 2018, eight out of 515 women and 214 out of 6,301 men left the armed forces. Based on the total number of personnel who left the armed forces, 3.6% were military women and 96.4% were military men. Women reportedly left the armed forces for personal undisclosed reasons. Men left the armed forces due to death, for personal undisclosed reasons, or in order to pursue a different career and/or educational opportunity.

Equipment, Infrastructure and Uniform Adaptation

In the Army of the Republic of North Macedonia, no military equipment has been ergonomically adapted for both women and men. Military facilities are designed and adapted for both women and men, providing for separate lavatories, bathrooms and bedrooms. Combat uniforms have not been adapted, but are fitted to the length, waist size and height of service members. Separate service uniforms are available for women and men. Uniforms for women include both skirts and trousers.

Parental Rights of Military Personnel

The Army of the Republic of North Macedonia provides paternity and maternity support. The duration of leave depends on the number of children at birth. A service woman has the right to a continuous paid leave of absence of nine months during pregnancy, childbirth and parenthood. In the case of pregnancy with two or more children (twins or triplets), a service woman has the right to a continuous leave of absence of 15 months. The service woman may commence the leave 45 days before birth, if found necessary by a competent health authority, and compulsory 28 days prior to giving birth. If the birth occurs earlier than that, the maternity leave begins from the day of the birth of the child and lasts for the full nine months.

If a child is detained for care or treatment in a health institution, and if the parent returns to work in the meantime, the parental leave is terminated and the remaining portion may be taken at a later point in time.

In accordance with the Family Law of North Macedonia, in the case of adoption a service woman is entitled to nine months of paid leave, or 15 months of leave in cases of adoption of two or more children, until the child reaches the age of nine months. Furthermore, in case of adoption, a service woman is entitled to paid leave for the duration of the child's adaptation period. A service woman may return to work before the expiration of the maternity leave, but not earlier than 45 days after the child's birth.

If a service woman gives birth to a dead child or if the child dies before the expiration of paternity leave, she has the right to extend the leave as long as deemed necessary for her to recover from birth and mental condition caused by the loss of the child. In this case, the minimum leave is 45 days, during which all rights on the basis of parental leave apply.

In addition to the right to salary, a service woman is entitled to compensation for maternity leave in the amount of 50% of the determined amount for the leave in accordance with

health care regulations. At the end of parental leave, the employee has the right to return to the same position or, if this is not possible, to the appropriate job under the terms of the employment contract.

If the parental leave is not exercised by the mother, the right of parental leave shall be exercised by the child's father or adoptive parent. The dual service parents cannot take leave at the same time. Parental leave is not transferable between parents.

Average Age of Military Personnel

The average age of military personnel serving in the Army of the Republic of North Macedonia is 38 years of age for women and 43 years for men. Compared to 2017, the reported average age in 2018 decreased by one year for women (39 to 38 years of age) and increased by two years for men (41 to 43 years).

Among NCOs, the average age is 37 years of age for women and 40 years for men. Among Officers, the average age is 40 years of age for women and 45 years for men. Among personnel deployed in operations, the average age is 35 years of age for women and 38 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes to support work-life balance for military personnel. Part-time employment is permitted in the cases of childcare, need to care for the elderly or the sick and educational studies; however, there is no option for flexible working hours.

There are no special measures to support dual service couples. There are no policies to support single/divorced parents or widows/widowers providing childcare. Childcare policies include breastfeeding breaks; policy on duty assignments, night duties and/or overtime work.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

In the Army of the Republic of North Macedonia, there are strategies and policies to address sexual harassment and sexual assault, which are regulated with the Law on Protection from Workplace Harassment and Abuse. However, there are no programmes and training related to their prevention. There is appointed personnel to manage allegations and there are formal procedures in place for women and men to report incidents. The prevention of sexual harassment and abuse in the Republic of North Macedonia is regulated with the Law on Protection from Workplace Harassment and Abuse. The Law stipulates the appointment of personnel for handling such cases, as well as to whom to report incidents of sexual harassment. The Law also stipulates the formal procedures required to report incidents of harassment.

In 2018, there were no reported incidents of sexual harassment or sexual abuse by women or men in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

In 2018, the Army of the Republic of North Macedonia had one national education and training (E&T) programme related to gender perspectives. The programme, Basic and Advanced e-Course on Gender Equality, is part of the standard national training and targets personnel in OF-3 to OF-5, OF-1 to OF-2 and OR-5 to OR-9.

Use of NATO Education and Training Tools

In 2018, Module 2 in the “NATO Gender Education and Training Package for Nations” was used by the Army of the Republic of North Macedonia. The Republic of North Macedonia strongly agrees that the “NATO Gender Education and Training Package for Nations” was useful for the national armed forces.

The NATO certified gender E&T product used in 2018 was the Gender Training of Trainers Course. Gender Focal Points are undergoing a comprehensive training which includes courses from NATO E&T Package and the online courses ADL 168,169 and 171.

Gender in the Armed Forces and Operations

Gender is not a topic in operational planning; it is, however, included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

In 2018, there were no Gender Advisors (GENADs) or Gender Focal Points (GFPs) in the MoD, General Staff or in the national armed forces. In 2018, no GENADs or GFPs were trained. However, a Gender Advisory Structure for the MoD and the armed forces was drafted in 2018. GFPs have been selected and are to undergo relevant training.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

Actions taken in 2018 towards the implementation of the 2018 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC) were as follows:

1. *NATO, Members and Partners should pursue an inclusive and respectful working environment.*
 - a. In 2018, the Republic of North Macedonia started to develop the New Guidelines on Protection against Workplace Harassment in order to pursue an inclusive and respectful working environment.
2. *Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimization.*
 - a. In order to strengthen the prevention, reporting and response mechanisms to sexual and other forms of harassment, a link to the MoD website was set up that

provides for documents related to harassment, as well as a telephone number and e-mail to report relevant incidents.

3. *MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual Gender-Based Violence.*

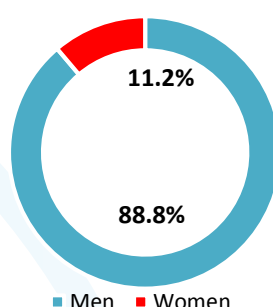
No measures were taken in 2018 towards implementation of the 2017 NCGP Recommendations to the MC.



Specific Policies and/or Legislation Related to Integrating Gender Perspectives

No specific policies or legislation related to integrating gender perspectives in the Serbian Armed Forces (SAF) were enforced during 2018.

Figure 1. Percentage of military active duty women and men



Quotas

There is no quota system for women or men in the SAF.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. All active duty positions are open to women in the armed forces.

There are military entities that oversee integrating gender perspectives in the military, such as the Ministry of Defence (MoD) and the Serbian Armed Forces Analytical Group for the Implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS).

Reserves, National Guard and Other Military Services

The SAF do not have an Active Reserve Force, thus there are no incentives or policies to attract civilians to join the Reserves at the moment. However, the SAF have a Reserve Force, which is composed of personnel who previously completed national military service and can be activated when required.

Enlistment Requirements

Enlistment requirements in the SAF are the same for women and men, and so are requirements for the physical fitness tests. There are no differences in enlistment

requirements related to physical characteristics (e.g. height, weight) between women and men.

The average age at which both women and men enlist is between the ages of 21 to 25. There are measures to promote the recruitment of women in the military, such as affirmative media campaigns. During 2018, all 170 women and 600 men who applied to the armed forces were successfully recruited and completed basic training.

Retention Policies

The Law on the Serbian Armed Forces under the RS Official Gazette prescribes several retention policies. The retention policies are as follows:

1. An NCO, who is less than 43 years of age and has acquired the education required by his/her job description, may be promoted to the rank of Second Lieutenant under the conditions prescribed by the Government, upon proposal by the MoD;
2. Professional soldiers may be given a fixed-term employment contract for certain jobs or certain specialties and this may be renewed until the conditions for retirement have been met; and
3. An Officer, an NCO or a professional soldier, who has been in service for at least nine years consecutively, may serve as a civilian in the armed forces without formal application procedures, and the same applies to military cadets not fit for military service, as well as to civilians employed by the MoD.

There are no specific retention policies for women and there is no network to support women in the military.

Reasons for Leaving the Military

The SAF carry out exit surveys to monitor why women and men leave the military. Most service members left the military because they found it difficult to balance work and family life, they were dissatisfied with military salaries, due to limited leadership opportunities, for personal undisclosed reasons, in order to pursue a different career and/or educational opportunity or for retirement.

Equipment, Infrastructure and Uniform Adaptation

In the SAF, no military equipment has been ergonomically adapted for both women and men. Military facilities are adapted, and consist of gender-specific bathrooms.

Parental Rights of Military Personnel

The SAF provide paternity and maternity support. Maternity and paternity leave both consist of 52 weeks. Parental leave is transferable between parents. Under the provision of Article 75 (2) of the Law stipulates that a professional service member who is prevented from performing duty due to pregnancy, maternity leave, childcare or special childcare

shall not be dismissed from duties and shall have the rights prescribed by the general labour regulations.

Average Age of Military Personnel

The average age of military personnel serving in the SAF is 29 years of age for women and 33 years for men. Among personnel deployed in operations, it is 28 years of age for women and 31 years for men.

Work-Life Balance for Military Personnel

There are no specific programmes or policies to support work-life balance for military personnel. Part-time employment or flexible working hours are not permitted. There are no special measures to support dual service couples.

There are policies to support single/divorced parents or widows/widowers looking after their children. Article 91 of the Labour Law stipulates that a single parent who has a child up to seven years of age or a child who is severely disabled may work overtime, or during night shifts, only with his/her written consent. Article 99 (4) of the Rules of Service of the SAF also stipulates that military and civilian personnel in the SAF with children under the age of seven or a seriously ill family member who are single parents shall not be assigned as internal duty personnel.

Childcare policies include policy on duty assignments, night duties and/or overtime work. As a general labour regulation under the Labour Law provision Article 89 (1), an employee who is breastfeeding a child shall not work in positions that, according to the health authority, are detrimental to the mother's and the child's health, and in particular in positions that require lifting loads or where there is harmful radiation or exposure to extreme temperatures and vibrations. Additionally, Article 90 (1) stipulates that an employee who is pregnant or breastfeeding shall not work overtime and night shifts if such work would be detrimental to her health and the health of the child, based on findings from the health authority. Paragraph 2 of the same Article stipulates that a pregnant service member is entitled to paid leave in order to perform pregnancy-related health examinations, as determined by the chosen physician. The service member is obliged to inform the employer about such appointments in a timely manner.

Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault

The SAF have strategies and policies to address sexual harassment, as well as programmes and training related to their prevention. The Law on the Prevention of Abuse at Work, Official Gazette No. 36/10, stipulates in Article 3 that the provisions shall also apply to cases of sexual harassment. Under Article 5, a provision states that this law shall apply to all forms of abuse at work. Procedures for reporting sexual harassment are provided in the Rules of Conduct of Employers and Employees Regarding the Prevention and Protection against Abuse at Work (RS Official Gazette No. 62/10).

There are appointed personnel to manage allegations and formal procedures in place for women and men to report incidents of sexual harassment and sexual assault. In 2018, there were no reported incidents of sexual harassment and assault in the armed forces.

National Education and Training Programmes Related to Gender Perspectives

The SAF has one Education and Training (E&T) programme related to gender perspectives, which is the Gender Advisor Course. It is a standard basic training with a broad target audience of civilians and officers at the junior- to mid-level from the MoD and the SAF.

Use of NATO Training and Education Tools

In 2018, the NATO certified gender E&T product used by the SAF was the Gender Advisor Course.

Gender in the Armed Forces and Operations

Gender is a topic in operational planning and is included in pre-deployment training and exercises.

Gender Advisors and Gender Focal Points

Serbia has no Gender Advisors (GENADs) nor Gender Focal Points (GFPs) at the MoD or in the armed forces. In 2018, no GENADs or GFPs were trained or deployed.

Implementation of the 2017 and 2018 NATO Committee on Gender Perspectives Recommendations to the Military Committee

No systematic actions were taken towards implementation of the 2018 and 2017 NATO Committee on Gender Perspectives Recommendations to the Military Committee.

Additional Information

Gender-related events of the SAF have mainly concerned the implementation of UNSCR 1325 on WPS through activities related to the National Action Plan (NAP). As part of the implementation, the Analytical Group for the Implementation of the NAP was established, as well as the Instruction on election and functions of the persons of trust was approved. This mechanism was approved and published in the Official Gazette No 1/18.

