



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

2015

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INTRODUCTION

The 2015 Summary of the National Reports of NATO member and partner nations to the NATO Committee on Gender Perspectives (NCGP) on the implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security is the second edition of NATO's comparative study on the integration of gender perspectives in the armed forces.

This extensive review of national statistics and policies demonstrates the strong commitment of NATO, as the largest global coalition on UNSCR 1325, and its member and partner nations to support the implementation of gender perspectives, gender mainstreaming and equal opportunities of men and women. Furthermore, the 2015 Summary provides feedback on the national implementations of the 2014 and 2015 NCGP Recommendations to the Military Committee, validating the importance of the common efforts annually underlined by the NCGP Conference.

The purpose of the Summary is not only to provide transparent reporting on the noteworthy improvements made on the gender domain, but also to share best practices on the implementation of UNSCR 1325 principles among NATO member and partner nations together with the community of interest. The diversity of approaches aimed at reaching the common goal demonstrates the primary strength of NATO, as an alliance of politically and culturally diverse nations, relying on different programmes, policies and actions to ultimately ensure collective defence.

The outcomes of the 2015 Summary are encouraging, but it remains necessary to build on the achievements to strengthen NATO's stance as regards gender mainstreaming in the armed forces. For this reason, I thank all the nations who have contributed to this project and hope that this determination will encourage more nations to support the continuous efforts to implement UNSCR 1325 in the armed forces.



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EXECUTIVE SUMMARY

The 2015 Summary of the National Reports of NATO member and partner nations ('Summary' from here on) to the NATO Committee on Gender Perspectives (NCGP) is a comprehensive compendium of the statistics, policies and programmes related to the implementation of the United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security in the armed forces. The origins of this work date back to 1998, when the NCGP began to request annual National Reports from all NATO member nations. In 2015, the Office of the Gender Advisor of the International Military Staff at NATO HQ (IMS GENAD), as the secretariat to the NCGP, began to forward a standardised online questionnaire to all NATO member and partner nations. The result was a conclusive report with an analysis of the implementation and mainstreaming of gender perspectives in the armed forces. The 2015 Summary is the second edition of the report and shows significant progress. The questionnaire has been standardised and the final report allows comparisons to be made with last year's data while presenting a review of gender policies and programmes which are being adopted by the Nations. The 2015 Summary collects data from all NATO member and partner nations - Australia, Austria, Finland, Georgia, Ireland, Japan, Montenegro, Switzerland and Ukraine.

The first part of the 2015 Summary comprises the Executive Summary, which is organized in seven Chapters. These are: Representation of men and women in the armed forces, Applications and successful recruitment, Retention statistics (including Reserves and parental leave), Services and ranks, Integration of gender perspectives (including gender in Operations), 2014 and 2015 NCGP Recommendations to the Military Committee (MC) and Conclusion. The second part of the 2015 Summary introduces the profiles of all NATO member and partner nations separately and offers a detailed overview of national legislation, programmes and policies related to the advancement of the implementation of UNSCR 1325 and related resolutions in the armed forces. NATO member nations are introduced first, followed by NATO partner nations.

The 2015 Summary also builds up on the work and analysis conducted in previous years. The Chapters on the representation of men and women in the armed forces, applications and successful recruitment, retention statistics, services and ranks and integration of gender perspectives in the armed forces have been maintained and the deliberate use of the same graphs, with updated statistics, allows for comparison between different years. However, several innovations were introduced. For the first time, the 2015 Summary reviews Reserves' policies and presents information and data on parental leave to show how NATO nations address maternity and paternity situations. A specific subchapter that focuses on gender in operations has been introduced to illustrate the representation of women and the role of gender advisors in operations. The 2015 Summary also provides information on the way nations have adopted the 2014 and 2015 NCGP Recommendations to the Military Committee (MC), which are the outcomes of the annual NCGP Conference⁽¹⁾.

Ultimately, the 2015 Summary is a practical guide to analyse what NATO nations are doing for gender mainstreaming and how they are integrating gender perspectives in their armed forces. Therefore, all NATO member and partner nations are highly encouraged to continue to submit their reports in the years to come, so that the Summary can become a continuous record that is increasingly effective and useful for all.

Whilst there is commonality in much of the data and its presentation, the written narratives can vary quite considerably. As such, the IMS GENAD has purposely chosen not to amend the content. Nations are encouraged to consider what works best for them in subsequent reports. All Nations are responsible for the information they submitted.

1 MC 0249/3 (Final), Committee on Gender Perspectives, 3 Feb 14. http://www.nato.int/nato_static_fl2014/assets/pdf/pdf_2014_01/20160615_1401-tor-ncgp.pdf



1 Representation of Men and Women in the Armed Forces in 2015

This chapter presents an analysis of the representation of men and women in the armed forces, all active duty, based on statistical information provided by NATO member and partner nations. The first section provides averages based on the National Reports submitted by NATO member nations. The second section looks at the averages based on the reports from NATO member and partner nations combined.

Representation of Men and Women in the Armed Forces of NATO Member Nations

As shown in Figure 1, the average of women in the armed forces of NATO member nations was 10.8% in 2015. This includes all active duty military personnel. In 2014, the average of women in the armed forces was 10.3%. Figure 2 shows the average percentage of female military personnel over the course of the last 17 years. The average has increased by 3.7% since 1999 when women represented 7.1% of the armed forces of NATO member nations.

Figure 1:
Average of active duty female and male military personnel in the armed forces of NATO member nations in 2015

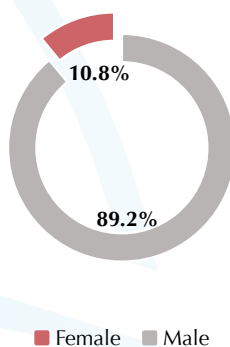


Figure 2:
Percentage of women in the armed forces of NATO member nations from 1999 to 2015

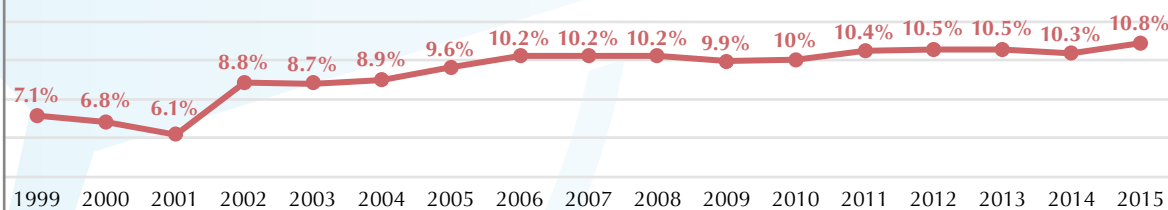


Figure 3 details the average of women in the armed forces of each NATO member nation in 2015. Hungary (20.2%), Latvia (16.2%), Slovenia (16.1%), Greece (15.5%) and the United States (15.5%) are the five nations with the largest number of women serving in their armed forces. Hungary (from 14.6% in 2014 to 20.2% in 2015), Greece (from 11.1% in 2014 to 15.5% in 2015), Slovenia (from 13.9% in 2014 to 16.1% in 2015), France (from 13.6% in 2014 to 15.2% in 2015) and Denmark (from 5.2% in 2014 to 6.2% in 2015) had the largest increase as regards the number of women in the armed forces between 2014 and 2015.

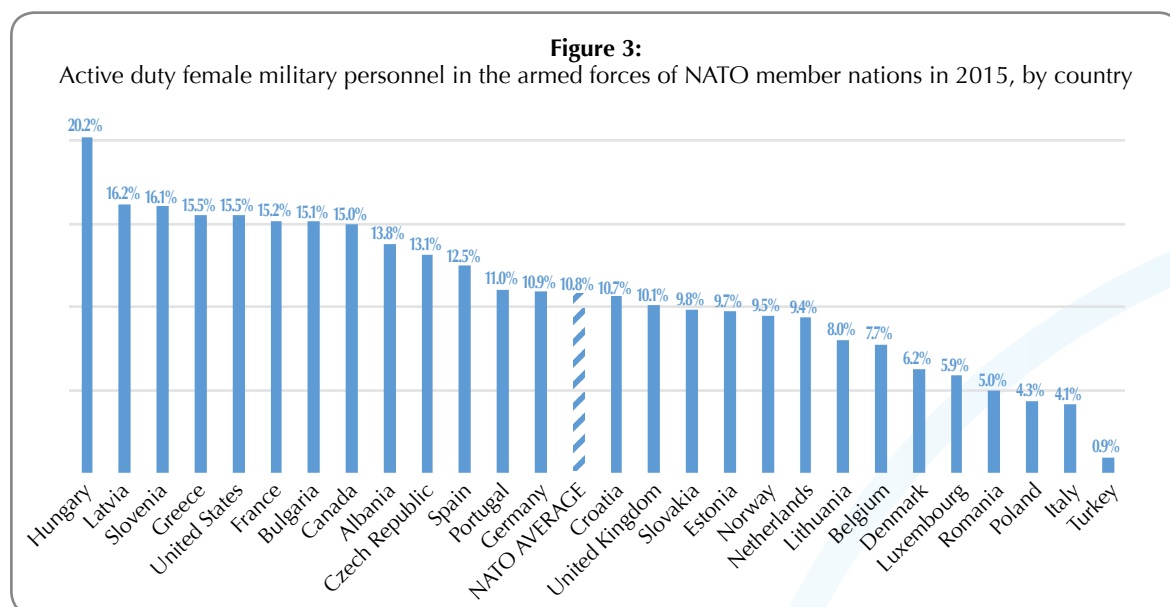
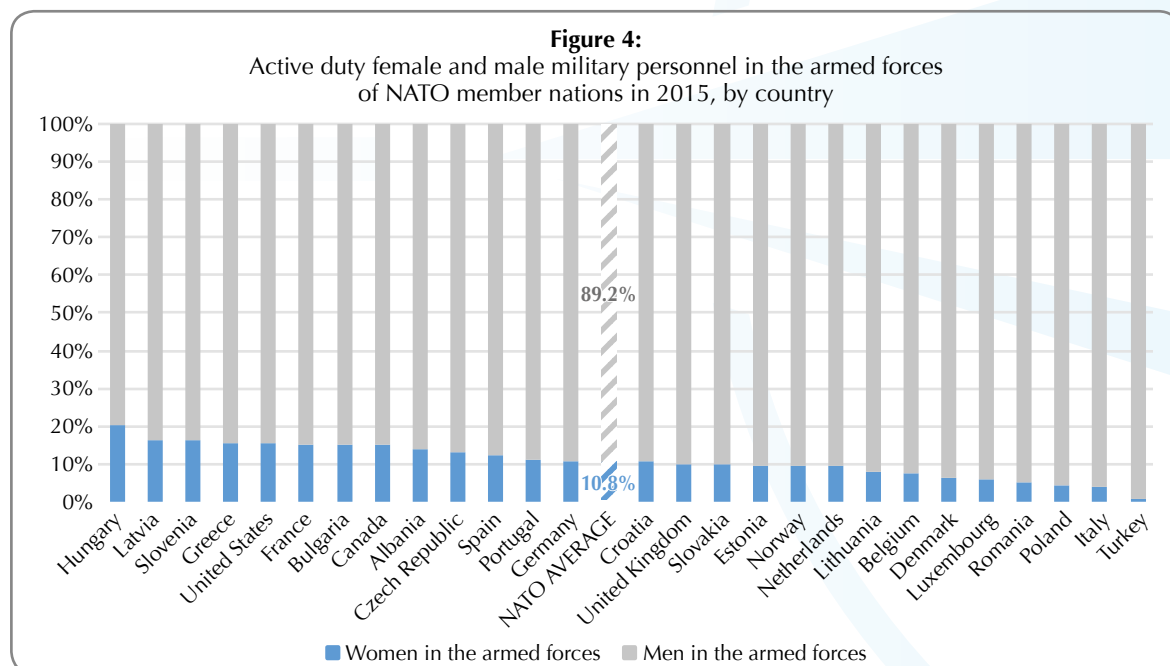
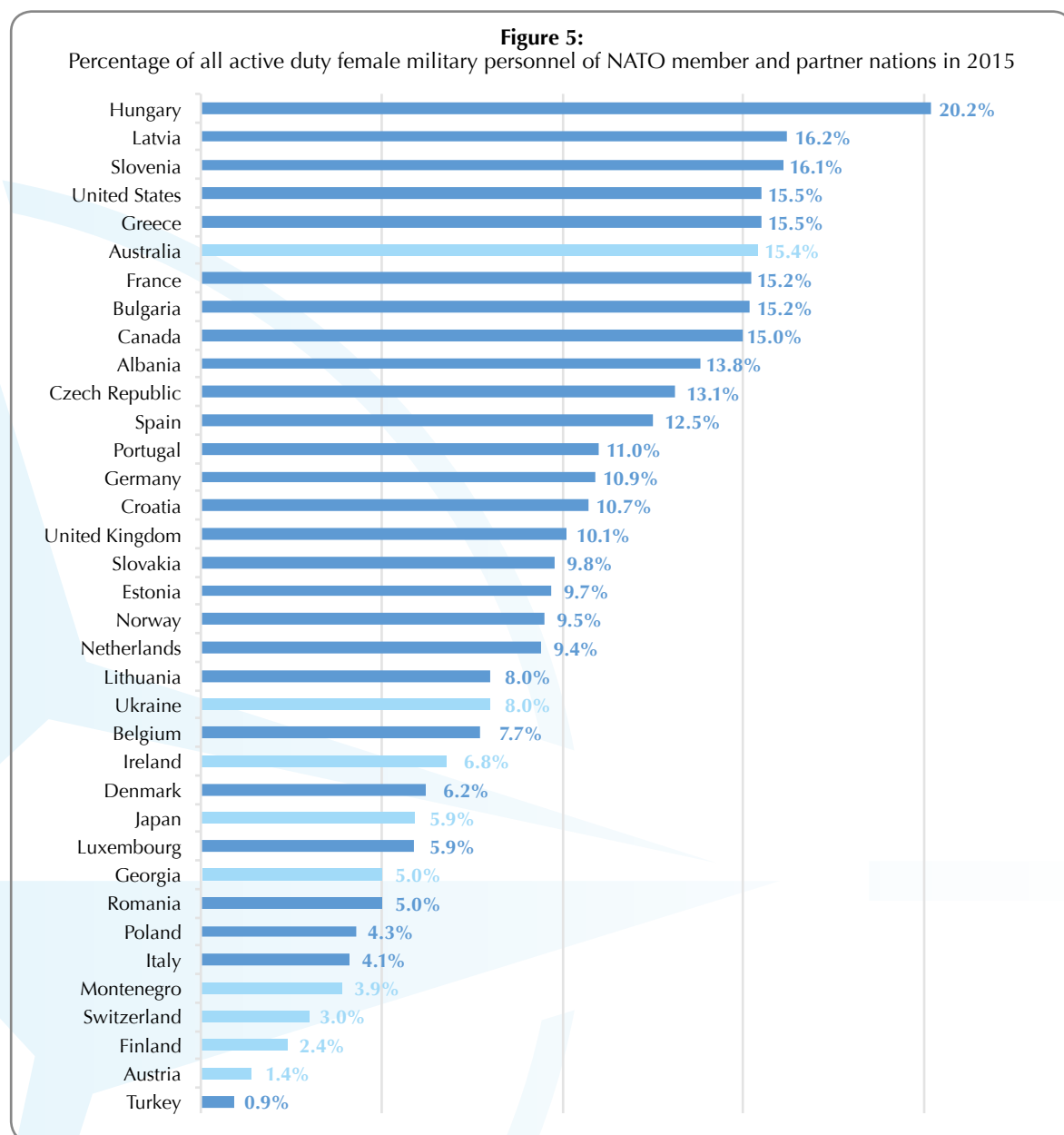


Figure 4 compares the number of men and women in the armed forces of NATO member nations in 2015. Albania, Bulgaria, Canada, Czech Republic, France, Germany, Greece, Hungary, Latvia, Portugal, Slovenia, Spain, and USA are above the NATO average, which is 10.8% for women and 89.2% for men.



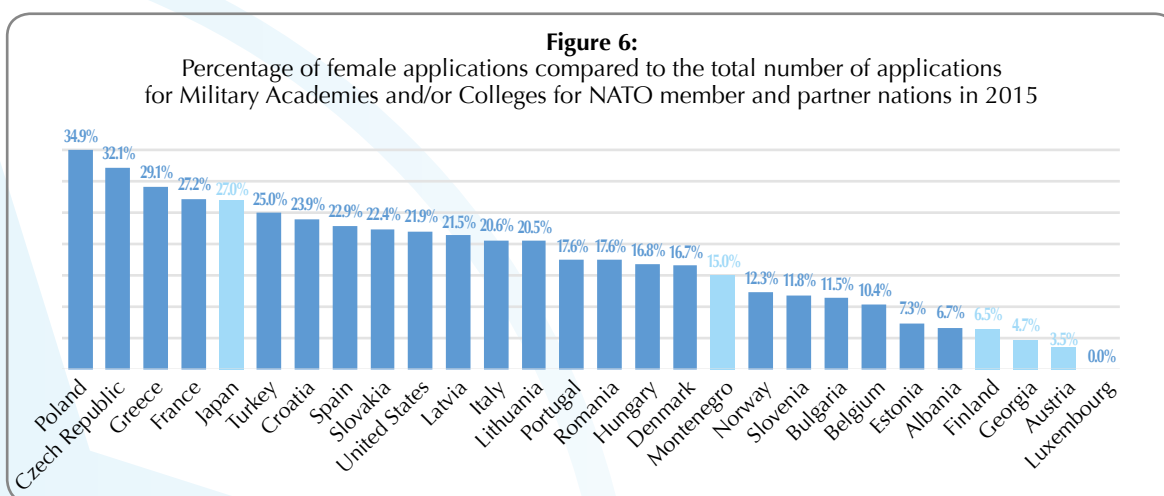
The percentage of all active duty female military personnel in NATO member and partner nations is displayed in Figure 5. Information was received from the following partner nations, including Australia, Austria, Finland, Georgia, Ireland, Japan, Montenegro, Switzerland and Ukraine. The partner nations that reported an increase in the number of women in the armed forces between 2014 and 2015 are Georgia (from 3.6% in 2014 to 5% in 2015), Ireland (from 6.1% in 2014 to 6.8% in 2015), Australia (from 15.2% in 2014 to 15.4% in 2015), Japan (from 5.7% in 2014 to 5.9% in 2015) and Finland (from 2.3% in 2014 to 2.4% in 2015).





2 Applications and Successful Recruitments in 2015

This chapter includes data provided by NATO member and partner nations on the number of applications and successful recruitment of men and women. Figure 6 offers a statistical analysis of the number of female applications for Military Academies and/or Colleges compared to the total number of applications received by NATO member and partner nations. Out of the applications received, the percentage of male applicants is higher than the percentage of female applicants in every nation. Czech Republic, France, Greece and Poland have the highest number of female applicants compared to male applicants among the NATO member nations that reported. Japan is among the five nations with the highest number of female applicants for Military Academies and/or Colleges.



In Czech Republic and Poland more than 30% of the applications received in 2015 were from women. In France, Greece and Turkey, female applicants amounted to more than 25%. With an increase from 10.10% in 2014 to 16.71% in 2015, Denmark is the NATO member nation that reported the highest rise in the percentage of female applications between 2014 and 2015. Denmark is followed by Latvia (from 15.10% in 2014 to 21.52% in 2015), Italy (from 15.50% in 2014 to 20.57% in 2015) and Croatia (from 18.30% in 2014 to 23.87% in 2015). Among the partner nations, Japan (from 24.7% in 2014 to 27% in 2015), Georgia (from 2.6% in 2014 to 4.71% in 2015) and Austria (from 3.1% in 2014 to 3.51% in 2015) reported an increase in the number of female applicants from 2014 to 2015.

Figure 7 illustrates the percentage of women that were successfully recruited compared to the number of recruited personnel in 2015 in NATO member and partner nations. Croatia, Greece and Poland have the highest number of women successfully recruited compared to the total number of recruits.

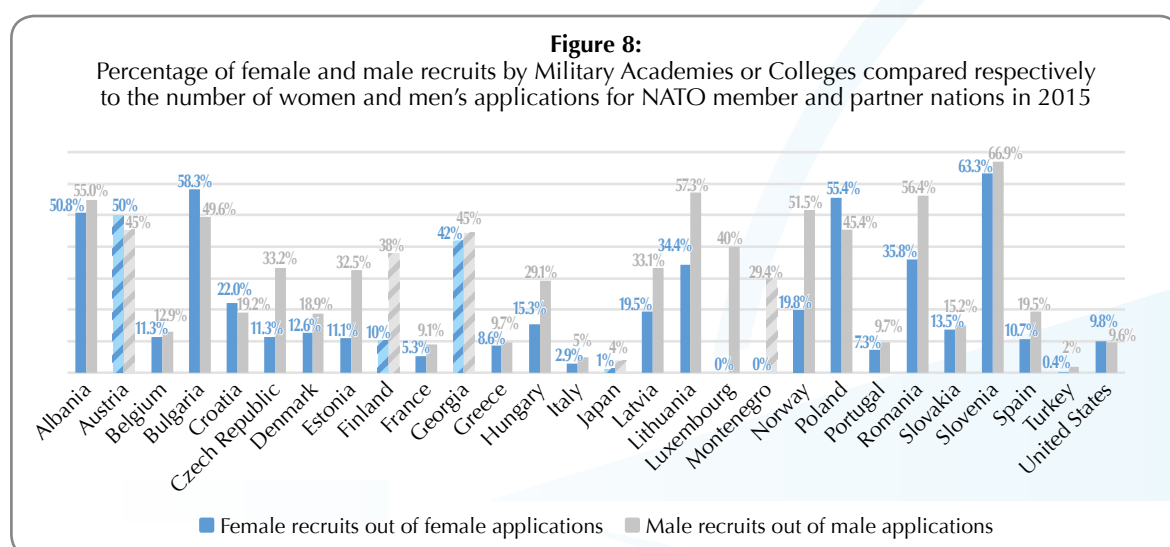
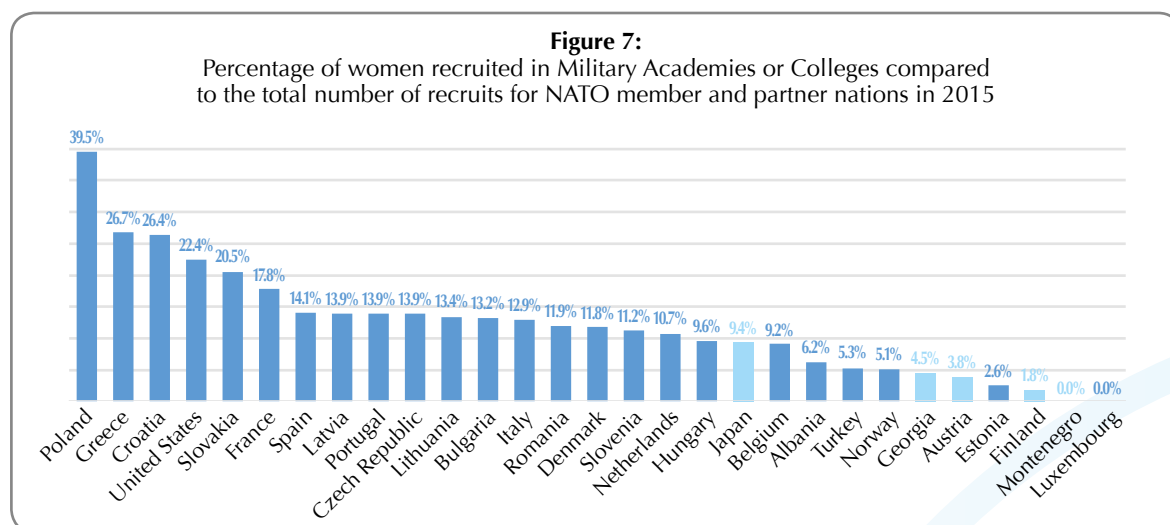


Figure 8 displays the percentage of women recruited compared to the number of female applications and the percentage of men recruited compared to the number of male applications for NATO member and partner nations. Compared to the number of applications, the percentage of successfully recruited women is higher than that of men in Bulgaria, Croatia, Poland and in the USA for member nations, and in Austria for partner nations.

3 Retention Statistics in 2015

This chapter details available retention statistics from NATO member and partner nations. Subchapters include available data on Reserves and parental leave in NATO member nations. Figure 9 illustrates the percentage of women who left the armed forces in 2015. The data indicates that more men than women tend to exit the military in all NATO member nations. Poland has the lowest percentage of women leaving the military. In Luxembourg, Slovakia and Turkey out of the total number of personnel that exited the military, no more than 5% were women in 2015. As regards partner nations, Austria is among the three nations with the lowest percentage of women that left the armed forces in 2015.

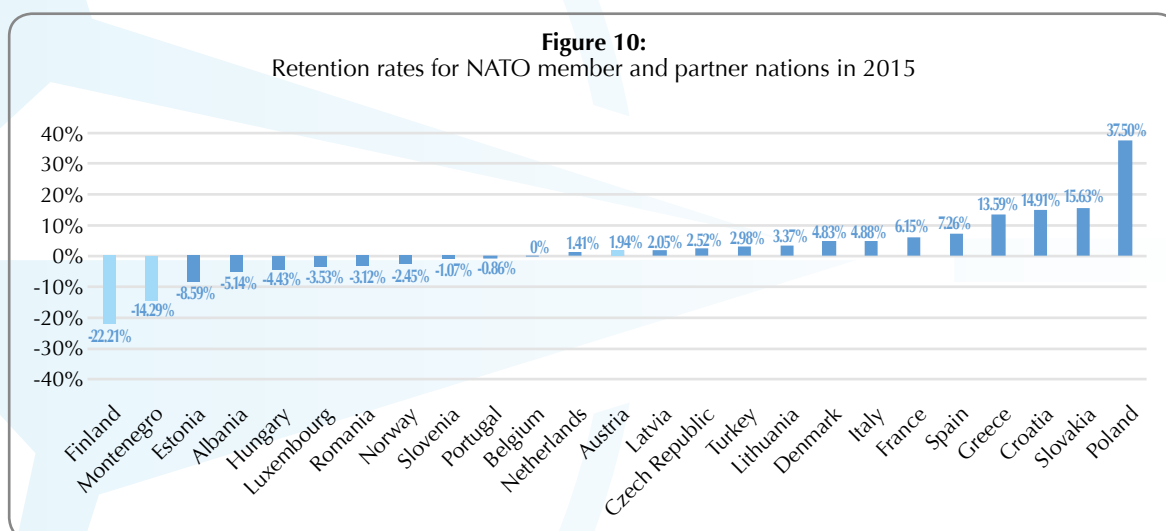
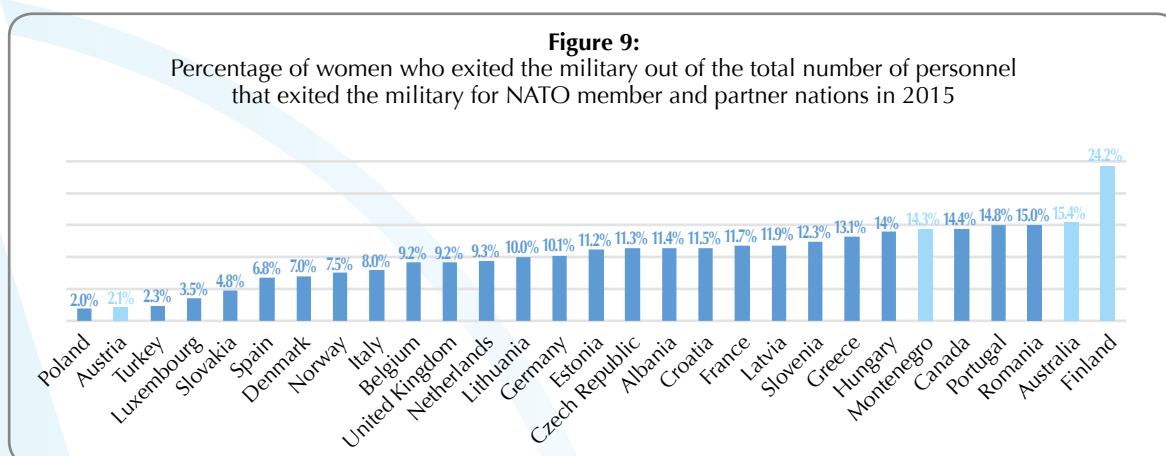


Figure 10 compares the average percentage of women in the military and the number of men and women that exited the military in 2015. Poland proportionally retains 37.5% more women than men. In Finland, the percentage of women that left the military in 2015 was proportionally 22.21% greater than men. In Belgium, retention rates were the same for men and women.

Figure 11 indicate the percentage of NATO member nations that have policies to encourage personnel retention. Figure 12 shows the percentage of NATO member nations with retention policies that specifically target women. While 81% of NATO member nations have retention policies, 11% of them have particular retention policies for women.

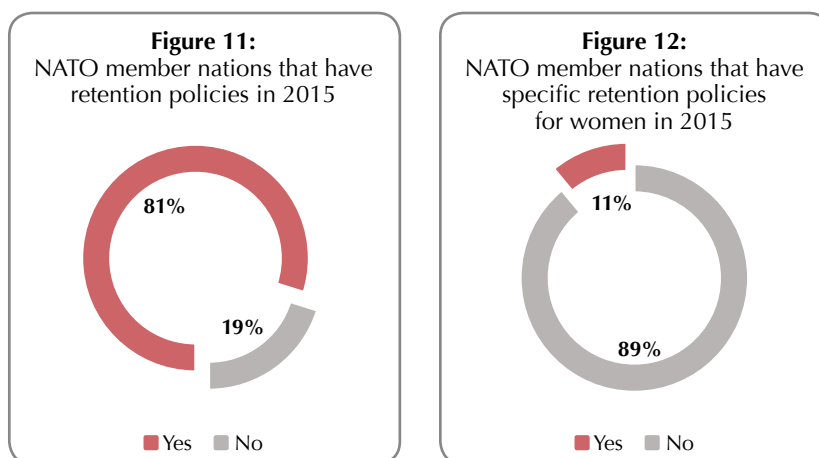
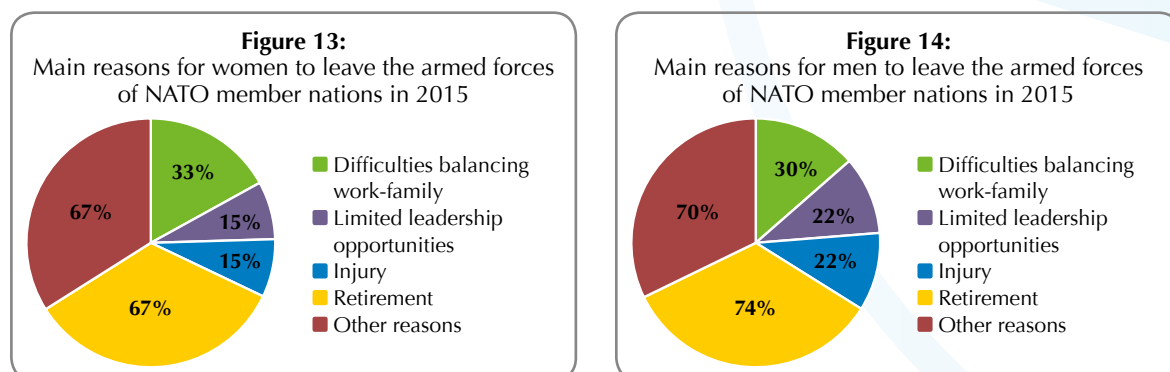


Table 1 provides best examples among NATO member nations as regards the adoption of specific retention policies for women in use in 2015.

Table 1. SPECIFIC RETENTION POLICIES FOR WOMEN*	
Bulgaria	The Labour Code establishes special protection of female personnel.
Spain	Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system and female personnel' salary cannot be cut or reduced if their post is changed due to pregnancy.
United Kingdom	The Defence Diversity and Inclusion Programme (DDIP) targets recruitment and retention of women and other underrepresented groups. The enhanced occupational maternity scheme tops up a woman's pay to full pay for the first 6 months of maternity leave in return for a one year return of service when they come back to work.
*More information about specific retention policies for women can be found in the relevant National Reports.	

Figure 13 and Figure 14 illustrate the main reasons why men and women tend to leave the armed forces. The data provided by NATO member nations demonstrates that men and women exit the military mostly because of retirement. Besides retirement, women indicate the difficulties in balancing work and family as a major reason for leaving the military. More men than women specify that limited leadership opportunities and injuries are the main reasons to exit the armed forces. Other reasons include transfers, end of contract, illness, dissatisfaction regarding job and salary and lack of geographic stability.



The percentage of NATO member nations that have networks to support women in the military is indicated in Figure 15. The data shows that more than half of NATO member nations offer supportive systems for women in the armed forces.

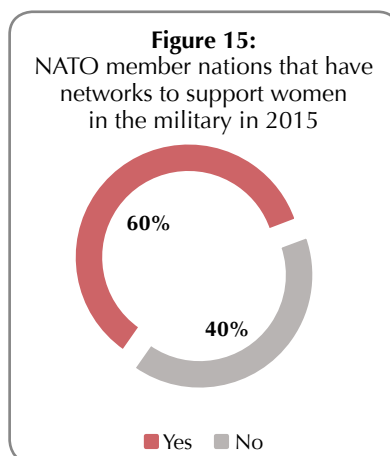


Table 2 contains a list of networks that support women in the military of NATO member nations.

Country	Network	Main Activities*
ALBANIA	'Women in the Armed Forces of the Republic of Albania' Association	The association promotes gender equality and the full involvement of women in the armed forces, enhancement of the role and representation of women at all levels of decision-making and supports the families of service personnel who are on peacekeeping missions abroad.
BULGARIA	Bulgarian Armed Forces Women Association	
CANADA	Defense Women's Advisory Organization (DWAOW)	The DWAOW is a voluntary group tied to the requirement of the Employment Equity Act. The DWAOW operates nationwide at various levels of the DND/CAF and it is not restricted to women only. The DWAOW provides advice and feedback to DND/CAF leadership on policy, process or procedures which can potentially obstruct military and civilian women's employment within the organization.
CZECH REPUBLIC	Work Group on Equal Opportunities for Men and Women	
DENMARK		Mentors for both men and women are possible. Networks for women have been tried albeit unsuccessfully as women wanted equal terms with men.
ESTONIA		The Estonian Defence Force offer chaplain services and psychological and social support to both men and women.
HUNGARY	Committee of Military Women	
NETHERLANDS	Defense Women Network	The Defence Women Network supports civil servants and military women in the military. The Army, Navy and Air Force have their own women's network and there is one women's network for active civil servants over the age of 50.
NORWAY	Armed Forces Female Association	The Armed Forces Female Association aims at supporting female personnel by raising awareness and addressing equality, social and public perception of the armed forces in society, career opportunities for military women and their importance in international operations to implement UNSCR 1325.
POLAND	Council for Women's Affairs	In addition to the Council for Women's Affairs, women are also supported by the Plenipotentiary of the MoD for Women's Military Service.
PORTUGAL	Gender Network, Air Force Women Networking Group	The Portuguese Navy has a permanent advisory and consulting team to the Chief of Naval Personnel within the Bureau of Naval Personnel that support women in the military in collaboration with the Gender Perspective Office of the Personnel Naval Command. These two entities aim at providing information and support to men and women on issues such as parental leave, working conditions and gender-based discrimination. Additional networks to support women in the military include the Gender Network and the Air Force Women Networking Group.

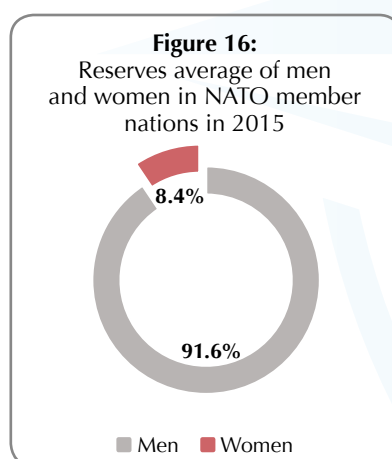
***More information about the work and activities of the networks can be found in the relevant National Reports**

Table 2. NETWORKS TO SUPPORT WOMEN IN THE MILITARY		
Country	Network	Main Activities*
ROMANIA		The Public Relations Department of the MoD advertises women's contribution to successful missions and military women's professionalism through both the MoD Facebook page and the Women in the Romanian Army Facebook page. The MoD gender advisor and the International Cooperation for Defence Directorate support the South-East Defence Ministerial (SEDM) in the creation of an on-line network for female leaders working in the security and defence field to promote the "Female Leaders in Security Defence (FLSD)" project and the implementation of UNSCR 1325 in SEDM countries. The on-line portal allows women to network and discuss on gender topics through real time postings and sharing of lessons learned. The on-line network encourages leaders to find innovative solutions, erase prejudice and create new opportunities as necessary to implement UNSCR 1325.
SLOVAKIA	Association of Women in the Military	
SPAIN	Gender Network	The Gender Network enhances equality of men and women in the Armed Forces.
TURKEY		The Air Force HQ and the Air Force bases have posts aimed at addressing and solving female officers' problems.
USA	Women's Military Service for America Memorial Foundation; Service Academies Social Networking; Lean in Circles (small peer groups); Sea Service Leadership Association; Joint Women's Leadership Symposium	

*More information about the work and activities of the networks can be found in the relevant National Reports

3.1. Reserves⁽¹⁾

This subchapter details available data on Reserves statistics from NATO member nations in 2015. The percentage of female and male Reserves personnel for NATO member nations is indicated in Figure 16. On average, female Reservists in NATO member nations are 8.4% of the total Reserve Service. Figure 17 provides percentage of women that serve as Reserves in NATO member and partner nations. The USA have the highest number of women Reservists. In Australia, Bulgaria, Canada, France, Italy, Latvia and Lithuania more than 14% of military Reserves are women.



¹ "Reserves" include Reserves, Active Reserves, National Guard and other Non-Active Military Services

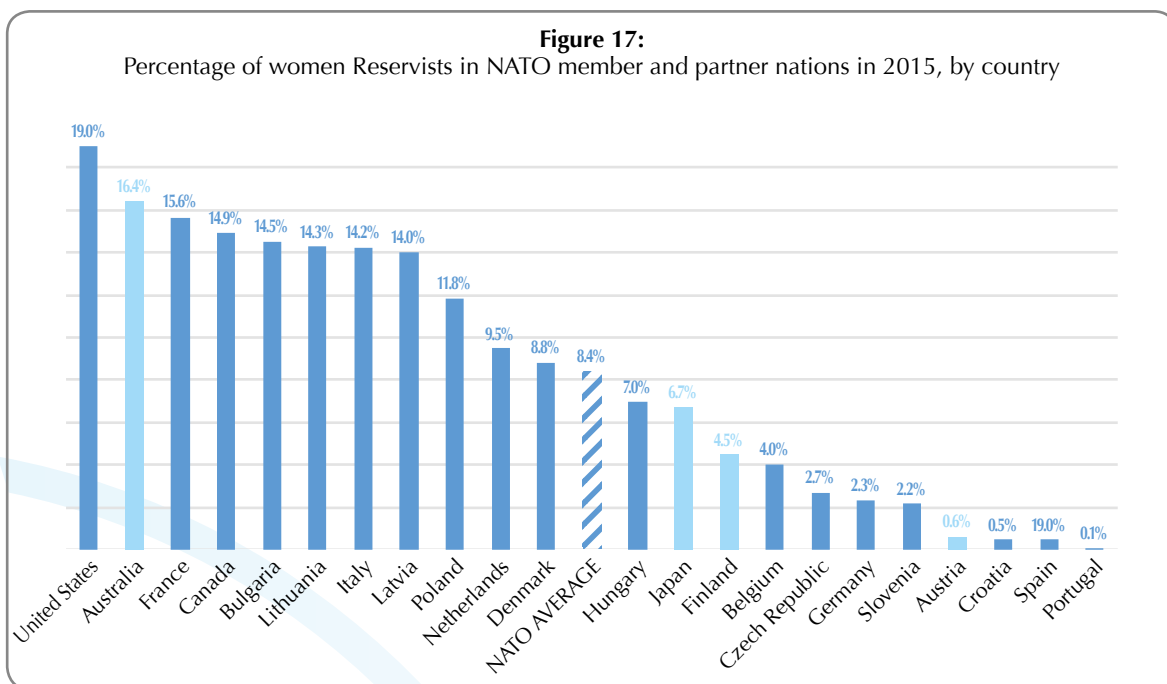
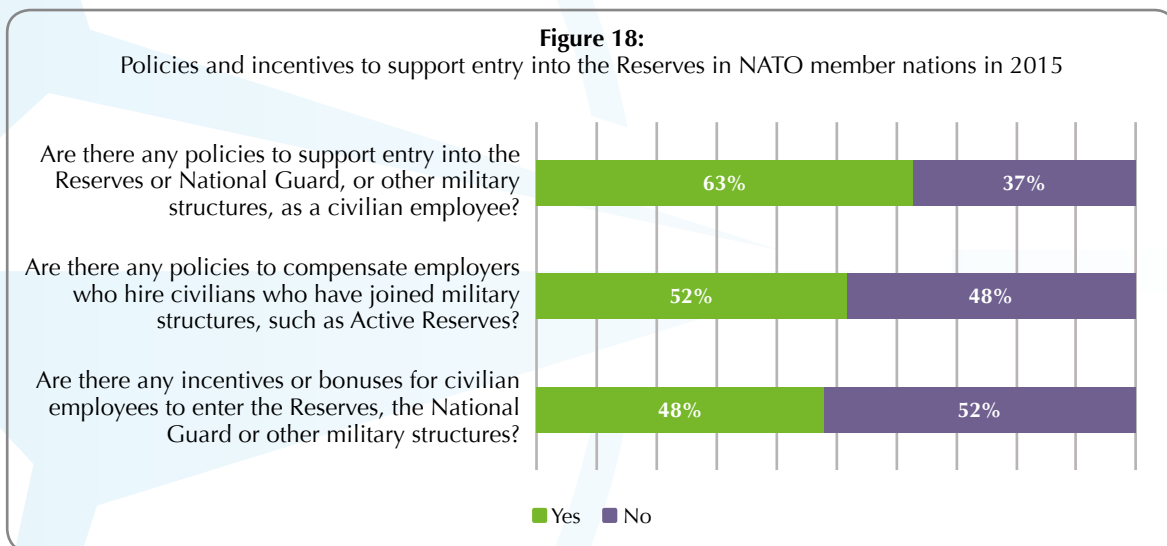


Figure 18 illustrates the percentage of NATO member nations that have policies to support entry into the Reserves and compensate employers who hire civilians that served in the military. The data shows that more than half of NATO member nations have policies to support civilian employees to enter military structures such as the Reserves or National Guard. Also, more than 50% of NATO member nations compensate employers who hire civilians that have served in the military.

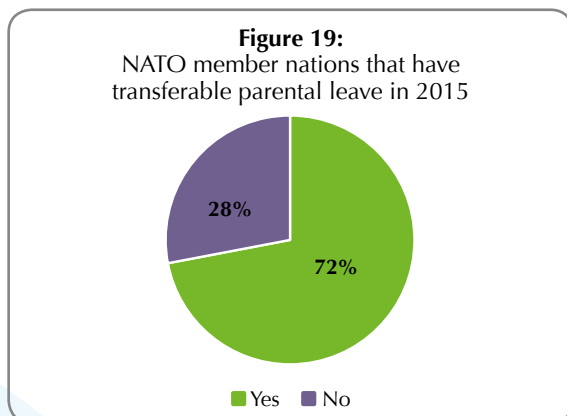


3.2. Parental, Maternity and Paternity Leave

Table 3. Parental, Maternity and Paternity Leave expressed in weeks, by country			
Country	Parental leave	Maternity Leave	Paternity Leave
Albania	52	The mother is entitled to up to 14 weeks of leave, then from 14 to 52 weeks the leave becomes optional and transferable to the father. If the mother decides to work after the 63-day postpartum period she is entitled to take 2 hours off during the normal working day or work 6 hours for the same salary until the child is 1 year old.	The father is entitled to 35 weeks of paternity leave only after 63 days from the birth of the child.
Belgium	17	15	2
Bulgaria	52	The mother is entitled to 52 weeks of leave for each child, of which 45 days must be taken before the birth of the child.	The father is entitled to 15 days of leave when the child is born.
Canada	50	Only the mother is entitled to take 15 weeks of leave.	Both mother and father are entitled to 35 weeks of leave.
Croatia	52	The mother is entitled to 26 weeks of leave, of which she must take a minimum of 70 days following the birth of the child. After that period, it is possible to transfer her leave to the father of the child.	
Czech Republic	From 28 to 37 weeks. The parent has the option of taking parental leave until the child reaches the age of 4.		
Denmark	32 weeks. Parental leave comprises pregnancy leave, maternity and paternity leave.	The mother is entitled to paid maternity leave 6 weeks before the birth of the child and 14 weeks after.	The father is entitled to 2 weeks of leave together with the mother.
Estonia	Parental leave is up to 156 weeks.		
France	156	The mother is entitled to 16 weeks in case she has 1 or 2 children and 26 weeks in case she has additional children.	
Germany	Parents are entitled to parental leave until the child is 3 years old.	The mother is entitled to take a leave of 6 weeks before the birth of the child and 8 weeks after. In case of premature or multiple births, the period is extended to 12 weeks.	
Greece	40	Mothers are entitled to a 20 week leave during pregnancy.	
Hungary	24		
Italy	40	20	20 (in alternative to maternity leave)
Latvia	78	68	68
Lithuania	160	156	4
Luxembourg	52	26	26
Netherlands	29	13	13
Norway	Parents are entitled to 49 weeks of leave (fully paid) or 59 weeks of leave (80% paid).	6	The father is entitled to 10 weeks of leave, of which 2 must be taken after the birth of the child.
Poland	Parents are entitled to 28 weeks of parental leave, plus additional 8 weeks.	20	2
Portugal	21	6	3
Romania	104	6 weeks plus a maximum of 96 weeks for child care.	3 weeks plus a maximum of 96 weeks for child care.
Slovakia	156	24	
Slovenia	53	14	4
Spain	18	16	12
Turkey	18	16	1.5
United States	12		2
*More information about the work and activities of the networks can be found in the relevant National Reports			

Table 3 reports data on parental, maternity and paternity leave for NATO member nations. Whilst the table offers an overview of parental leave's policies in NATO member nations, more detailed and exhaustive information can be found in the appropriate country's national report.

Figure 19 shows that 72% of NATO member nations allow transferable parental leave. More information can be found in the work-life balance subchapter.

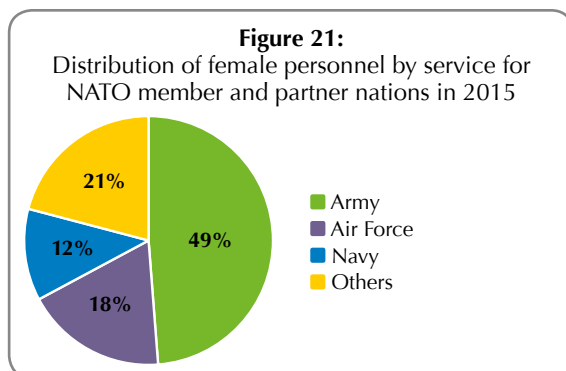
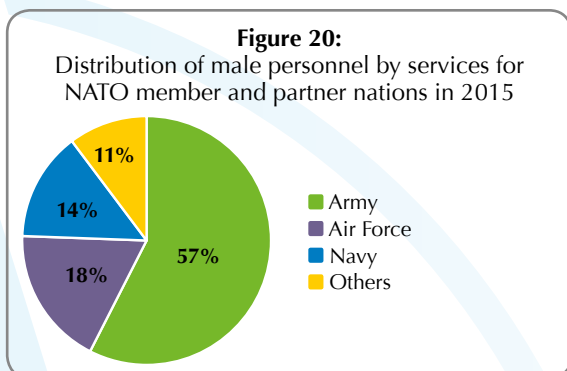




4 Services and Ranks in 2015

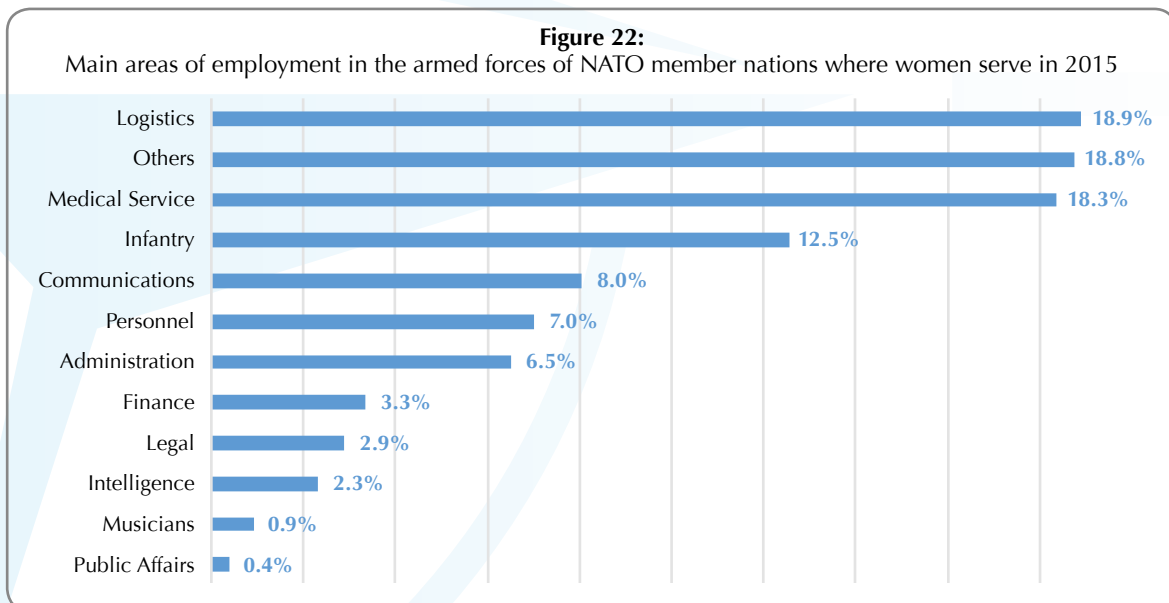
Percentage of Men and Women by Services

The findings portrayed in Figures 20 and 21 illustrate the distribution of men and women in the armed forces according to services. Data is collected from NATO member and partner nations, including Australia, Austria, Finland, Ireland and Japan. The proportional distribution of men and women is the same in the Air Force and similar in the Navy, however the percentage of men in the Army is higher. Others have a greater proportional percentage of women than men. The category for “Others” is further explained in the following paragraph.



Main Areas of Employment

Figure 22 show the main areas of employment where women serve in the armed forces of NATO member nations. The data reveals that the majority of women work in logistics and medical service. The category for “Others” include, for example, general staff, instructors, engineers, general management, operational support, air control, air support, military police, missiles and anti-air artillery, chemical corps, athletes, land combat and naval combat.



Percentage of Women by Ranks

Other ranks (OR):	Officers (OF):
- OR 5-9: Non-Commissioned Officers (NCOs) - OR 1-4: Private and Corporal Ranks	- OF 6 and above: General Officers - OF 1-5: Officers

*A look at ranks in accordance with STANAG 2116, 2010 (Edition 6)

The percentage of men and women in the armed forces of NATO member nations, disaggregated by rank, is illustrated in Figure 23a. The graph was created from the inputs of 23 countries. The highest percentage of women is 17.3% for OF 3-5 and OF 1-2, compared to 82.7% for men. The lowest percentage of women is 11.3% in the ranks OF-6 and higher, compared to 88.7% for men. In general, the percentage of women in the armed forces of NATO member nations disaggregated by rank, compared to men, increased for every rank from 2014 to 2015.

Figure 23a: Distribution of men and women in the armed forces of NATO member nations by rank in 2015

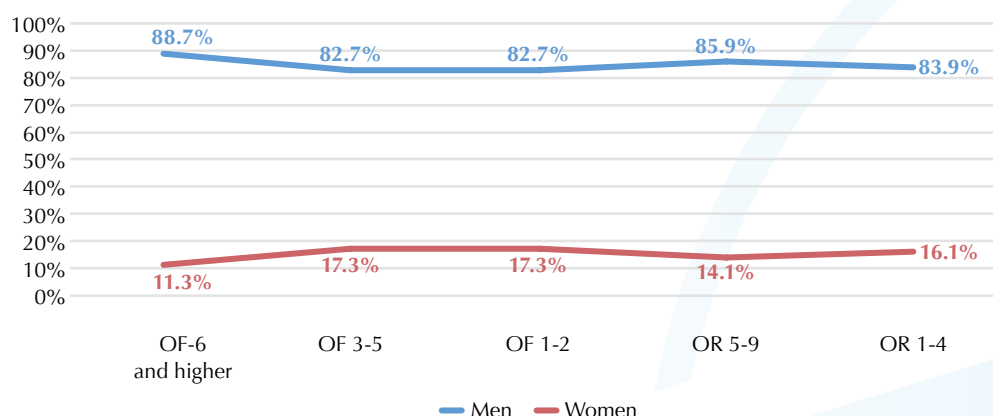


Figure 23b gives a comparison between the distribution of female and male personnel by rank. While Figure 23a counts all men and women that served in a specific rank in 2015, and provides the correspondent percentage for both men and women, Figure 23b sums up all men and all women in the armed forces of NATO member nations for all ranks and then illustrates, respectively and in percentage, how many men and how many women served for each rank out of the whole number of female and male personnel. The proportion of female and male personnel in OR 5-9 is similar, however men are more represented in OR 1-4 and women in OF 1-2. The percentage of men in ranks OF-6 and above is over four times higher than the percentage of women. Between 2014 and 2015, the percentage of women increased in OF-6 and higher (from 0.05% in 2014 to 0.06% in 2015), OF 3-5 (from 7.02% in 2014 to 8.45% in 2015), OF 1-2 (from 19.66% in 2014 to 20.28% in 2015) and OR 5-9 (from 32.59% in 2014 to 34.63% in 2015), while it decreased in OR 1-4 (from 40.66% in 2014 to 36.58% in 2015).

Figure 23b: Distribution of men and women in the armed forces of NATO member nations by rank in 2015

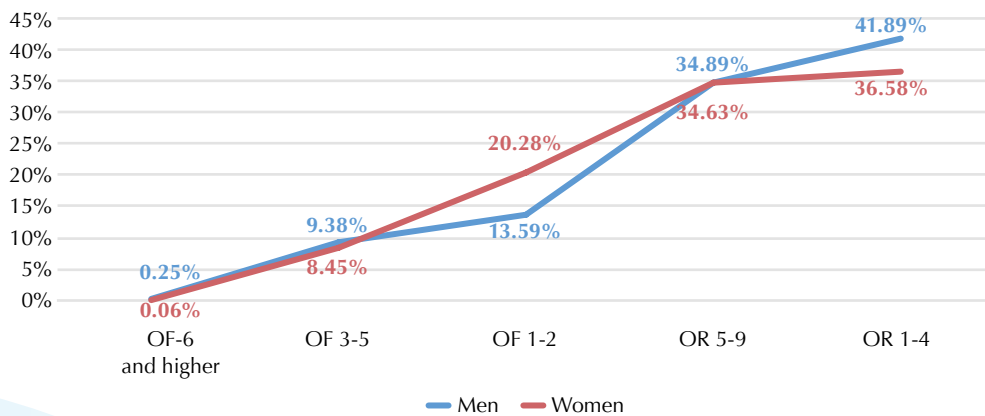


Figure 23c gives a historical analysis that shows the average percentage of women in officer (OF) ranks and other ranks (OR) respectively from 2002 to 2015. In 2015, 28.8% of women were in officer ranks and 71.2% in other ranks. Between 2014 and 2015, the percentage of women in OF ranks increased while it decreased for OR.

Figure 23c: Percentage of women in the armed forces of NATO member states, by rank from 2002 to 2015



Figures 24a and 24b illustrate the percentages of men and women that serve as officers (OF) and other ranks (OR). Data show that, respectively, 28.8% of women and 23.2% of men were in OF in 2015. More than 76% of male military personnel were in other ranks (OR) in 2015, while the average for female military personnel in OR was 71.2%.

Figure 24a:

Average of female military distribution, by rank, for NATO member states in 2015

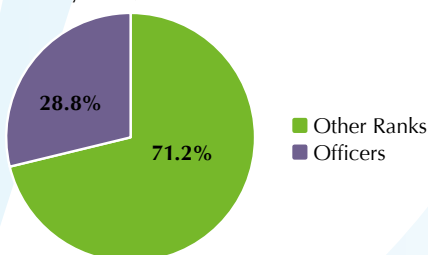
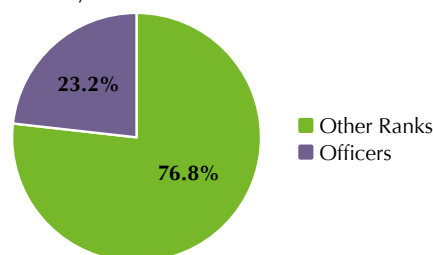


Figure 24b:

Average of male military distribution, by rank, for NATO member states in 2015

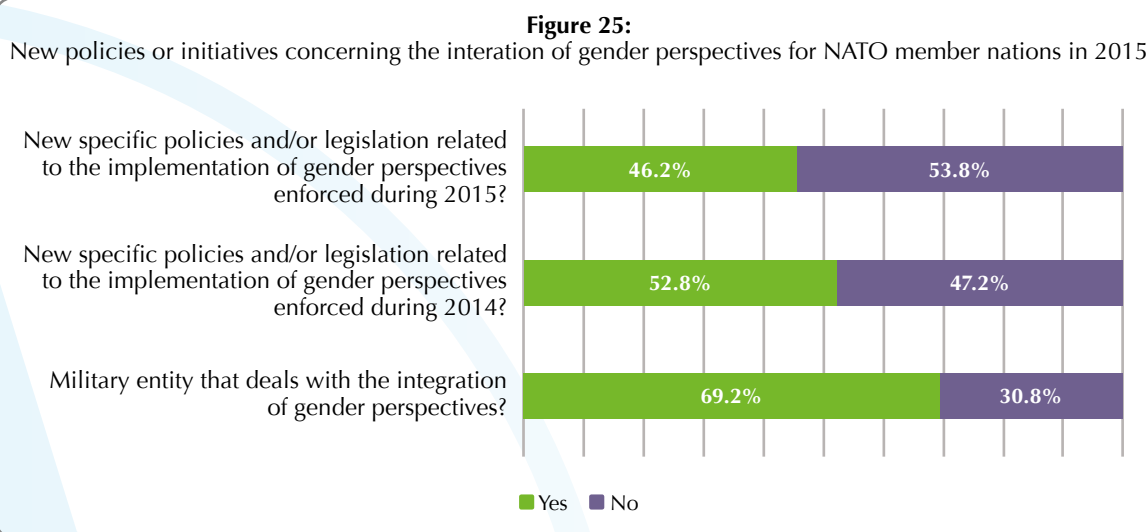




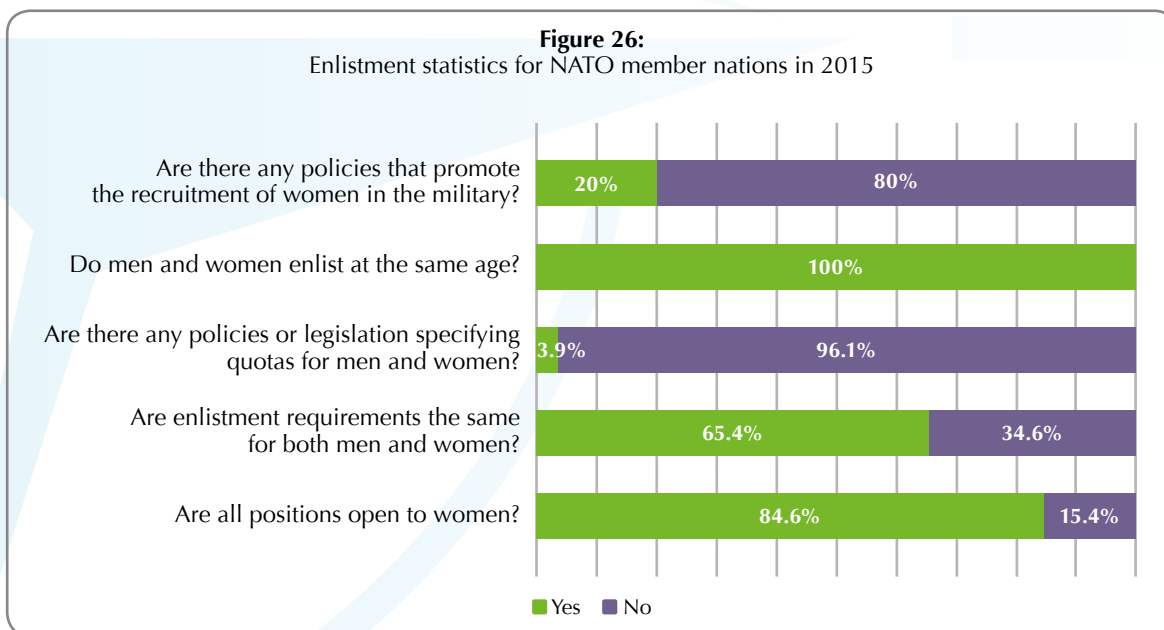
5 Integration of Gender Perspectives in 2015

Policies

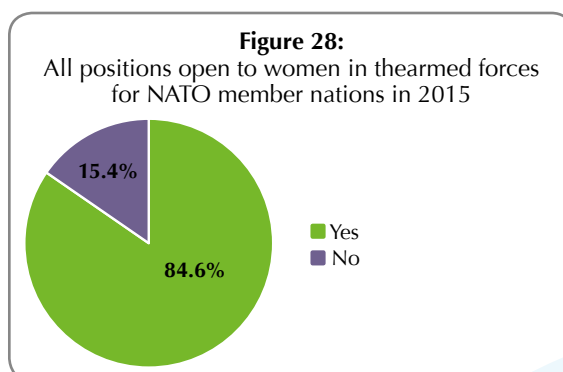
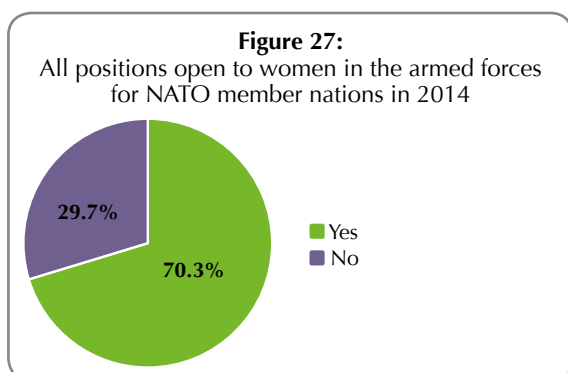
Figure 25 shows that in 2015, 46.2% of NATO member nations introduced new policies or legislation related to the integration of gender perspectives in the armed forces. Furthermore, 69.2% reported having military entities that deal with the gender agenda. Between 2014 and 2015, fewer nations introduced new policies to integrate gender perspectives in the armed forces.



As seen in Figure 26, 2% of NATO member nations have policies to promote entry into the military for women. In all NATO member nations, men and women enlist at the same age and 3.9% of the nations have a quota system for women in the armed forces. 65.4% of all NATO member nations have the same enlistment requirements for both men and women.

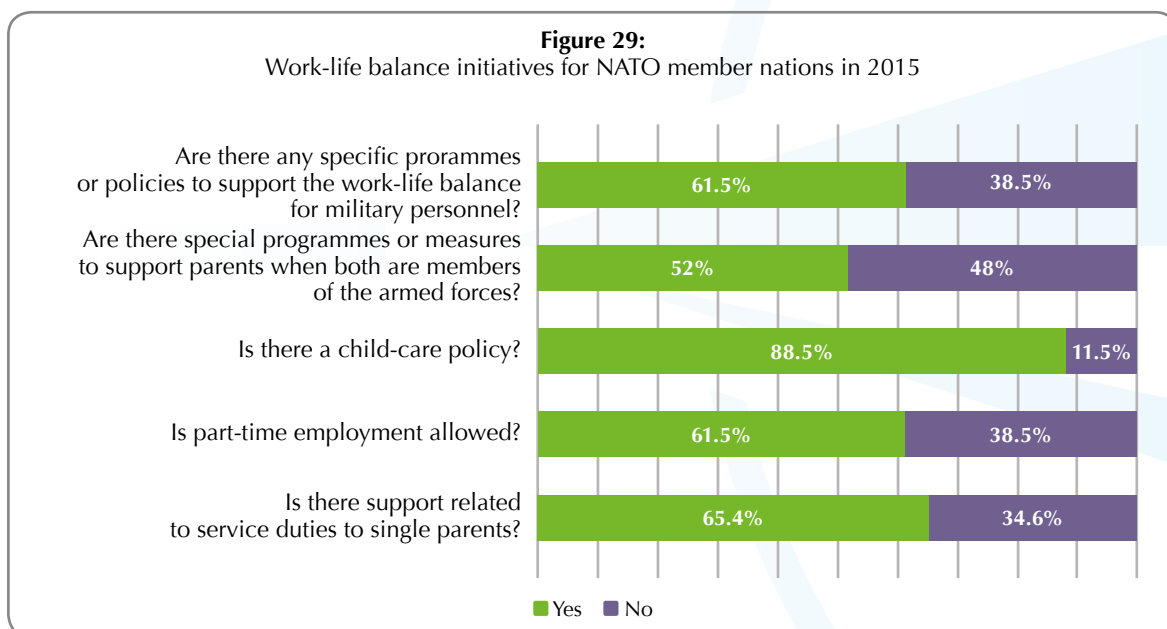


As shown in Figure 27 and 28, in 2014 the percentage of nations that had no restrictions for women in the military were 70.3%, while in 2015 almost 85% of NATO member nations opened all military positions to women. In 2015, 15.4% of NATO member nations still have positions that are closed to women.



Work-life Balance Initiatives

Figure 29 gives an overview of the number of NATO member nations that reported work-life balance initiatives. 61.5% of nations reported that they have specific programmes or policies to maintain work-life balance. 52% have measures to support parents when both are members of the armed forces, such as not deploying them at the same time. 88.5% of nations reported having child-care policies, that include day-care facilities for children, breastfeeding breaks or flexible working hours. 61.5% of nations report allowing part-time employment and 65.4% provide support or facilitation related to service duties to single parents. From 2014 to 2015, the percentage of nations that offer special programmes to support military parents has decreased (from 62.2% in 2014 to 52% in 2015), while the percentages of all the other indicators increased.



Prevention of Sexual Harassment and Sexual Abuse

As presented in Figure 30, almost 80% of NATO member nations have training and programmes related to the prevention of sexual harassment. More than 60% of NATO member nations have strategies, appointed personnel and formal procedures to prevent and report cases of sexual harassment against men and women. Cases of sexual harassment were reported in 37% of NATO member nations. Figure 31 illustrates the percentages of men and women that reported sexual violence and shows that women are almost 3 times more affected by sexual abuse than men are. The data is collected from those NATO member nations that provided the numbers of sexual harassment's cases.

Figure 30:
Prevention of sexual harassment and sexual abuse for NATO member nations in 2015

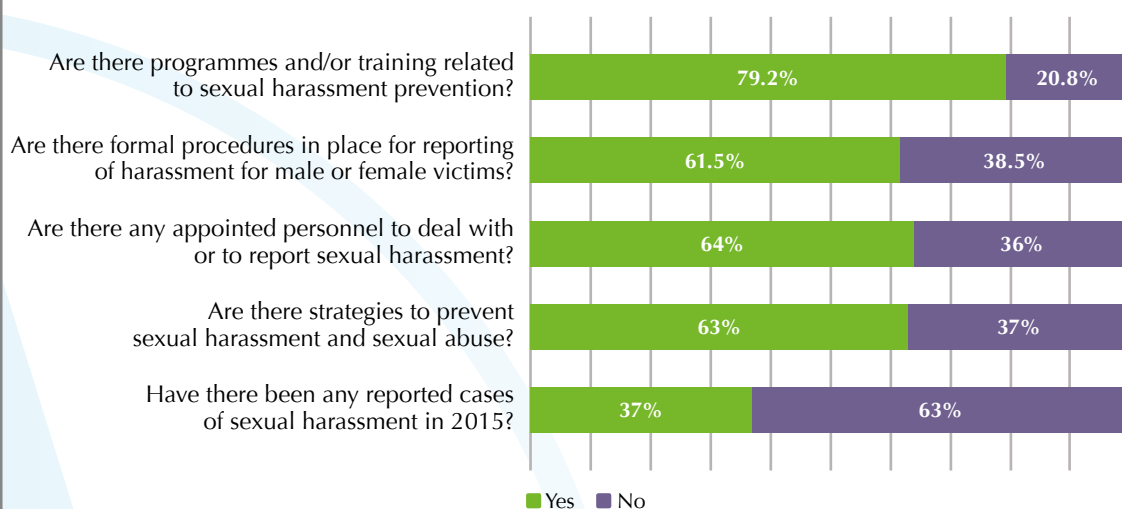
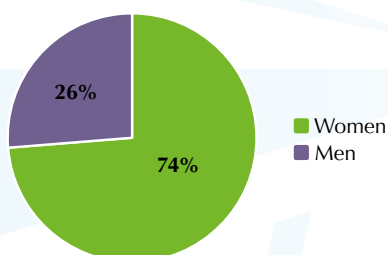


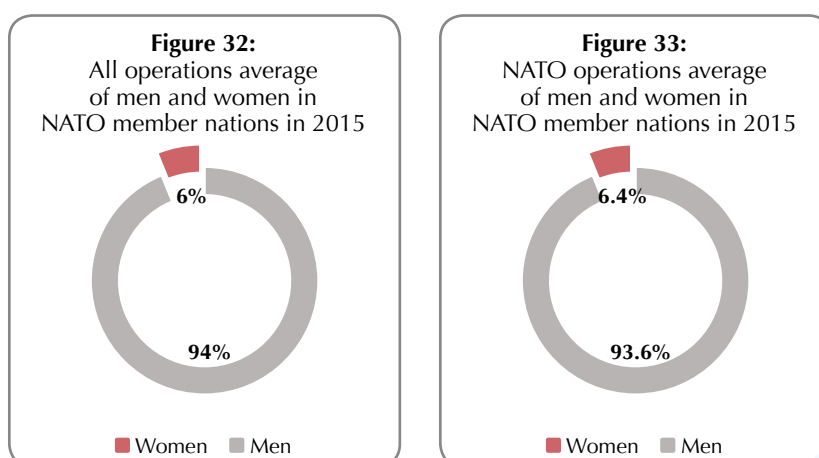
Figure 31:
Reported cases of sexual harassment and/or sexual abuse in the armed forces of NATO member nations in 2015



Graph only include data from those NATO member nations that reported on cases of sexual harassment and/or sexual abuse in the armed forces

5.1. Gender in Operations in 2015

As shown in Figure 32, the average of women in all operations for NATO member nations is 6%. As regards Figure 33, the percentage of women in NATO operations for NATO member nations is 6.4%.



As illustrated in Figure 34, more than 90% of NATO member nations include gender in pre-deployment training and exercises and more than 73% include gender in operational planning. Both percentages increased from 2014 to 2015. 63% of NATO member nations have trained gender advisors and 30.8% have gender focal points.

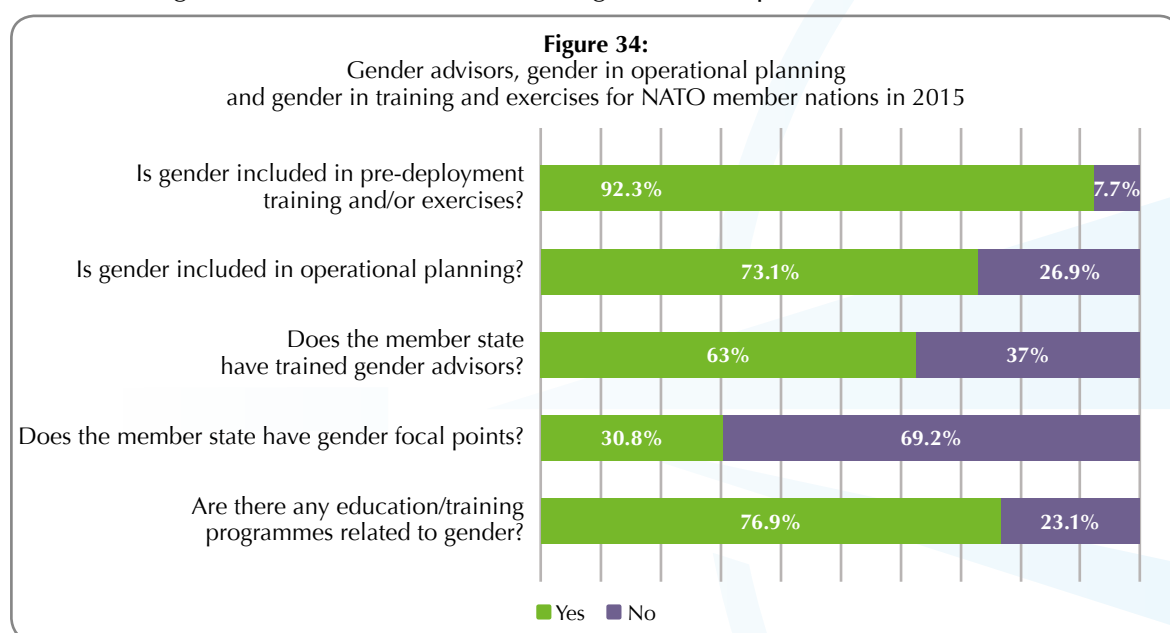


Table 4 indicates the number of trained and deployed gender advisors in 2015 for each NATO member and partner nation, including Australia, Austria, Finland, Georgia, Ireland and Switzerland. In 2014, NATO member nations had a total of 381 trained gender advisors, while in 2015 the number reached 440 trained personnel. France (from 1 trained gender advisor in 2014 to 7 in 2015) and the United Kingdom (from 3 trained gender advisors in 2014 to 8 in 2015) are the NATO member nations that registered the highest increase in the number of trained gender advisors from 2014 to 2015. 27 gender advisors were deployed in 2014 and 33 in 2015 by NATO member nations. The number of trained gender advisors in NATO partner nations was 76 in 2014 and 119 in 2015. The number of deployed gender advisors for NATO partner nations also increased from 10 to 57 between 2014 and 2015. The NATO

partner nations that reported the highest increase in terms of the quantity of trained gender advisors between 2014 and 2015 are Finland (2 trained gender advisors in 2014 and 35 in 2015) and Australia (1 trained gender advisor in 2014 and 10 in 2015). 21 out of 28 members have gender advisors.

Table 4. Gender Advisors in the armed forces of NATO member and partner nations

NATO members nations	Trained Gender Advisors in 2015	Deployed Gender Advisors in 2015
Belgium	20	12
Bulgaria	1	0
Canada	4	0
Croatia	5	1
Czech Rep	1	0
France	7	0
Hungary	30	0
Iceland*	1	1
Italy	100	4
Lithuania	1	0
Luxembourg	2	0
Netherlands	16	3
Norway	22	1
Poland	9	0
Portugal	7	0
Romania	1	0
Slovenia	5	0
Spain	195	6
Turkey	3	2
UK	8	1
USA	2	2
Total	440	33

* Gender advisor in the Resolute Support Mission in Afghanistan

NATO partners nations	Trained Gender Advisors in 2015	Deployed Gender Advisors in 2015
Australia	10	4
Austria	8	1
Finland	35	2
Georgia	42	42
Ireland	14	3
Switzerland	10	5
Total	119	57

Belgium, Greece, Italy, Portugal, Romania, Spain, United Kingdom and Ireland reported to have gender focal point (GFP) positions in place. GFPs of Italy and Portugal have been deployed in military operations in 2015.



6 2014 and 2015 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

2014 NCGP Recommendations to the MC

The recommendations to the MC on the 2014 NCGP Conference topic 'Recruitment and Retention in the Armed Forces – National Human Resources Policies and Exchange of Best Practices' are:

- a. Nations be encouraged to take additional steps to make careers in the armed forces more attractive to women and to develop gender specific messaging and processes in recruiting operations;
- b. Nations be encouraged to conduct assessments to identify and address potential gaps in policies and programs that may negatively impact the retention of women in the armed forces;
- c. Nations be encouraged to establish an Advisory Committee to inform and shape military gender equality priorities.

2015 NCGP Recommendations to the MC

As context to their deliberations, the NCGP noted that gender balanced armed forces enhance operational capability and readiness (the very thing that the Readiness Action Plan (RAP) has also been looking to strengthen) but that Sexual Harassment and Sexual and Gender Based Violence (SGBV) degrade operational effectiveness and readiness as well as recruitment and retention. Noting to MC discussion, this led to the following conclusions:

- a. that leaders at all levels should uphold core values and standards of behavior to demonstrate their commitment to an environment free from harassment and SGBV and perpetrators - essentially, we are looking to make all leaders accountable;
- b. that Nations should create and implement a credible reporting process that collects data and drives appropriate support to victims of harassment and SGBV. Furthermore, Nations should share best practice and lessons-learned as a 'community of interest' through the IMS Office of the Gender Advisor; and
- c. that Nations should seek to develop a gender advisor framework for their armed forces to build capacity in gender perspectives in order to enhance operational effectiveness.

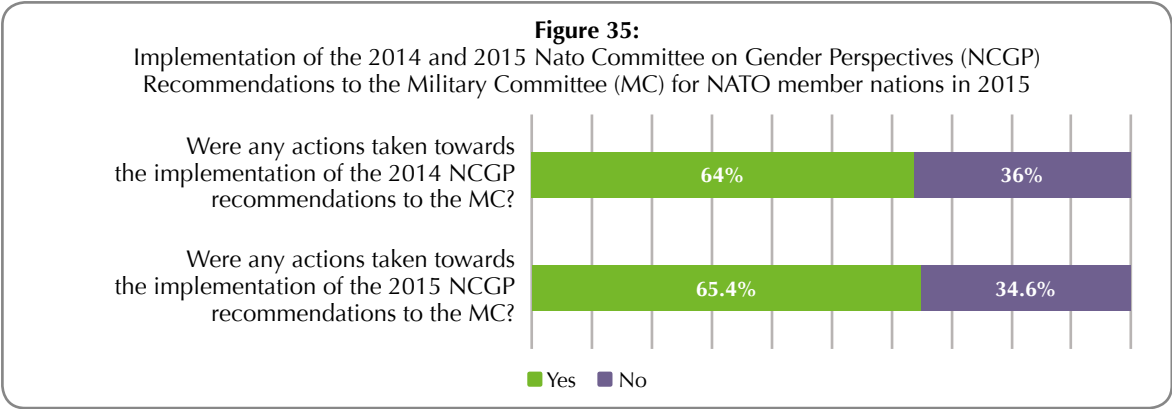


Figure 35 shows that 64% of NATO member nations took steps towards the implementation of the 2014 NCGP Recommendations. The percentage of nations that took action regarding the implementation of the 2015 NCGP Recommendations is higher than 65%.

7

Conclusion

The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS), adopted on 31 October 2000, highlights the fundamental role of women in the prevention and resolution of conflicts, peace negotiations, peacebuilding, peacekeeping, humanitarian response and in post-conflict reconstruction. UNSCR 1325 calls for men and women's equal participation and full involvement to maintain and promote peace and security.

NATO member and partner nations recognize the disproportionate impact conflict and post-conflict situations in many instances have on women and children. They also recognize the importance of ensuring women's active and meaningful participation in decision making and in security institutions and remain committed to contribute to the full implementation of the Women, Peace and Security agenda.⁽¹⁾

The NATO/EAPC Policy and Action Plan⁽²⁾ reflect the Alliance's effort towards gender equality and the implementation of UNSCR 1325 and related resolutions through NATO's three core tasks. This Summary of National Reports provides the necessary feedback on where NATO member and partner nations stand in their common endeavor.

The questionnaire that nations are asked to submit covers topics in line with the NATO/EAPC Action Plan indicators, which allow the Summary to provide a comprehensive overview of the annual progress on the integration of the principles of UNSCR 1325 and related resolutions in the everyday activities of the NATO member and partner nations.

The Report has attained important results and presents different national approaches. The participation of NATO partner nations allows even broader analysis of the way gender perspectives are mainstreamed in the armed forces, both widening the geographic focus and enabling more meaningful comparisons among the countries. The emphasis on different thematic areas and the examination of specific best examples allows nations to share the most effective practices of gender mainstreaming in the armed forces.

The 2015 Summary was only possible thanks to the national submissions of questionnaires to the Office of the Gender Advisor of the International Military Staff. The data and detailed information provided by NATO member and partner nations demonstrate the leverage of the UNSCR 1325 principles. This makes the Summary a credible and trustworthy record of how the standards of gender perspectives evolve and a valuable guide for future analysis in the years to come.

All NATO member and partner nations are highly encouraged to keep on collecting data disaggregated by gender and submitting the annual questionnaire. The continuance of the annual Summary of the National Reports is the practical way forward to strengthen the understanding and mainstreaming of gender perspectives in the armed forces of NATO member and partner nations.

1 NATO/EAPC Policy for the implementation of UNSCR 1325 on Women, Peace and Security and related resolutions, http://www.nato.int/cps/en/natohq/official_texts_109830.htm?selectedLocale=en.

2 NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on WPS, http://www.nato.int/nato_static/assets/pdf/pdf_2014_06/20140626_140626-wps-action-plan.pdf.



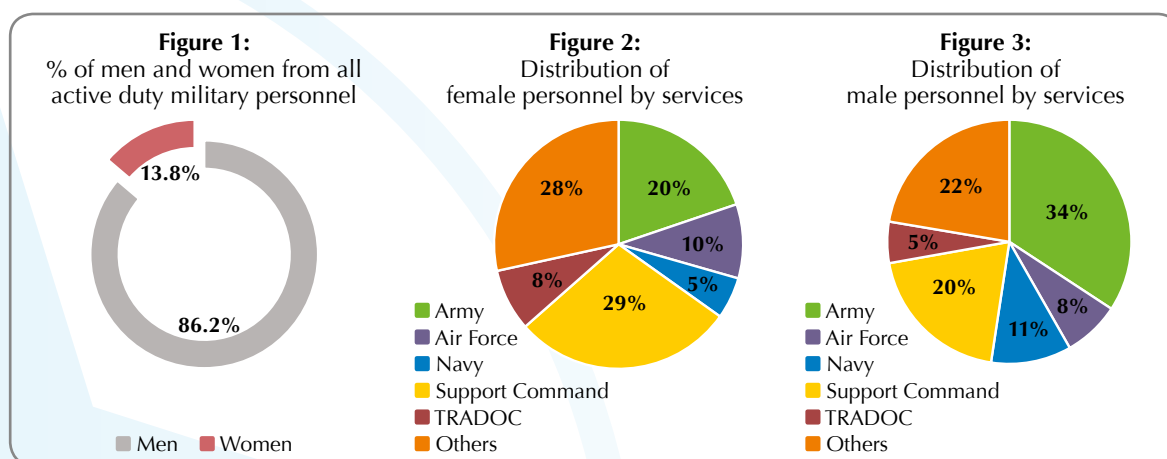
8 2015 National Reports from NATO Member Nations

This chapter presents the annual National Reports from all NATO member nations for 2015. The National Reports are annually submitted to the IMS Office of the Gender Advisor (IMS GENAD) at NATO HQ. The 2015 Summary presents detailed information and data for every nation, including policies and legislation related to the implementation of gender perspectives in the armed forces, quota systems, restrictions on the incorporation of women in the armed forces, Reserves, enlistment requirements, retention policies, reasons for leaving the military, military equipment and facilities' adaptation, parental rights, prevention of sexual harassment and sexual abuse, gender education and training, gender advisors and for the first time implementation of the 2014 and 2015 NCGP Recommendations to the Military Committee (MC).



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Albania enforced new policies and legislation related to the implementation of gender perspectives in the Albanian Armed Forces (AAF). The country is drafting the new National Strategy for Gender Equality 2016-2020, which will address the full spectrum of gender issues, policies and strategies. New policies also look at the training of peacekeeping staff on gender equality and awareness raising to reduce gender stereotyping in peacekeeping missions. The National Strategy for Development and Integration 2015-2020, in collaboration with United Nations (UN) Women in Albania, aims at mainstreaming gender perspectives in monitoring indicators. In September 2015, the Prime Minister's Office and UN Women discussed and finalized the list of gender indicators. The yearly Defence Directive of the Minister of Defence recognizes gender perspectives as a top priority.



Quotas

There is a quota system for men and women in the armed forces. Based on the new Human Resource Management Strategy in the Armed Forces 2015-2019, approved in 2015, professional military personnel in the armed forces should include at least 15% of women, depending on the required operational levels.

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 only apply to operations. The Gender Coordinator at the Directorate of Military Education and Social Care is responsible for monitoring Gender Equality in the armed forces.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Ministry of Defence tries to retain the most talented Reserve personnel and use their knowledge in specific areas. There are no policies to compensate employers who hire civilians who have joined military structures and there are no incentives or bonuses for civilian employees to enter the Reserves, National Guard or other military structures.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Enlistment Requirements

Enlistment requirements in the armed forces are different for men and women. Basic requirements are the same for both and the intellectual test is the same, but physical tests are different. The required number of push-ups and sit-ups is higher for men and the time allowed for 2 miles running is lower for men than for women. Specific posts in the military may demand additional requirements. To be part of the Military Police the physical characteristics are the same. For Non-Commissioned Officers (NCOs), minimum height for men has to be 170 cm, while for women has to be 165 cm. For officers, the physical characteristics are lower: men 165 cm and women 160 cm; the most important part in this phase is the intellectual test, which is the same for men and women. Men and women enlist at the same age.

There are specific policies to promote the recruitment of women in the military. The AAF have introduced several measures in support of the recruiting process and to enhance women's participation in the AAF to attract educated females from Albanian Colleges and Universities. Current activities targeting potential female applicants range from local initiatives, like distributing leaflets on Universities campuses and open day recruitment seminars in the Ministry of Defence (MoD), to meeting women in senior leadership positions, like the Minister of Defence and other senior military positions, at local Colleges. They share their experience, highlight the significant contribution made by women in the AAF and abroad and increase awareness of career opportunities for men and women in the AAF. To attract a greater number of qualified applicants from the Albanian workforce, the Personnel Recruitment Centre has taken the initiative to promote female and male participation in the military throughout the National Employment Office. The recruitment campaign also reached national and local media and the official website of the AAF.

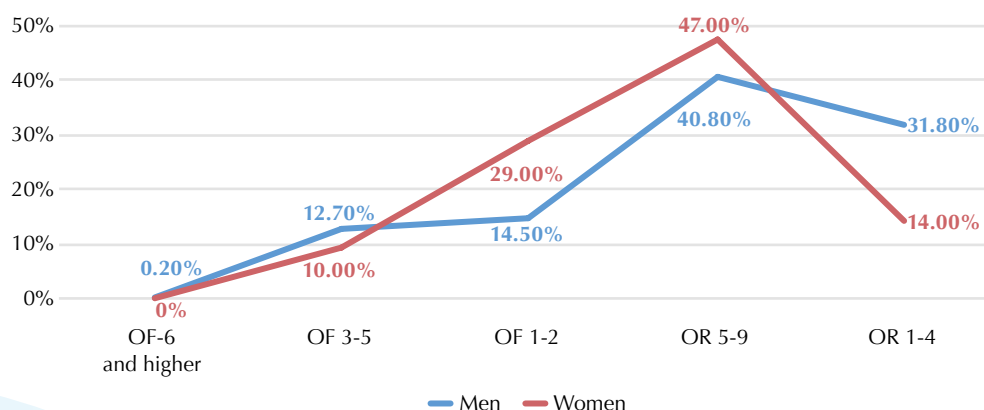
In 2015, out of 61 female applicants, 31 were successfully recruited. Out of 851 male applicants, 468 were successfully recruited.

Retention Policies

The AAF have a number of retention initiatives at various stages of implementation. Retention policies are not aimed specifically at women, but are intended to address AAF members as a whole. The recent decision of the Council of Ministers on legalizing military personnel's residences which used to be AAF property is under way and will be approved in 2016. 72 military personnel have benefited from the soft loan scheme of housing. These initiatives serve to address the social problem of accommodation of military personnel. In November 2015, on the initiative of the Minister of Defence, the centre for the rehabilitation of children suffering from Autism was established. The goal of the military personnel's centre is to improve the quality of life of children with Autism and to make it easier for their families to deal with this issue. Services offered in this centre are free. Low cost military vacation and recreational capacities have been put in place and also apply to family members.

The AAF do not have specific retention policies for women. The association "Women in the Armed Forces of the Republic of Albania" has been established within the AAF to promote gender equality and the full involvement of women in the armed forces, to enhance the role of representation at all levels of decision-making and to support the families of service personnel who are on peacekeeping missions abroad. This association aims at supporting UNSCR 1325 on Women, Peace and Security, adopting gender perspectives and special measures for protection against domestic violence, advising the leadership of the armed forces on critical issues affecting women in the military, encouraging the participation of women at all levels of decision-making in the armed forces, in Peace Support Operations and all stages of peacekeeping missions and promoting equal opportunities for men and women as regards rank, responsibility, education and training.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

The AAF do not carry out exit surveys for men and women who leave the military. However, in the resignation form, they often state that they leave the military because of family reasons. In 2015, 89 women and 695 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 88.6%. The main reasons why both men and women tend to leave the armed forces are difficulties in balancing work and family and retirement. Additional reasons for men to leave the armed forces include opportunities for better positions and a higher salary.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for men and women to fit the needs of both. Military facilities are adapted for both men and women and there are separate sanitary facilities. Uniforms are adapted for both men and women. Women's uniforms are appropriate for different body types and physical conditions, including pregnancy.

Parental Rights

Legal social support is given to both parents of a new-born child. Maternity leave is up to 14 weeks; from 14 to 52 weeks it is optional and it is transferable to the father who is eligible for parental leave only after 63 days from the birth of the child. If the mother decides to work after the 63-day postpartum period, in agreement with the employer, she has the right to nurse the child until the child is 1 year old and she can choose to take 2 hours off during the normal working day or to work 6 hours for the same salary. Parental leave is 52 weeks in total. Paternity leave is 35 weeks. There are specific programmes to support the work-life balance for military personnel. Part-time employment and flexible hours are allowed in case of parental leave or studies. There are no special programmes to support parents when both are members of the armed forces. There is no support or facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their children. There are child-care policies that allow breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	29.5%	2.7%
Air Force	6.5%	1.3%
Navy	9.2%	0.7%
Other	41.0%	9.1%
Total	86.2%	13.8%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	12.7%	10.0%
OF 1-2	14.5%	29.0%
OR 5-9	40.8%	47.0%
OR 1-4	31.8%	14.0%

Table 2: All Operations		
Service	Men	Women
Army	66.4%	0.0%
Air Force	2.5%	0.0%
Navy	2.5%	0.0%
Other	26.9%	1.7%
Total	98.3%	1.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	26.5%	50.0%
OF 1-2	22.2%	0.0%
OR 5-9	26.5%	50.0%
OR 1-4	24.8%	0.0%

Table 3: NATO Operations		
Service	Men	Women
Army	69.3%	0.0%
Air Force	2.6%	0.0%
Navy	2.6%	0.0%
Other	23.7%	1.8%
Total	98.2%	1.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	25.0%	50.0%
OF 1-2	23.2%	0.0%
OR 5-9	25.9%	50.0%
OR 1-4	25.9%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. There are no serious gaps that will require immediate action in respect of the legal rights of women who serve in the AAF. The law "On Military Discipline", which classifies sexual harassment committed by military personnel during and after working hours as a serious disciplinary violation, is under implementation. The purpose of this law is to prohibit sexual harassment in order to defend human dignity, freedom and privacy and promote equality between the sexes. No cases of sexual harassment in the AAF were reported in 2015. There are programmes related to the prevention of sexual harassment. The issue of sexual harassment is part of the curricula in Albanian Military Academy's courses and pre-deployment training. There is no appointed personnel to deal with or to report sexual harassment. Formal procedures exist to report harassment for female or male victims. The online portal of the Ministry of Defence offers the possibility to report fellow officers or superiors for discrimination or abuse.

Gender Education and Training

The AAF have 8 gender-related training programmes:

1. The NCO Advanced Course covers AAF engagements in humanitarian emergency operations, International Humanitarian Law, equal opportunities and gender equality in the armed forces and human rights in armed conflict areas. It targets OR-5 to OR-9. It is a standard national training.
2. The NCO Basic Course covers political, economic and cultural topics, humanitarian operations and International Humanitarian Law. It targets OR-1 to OR-4. It is part of

the standard national training.

3. The NCO Initial Course covers equal opportunities and gender equality in the armed forces, the role of women in the Air Force and equality in education and training. It targets OR-1 to OR-4. It is part of the standard national training.
4. The Pre-deployment Training is a preparatory training for military troops that Albania deploys in combat missions and operations. The operational planning process and exercises covers gender topics, cultural training, human rights, the Law of Armed Conflicts, ethics and the appropriate rules of engagement, gender and cultural differences, sexual harassment, trafficking, etc. The curriculum for this training is regularly updated, based on the experience of previously deployed personnel from the AAF. It targets all officers and NCOs.
5. The Senior Officer Course covers gender perspectives, human rights and their implementation in the military. It targets OF-3 to OF-5. It is part of the standard national training.
6. The Officer Graduation Course covers gender equality in the armed forces, prevention and reaction to sexual harassment. It targets OF-1 to OF-2. It is part of the standard national training.
7. The Advanced Individual Training programme (naval and medical) covers knowledge and understanding of the Geneva and Hague Conventions and general principles of health security of combating forces. It targets all NCOs. It is part of the standard national training.
8. The Staff Officers' Basic Course covers peace support operations and action to support civilian population in humanitarian operations taking into consideration gender perspectives. It targets OF-1 to OF-2. It is part of the standard national training.

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

Gender Advisors

The MoD does not have gender advisors and no gender advisor was deployed in 2015. An important activity developed under the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC) support has been the training of the MoD representatives in the "Gender Training of Trainers Course" at the Nordic Centre for Gender in Military Operations (NCGM). The aim of this training was to enable trainers to successfully plan, conduct and evaluate education, training and exercises within the Albanian functional areas by integrating gender perspectives. Two representatives of the MoD attended an identical course, organized by Regional Arms Control Verification and Implementation Assistance Centre (RACVIAC).

Implementation of the 2015 and 2014 NCGP Recommendations

Albania has taken action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The AAF have made significant progress in the field of gender perspectives in regards to the implementation of the obligations arising within the UN and NATO framework. The AAF aim at achieving a completely integrated organization in which the concept of merit, qualification and experience are the only criteria that govern the advancement and success of its members. A variety of issues have been examined to improve in the future and lead the AAF towards an effective integration of women within the organization through the creation of an environment in which women feel welcome, valued and encouraged to participate in a wide range of specialties and missions and are motivated to achieve career promotions. Gender perspectives are now seen as an integral part of the everyday job. Several actions have been taken:

1. Enhancement of female personnel in decision-making positions: 7 Heads of Directorates in MoD, General Staff, respectively 6 civilian women and one female Colonel and 2 Lieutenant Colonels as Deputy Director of the General Staff and one female as Commandant of Communication and Information Systems (CIS) School of Troops.
2. The AAF have one service woman serving as Head of the Military Representation in the Albanian diplomatic mission, as well as other 10 women representatives (5 military personnel and 5 civilian) in the Albanian Military Representative's office.
3. Encouraging the presence of women in different training, education and qualification on all specialty courses.
4. On the Advanced Officer Course, which is one of the most important institutional courses for continuing a career in the armed forces, a female lieutenant was awarded with the title of best trainee in the infantry specialty.
5. One of the elite athletes in the world, Luiza Gega, who had a number of national and international achievements in 2015, is a member of the Military Police. Thanks to Gega, Albania is now well known in various European and world competitions.
6. Three service women, who are members of the Military Police, participated in the international Exercise "Platinum Lion 15-03" conducted in Bulgaria and showed high skills and dedication in carrying out their duties, alongside their male colleagues. One service woman was awarded the "Certification of the Military Police for Missions Abroad".
7. Thirteen service women, who are members of the Military Police, participated in the Exercise "Operational Capabilities Testing" at the Biza training.

Albania took action towards the implementation of the 2014 NCCP Recommendations to the MC. The screening practice for recruits is very strict and the structures responsible for the vetting process are strengthening collaboration with other institutions in order to track the criminal record of military staff. The law on "Military Discipline" is under implementation.

Additional Information

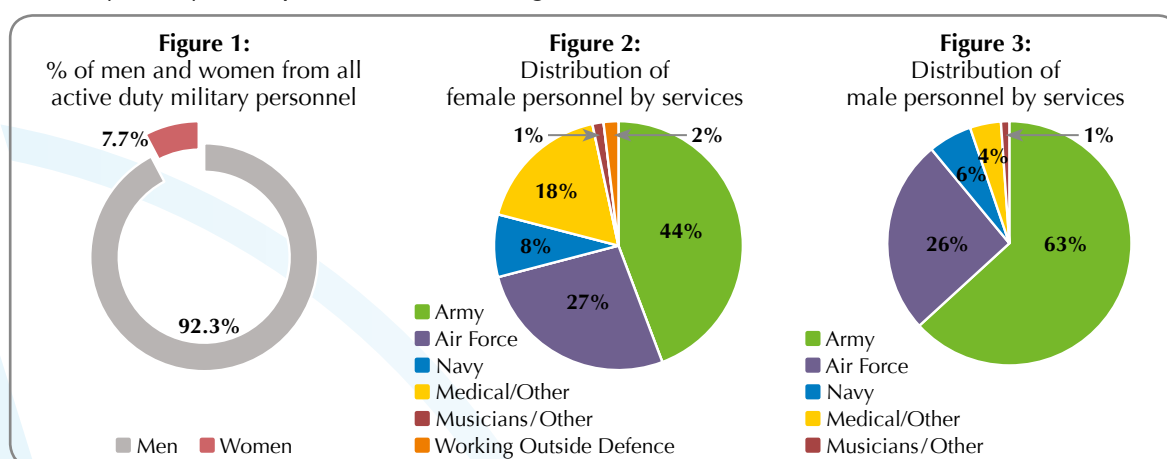
The Albanian MoD also promotes gender mainstreaming through "gender marketing activity". All written media show promote and highlight the role of female military. In the framework of military cooperation with the Adriatic Charter (A5) countries, Albania hosted the conference for senior NCOs "Gender Equality, Integration and the Future of Women in the Armed Forces", attended by representatives from Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia⁽¹⁾ (FYROM) and Montenegro. A new plan with SEESAC/United Nations Development Program (UNDP) began in 2015, under the regional project "Strengthening of Regional Cooperation on Gender Mainstreaming in Security Sector Reform in the Western Balkans". This SEESAC/UNDP plan provides support for: institutionalization of MoD Gender Focal Points; reform of the Human Resource Policy to improve the recruitment and retention of women; and Gender Sensitization Programme for the armed forces. In this framework, 8 representatives from the Albanian MoD and AAF visited the MoD and AAF in Montenegro and FYROM on 8-10 December 2015, to learn more about the results of gender equality in the military project. The main purpose of this visit was information and experience sharing for better regional cooperation on gender mainstreaming. In 2015, up to 31 military personnel from the AAF and State Police Office attended the Utility of Gender and Building Integrity in Peace Support Operations (PSO) Orientation Course, designed and developed by the Peace Support Operations Training Centre (PSOTC). The main aim of this training was to increase awareness and provide a conceptual understanding of gender topics in the security sector. It focused in particular on PSO and stressed that, to be successful, missions need to communicate with women in the society where they are operating in order to guarantee their protection. The training thus explains how essential it is that female soldiers, police officers and civilian staff are involved in the planning and conduct of operations.

¹ Turkey recognizes the Former Yugoslav Republic of Macedonia with its constitutional name



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Belgium enforced new policies related to the implementation of gender perspectives in its armed forces. The new edition of the specific procedure on “Gender in the Diversity Policy” was published on 13 August 2015.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Belgian Armed Forces, nor are there restrictions that only apply to operations. The Policy Office of the General Directorate Human Resources (GD HR) is responsible for integrating gender perspectives in the armed forces. Through Human Resources Management, the GD HR addressed the Diversity Policy which includes the Gender Policy.

Reserves, National Guard and Other Military Services

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

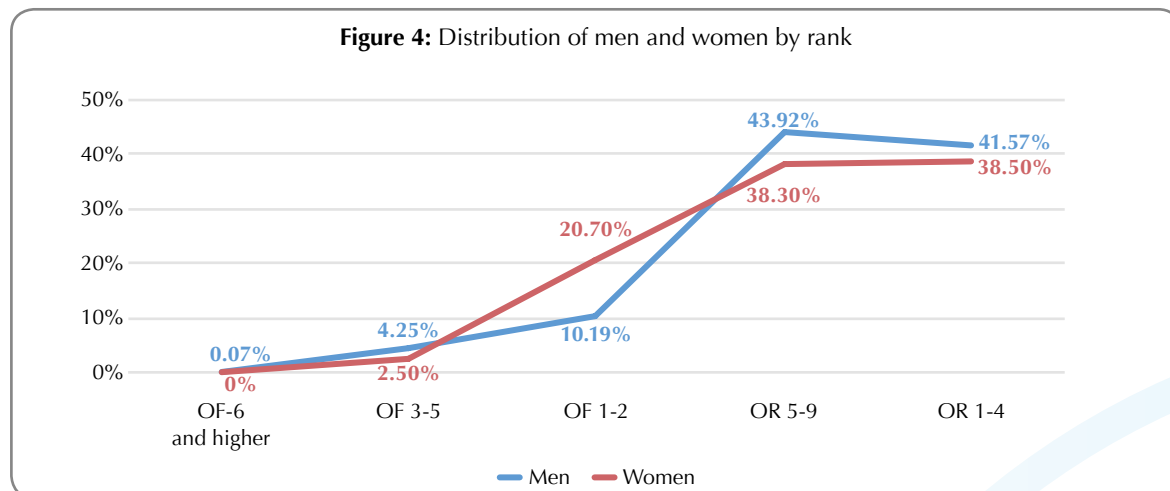
Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Physical fitness tests are identical, but the quotas tables of some specific tests can be different to ensure gender neutrality. There are no differences in enlistment requirements related to physical characteristics, or further differences between enlistment requirements for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military, or legal regulations in place that specifically promote the recruitment of women. In 2015, out of 594 female applicants, 67 were successfully recruited. Out of 5,135 male applicants, 663 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The Belgian Armed Forces do not have retention policies, or specific retention policies for women. The creation of a women's military network is under study.



Reasons for Leaving the Military

The Belgian Armed Forces carry out exit surveys for those who leave the military. Both men and women who leave the services are invited to state their reasons during an interview with a psychologist on a voluntary basis. Statistics are provided to their parent units and sometimes special investigations follow if deemed necessary. The main reasons for leaving the military for both men and women are difficulties in balancing work and family life, retirement, personal initiative, or being discharged. Other reasons for leaving the military are physical difficulties during basic training for women and injuries for men. In 2015, 212 women and 2,097 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.18% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces is 90.82%.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is fit for both men and women and no adaptation is needed. No adjustments have been made to women's uniform, although the issue is under study. Military facilities are adapted for both women and men: military installations have been improved with separate sanitary and accommodation.

Parental Rights

Parental leave is 17 weeks in total and it is not transferable between parents. Maternity leave can last up to 15 weeks and paternity leave is up to 2 weeks. There are specific programmes to support the work-life balance for military personnel. Except for certain critical posts, it is possible for armed forces' personnel to work part-time at a 4/5 rate and to enjoy flexible working hours. Part-time is allowed 5 years before retirement. Military personnel (except officers) have a 38-hour working week. The week consists of 36 hours per 7 working days and a flexi time enables a working day to start between 7 and 9 a.m. and end between 3 and 6 p.m. The Unit Commander decides about the timeframe, but time flexibility is granted whenever it does not hamper the operational capacity of the units. There are special programmes and measures to support parents when both are members of the armed forces. If one of the partners from a military couple participates in an operation, the partner staying at home can request to work 4 days a week during the mission. There is no support or facilitation for service duties for single

parents, divorced parents or widows/widowers looking after their children. The extant child-care policy includes provisions to protect parents from deployment, breastfeeding breaks, policy on duties assignments, night duties and overtime work, day-care for children at defence ministries and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	58.3%	3.4%
Air Force	23.8%	2.1%
Navy	5.3%	0.6%
Other	4.9%	1.6%
Total	92.3%	7.7%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	4.2%	2.5%
OF 1-2	10.2%	20.7%
OR 5-9	43.9%	38.3%
OR 1-4	41.6%	38.5%

Table 2: All Operations		
Service	Men	Women
Army	44.6%	1.4%
Air Force	25.8%	1.1%
Navy	21.4%	1.8%
Other	2.7%	1.2%
Total	94.5%	5.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.5%	8.1%
OF 1-2	10.2%	23.1%
OR 5-9	41.7%	41.9%
OR 1-4	40.6%	26.9%

Table 3: NATO Operations		
Service	Men	Women
Army	55.5%	4.0%
Air Force	23.7%	2.2%
Navy	9.5%	1.1%
Other	2.0%	2.0%
Total	90.7%	9.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.4%	8.6%
OF 1-2	10.5%	13.6%
OR 5-9	41.8%	55.6%
OR 1-4	42.3%	22.2%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	60.0%	2.1%
Air Force	21.5%	0.8%
Navy	9.0%	0.3%
Other	5.5%	0.8%
Total	96.0%	4.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.2%	1.4%
OF 1-2	21.8%	20.1%
OR 5-9	50.7%	44.9%
OR 1-4	20.3%	33.6%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, only prevention by informing and raising awareness. There are programmes and training related to the prevention of sexual harassment. The welfare policy is part of the psycho-social stress policy of Belgian Defence. Prevention programmes include organizational measures, informing all employees of the psycho-social stress policy and telling them the right people to contact in case of need and awareness-raising and training. One example is the Joint Individual Common Core Skills Training (JICCS), which focuses on behaviours and values. An appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment of female or male victims: in addition to the internal formal procedure (conducted by psycho-social prevention consultants), people can choose an external procedure via prosecution. In 2015, 3 women reported cases of sexual harassment in the armed forces. No men reported cases of sexual harassment or sexual abuse.

Gender Education and Training

The Belgian Armed Forces have 4 gender-related training programmes:

1. The “Diversity Theatre” has been part of the basic military training of volunteers, NCOs and officers since 2006. Gender topics are well covered in briefings and scenarios offered by the training. It targets all NCOs and OF-1 to OF-2. It is part of the standard national training.
2. The “Department World Politics: International Humanitarian Law” mainly covers the protection regime for women and children. It targets officers. It is a pre-deployment phase training.
3. The “Gender Focal Point (GFP) Education” is a 2-day education programme. Its purpose is to educate and train the Company Sergeant-Major of the military detachment which is about to be deployed on an operation. The GFP has an add-on function: s/he advises the military Commander and reports on the gender dimension and s/he has to take care of the practical integration of the gender dimension in the Area of Operations (AoO). This education and training programme is conducted in Dutch and French and its aim is to have at least one GFP available in each deployed detachment. It targets OR-5 to OR-9. It is part of the standard national training.
4. The “National Pre-Deployment Training” covers gender issues. Because of close links to the local culture in the AoO, it is integrated into the culture awareness briefings. This is why there is a specific chapter dedicated to gender for each culture awareness briefing for each specific operational detachment as well for all individual augmentees to different deployed multinational headquarters. This enables all deployed personnel to have an accurate picture of the gender situation in their respective operation zone. The training also presents some “dos” and “don’ts” related to interaction with men, women, boys and girls. This integrated approach ensures that the topic is internalized by the military personnel about to be deployed. It targets all officers and NCOs. It is a pre-deployment phase training.

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

Gender Advisors

The Belgian Armed Forces and the Ministry of Defence (MoD) have 20 trained gender advisors. In 2015, 12 of them were deployed; however nobody has been deployed in a pure gender advisor capacity so far. The Belgian Armed Forces have gender focal points that have been deployed since 2012, but the overall number is unknown. The Belgian gender field advisors (GFA) are given two courses: the GFA course in Sweden and a comprehensive approach to gender in operations in the Netherlands and Spain.

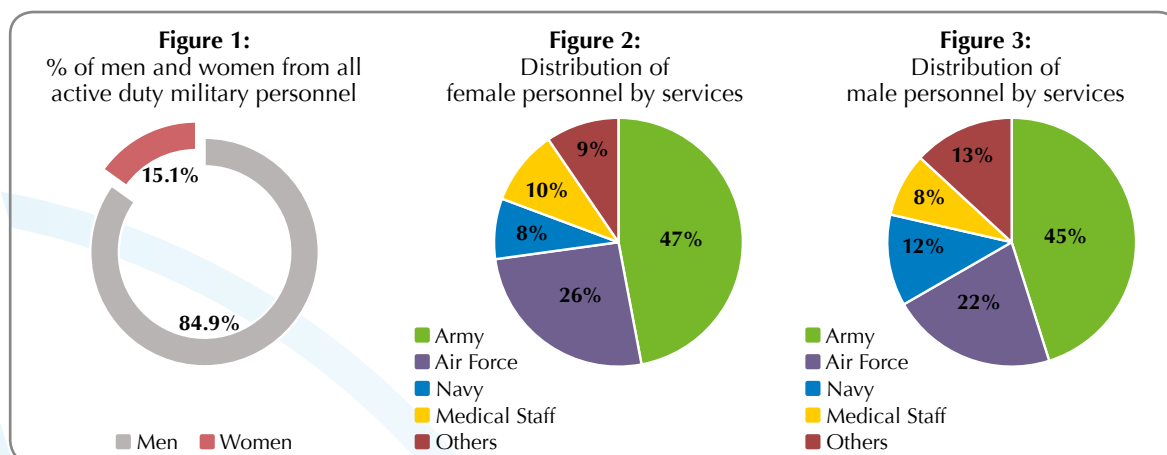
Implementation of the 2015 and 2014 NCGP Recommendations

Belgium has taken action towards the implementation of the 2014 NCGP Recommendations to the Military Committee. An assessment of the Gender Policy was conducted in 2014/2015 in order to identify possible course of action for the Defence Action Plan.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

Data not provided.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Bulgarian Armed Forces.

Reserves, National Guard and Other Military Services

There are courses for retraining and adaptation 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 military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women who apply to military college, military university and military academy. There are differences in enlistment requirements based on physical characteristics. According to a 2011 Regulation about the conditions and procedures for acceptance of cadets in the higher military schools, applicants for training and education must meet the following conditions: minimum height of 150 cm for men and women, minimum weight of 50 kg for men and minimum weight of 48 kg for women and for pilot specialization maximum height of 185 cm and maximum weight of 80 kg. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 72 female applicants, 42 were successfully recruited. Out of 556 male applicants, 276 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The Bulgarian Armed Forces have retention policies which consist of an additional monthly payment for confirmed or assigned class speciality, a salary increase and a rise in the minimum wage for military personnel and the development of new regulations on a national level. The Bulgarian Armed Forces have specific retention policies for women. The Labour Code establishes special protection of women and the network of the Bulgarian Armed Forces Women's Association (BUAFWA) supports women in the military.

Reasons for Leaving the Military

The Bulgarian Armed Forces carry out exit surveys for men and women who leave the military. The Human Resource Management Directorate in the Ministry of Defence (MoD) organizes sociological research about the attitudes of the military, staff problems in military units and reasons for leaving the armed forces. The main reasons why men and women tend to leave the armed forces is retirement.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women. In 2015 no changes were made in the military equipment and facilities. The working environment is suitable for both sexes. There are generally accepted norms and conditions for equal access of men and women to all spheres of military life. Military facilities are adapted for both sexes and no problems regarding their use were reported by either men or women. Uniforms and combat uniforms are adapted for both men and women as decided by the MoD.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. According to the Labour Code, maternity leave is 410 days for each child, of which 45 days must be used before the birth and paternity leave is 15 days. Parental leave is 52 weeks for the mother as well as for the father and it is transferable between parents. There are specific programmes to support the work-life balance for military personnel. Every year, the MoD makes a list of female military personnel which will have flexible working schedules. Part-time employment and flexible hours are allowed in case of parental leave and caring for elderly and sick people. There are special programmes to support parents when both are serving in the armed forces. Once a year single and divorced parents as well as widowers/widows who are in the military are granted material aid on a one-time basis to meet seasonal or occasional needs (purchase of textbooks, clothing, etc.). There is a child-care policy that includes provisions protecting parents from being deployed, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	38.3%	7.1%
Air Force	18.3%	3.9%
Navy	10.1%	1.2%
Other	18.2%	2.9%
Total	84.9%	15.1%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 2: All Operations		
Service	Men	Women
Army	86.9%	9.5%
Air Force	1.7%	0.5%
Navy	1.5%	0.0%
Other	0.0%	0.0%
Total	90.0%	10.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	20.8%	2.4%
OF 1-2	13.8%	4.9%
OR 5-9	20.0%	53.7%
OR 1-4	45.4%	39.0%

Table 3: NATO Operations		
Service	Men	Women
Army	88.9%	9.1%
Air Force	1.1%	0.3%
Navy	0.6%	0.0%
Other	0.0%	0.0%
Total	90.6%	9.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	15.3%	0.0%
OF 1-2	13.5%	0.0%
OR 5-9	19.8%	52.9%
OR 1-4	51.4%	47.1%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. These include different projects and events organized by BUAFWA, common education and seminars with non-governmental organizations (NGOs) and international conferences and discussions in public space. Gender issues including the topic of sexual harassment are part of educational programmes or modules in military academies. There is no appointed personnel to deal with or report sexual harassment. Formal procedures exist to report harassment of female or male victims: crimes connected with sexual harassment fall under Chapter 5 of the Criminal Code – “Crimes against personality”. No cases of sexual harassment in the Bulgarian Armed Forces were reported in 2015.

Gender Education and Training

The Bulgarian Armed Forces have 1 gender-related training programme:

1. The “Gender Equality” module is part of the Leadership Training for cadets at the National Military University, Naval Academy and Non-Commissioned Officer (NCO) College. The section on “The Essence of the Policies on Gender Equality” covers international frameworks and documents about gender equality. The section on “Discussion on Implementing the Policies of Equality in the Armies of NATO” covers national frameworks and policies about the implementation of gender equality in the Bulgarian Armed Forces. The section on “The Integration of Policies on Gender Equality in Planning, Implementation and Evaluation of Military Operations and Missions” covers analysis of practices and data. It targets all NCOs and OF-1 to OF-2. It is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD have gender advisors who received a training provided by the MoD.

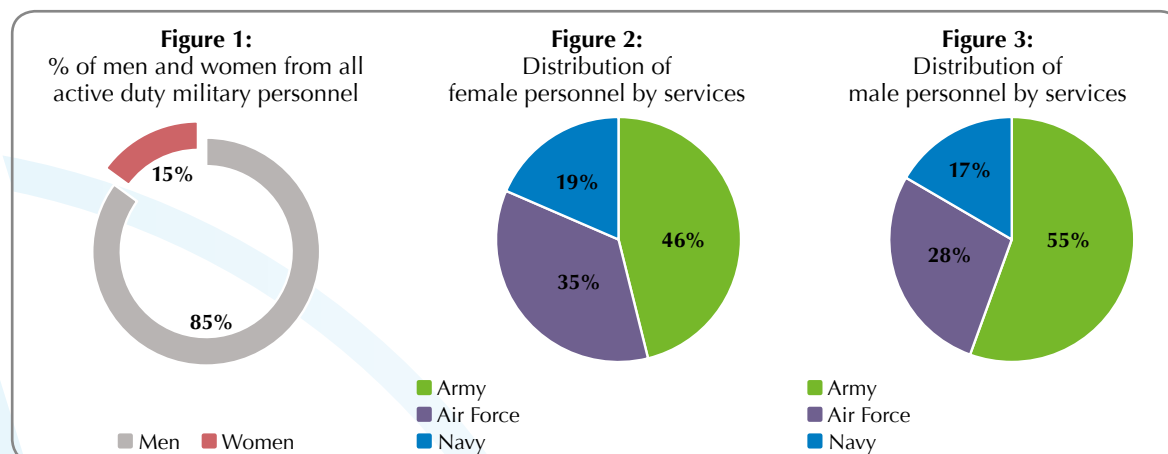
Implementation of the 2015 and 2014 NCGP Recommendations

Bulgaria took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The measures taken by the MoD to remove the legal and organizational barriers to the implementation of gender equality are paying off. The problem is now to gradually overcome prejudices and stereotypes in people’s minds, which is a process that will require targeted policies, systematic work and education.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies nor legislation related to the implementation of gender perspectives in the Canadian Armed Forces (CAF) were enforced during 2015.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the CAF. There is a military entity that deals with the integration of gender perspectives in the armed forces: the Directorate of Human Rights and Diversity (DHRD) is responsible for ensuring that CAF policies and programmes are implemented in accordance with the Employment Equity Act to achieve the CAF representation goals and to provide a better work environment for all service members.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. All provinces have job protection legislation for military service. The specifics vary between jurisdictions, but all of them are intended to enable Reservists to serve Canada's interests. There are policies to compensate employers who hire civilians who have joined military structures, such as active Reserves. The Compensation for Employers of Reservists Program (CERP) provides financial support to civilian employers and self-employed Reservists. To help offset operational costs their businesses may incur when a Reserve employee is deployed away from work on a Chief of Defence Staff appointed (international or domestic) operation. Eligible applicants will receive a lump sum payment, in the form of a grant, following the deployment period of the Reservist employee. There are no incentives nor bonuses for civilian employees to enter the Reserves, National Guard or other military structures.

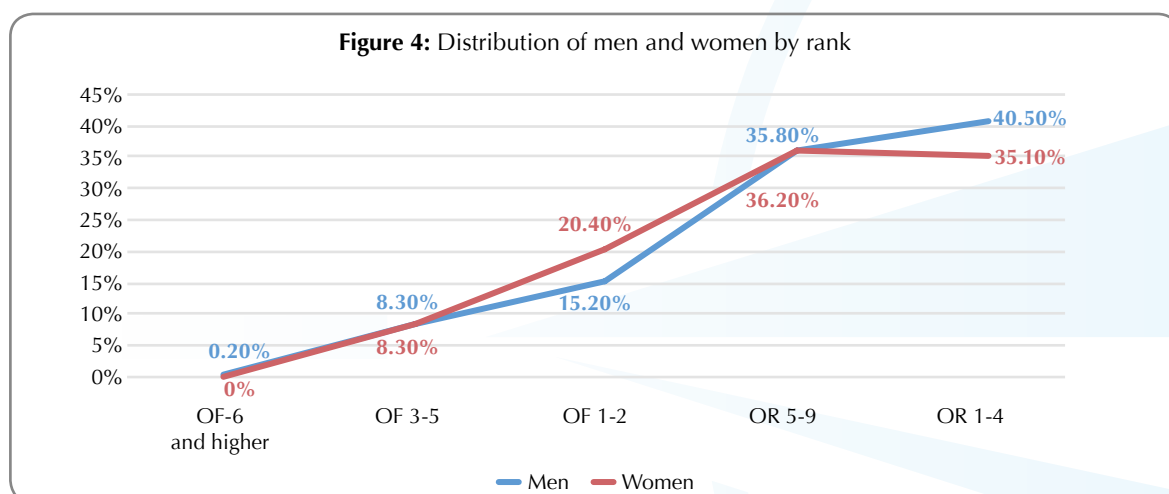
The accuracy of the information provided by national delegates is the responsibility of each nation.

Enlistment Requirements

Enlistment requirements in the armed forces, including the physical fitness test, are the same for men and women. Differences in enlistment requirements are not related to physical characteristics. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The CAF has a specific advertisement campaign to attract women to the CAF. The armed forces use banding which allows women to be more competitive when large numbers are merit listed. The CAF Recruiting System does not track the gender of applicants until they have been accepted. In 2015, women were 129 out of 750 Officer enrolees, and 452 out of 3,175 Non-Commissioned Members (NCMs) enrolees, for a total of 581 female enrolled.

Retention Policies

The CAF do not have retention policies, or specific retention policies for women. There are networks to support women in the military: the Defence Women's Advisory Organization (DWAPO) is a voluntary group tied to the requirement of the Employment Equity Act for a consultative body formed from the organization's employees who represent four designated groups, namely Aboriginal peoples, visible minorities, persons with disabilities, and women. The DWAPO has groups nationwide at various levels of the Department of National Defence (DND)/CAF organization, and its membership is not restricted to women only. The basic role of the DWAPO is to provide advice and feedback to DND/CAF leadership on matters such as policy, process, or procedures which potentially constitute employment barriers to military and civilian women within the organization. There is no formal training given to these representatives, but there is currently an initiative underway (Training Needs Analysis) that is focused on identifying and remedying that training gap.



Reasons for Leaving the Military

The CAF carry out exit surveys for men and women who leave the military. The objective of the analysis of Exit Survey data is to assess departing members' reasons for leaving the CAF, their satisfaction with several organizational issues and to determine the extent to which these organizational issues and dissatisfiers influenced their decision to leave the CAF. Analyses of 2008-11 data indicate that none of the organizational issues were identified as salient dissatisfiers or strong influential factors on members' decisions to leave. The areas of greatest concern included work-life balance, the effects of postings and deployments on families and the career management system. A gender analysis of Exit Survey results revealed that departing men and women had very similar attitudes and perceptions of most of the assessed work and organizational issues. Where differences were found between men and women, they tended to be small and did not represent the greatest sources of dissatisfaction or the greatest influence on

decisions to leave. Results suggested that men's and women's retention issues are quite similar, and that improving the perceptions and satisfaction of both men and women with regard to accomplishing meaningful work, work-life balance, family issues, and career management may contribute to retention in the regular forces. The armed forces also use other systems to detect reasons why female military leave the armed forces. The CAF Retention Survey, which is administered biennially to CAF men and women, is used to provide information regarding work and organizational factors that influence retention and attrition of CAF personnel. Results of the 2014 survey indicate that CAF personnel are satisfied with most of the work and organizational variables assessed. Respondents most frequently cited job satisfaction, job security/financial stability, satisfaction with pension, satisfaction with pay, organizational identification and satisfaction with benefits as contributing to their decisions to stay in the CAF. Areas identified as needing some additional focus included perceptions of organizational support, a lack of control over decisions affecting them and potential bias in how decision-making procedures are applied, and concerns with workload and tight deadlines, the fairness of the performance appraisal process, concerns with career progression and career management. Other areas of concern were second language training, work-life balance and job satisfaction. Among those who indicated that they would probably or definitely leave the CAF within one, three or five years, the five most commonly cited reasons for leaving, related to their service, were job dissatisfaction, geographic instability, career progression, postings and lack of meaningful work. From January to December 2015, 526 women and 3,127 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85.6%. For what concerns women, using data from the 2012 CAF Retention Survey, a study examined gender differences in respondents' intent to leave the CAF within five years and their reasons for leaving. The results show that women were less likely than men to indicate intent to leave the CAF within five years. The most commonly chosen reasons for leaving by both genders (excluding retirement and pension eligibility) were geographic stability, job dissatisfaction, and desire for more meaningful and satisfying work. Results from the 2014 survey revealed few differences by gender in terms of satisfaction with important workplace and organizational variables. These variables assess satisfaction with one's job, geographic stability, work-personal life balance, career progression, postings, meaningful work, pay and benefits, senior leadership, and unit leadership. Specifically, female members were slightly more satisfied with pay and benefits and reported slightly higher role ambiguity than did male respondents.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women. The procurement of new CAF capabilities ensures that consideration for both men and women are taken into account in the design, selection, testing and validation phases of the project. Often, projects have assigned positions that are solely responsible for economics and human systems interface consideration and implementation with the assistance of Defence Research and Development Canada (DRDC) as the departmental scientific and technical expertise in this field. As an industry standard, Original Equipment Manufacturers (OEM) often conduct 3-Dimensional modeling in Human Factors Engineering as part of the critical design reviews to account for both genders. For example, the Medium Support Vehicle System (MSVS) project addressed this requirement in the procurement process through the requirements definition phase. *"The Vehicle, Armour Protection System and Trailer shall be configured to accommodate the full range of 5th percentile female characteristics through 95th percentile male characteristics, wearing the Integrated Clothing Ensemble (ICE) fighting order, including winter clothing, to carry out all functions and duties related to operating, maintaining or servicing the Vehicle, Trailer, and Armour Protection System including all installed systems, subsystems and components. The range of all dimensional characteristics shall be IAW DCIEM Report 98-CR-15 for CF personnel (Anthropometric Survey of the Land Forces)."*

Military facilities are adapted for both men and women. All military buildings have facilities such as separate toilets, for men and for women. Further, the Government of Canada requires that all submissions made to Treasury Board undergo a Gender Based Analysis be conducted in order to determine the effects of the policy or acquisition of facilities or equipment on both men and women. Uniforms are adapted for both men and women. Design and fit of new or modified environmental clothing and personal protective equipment must be suitable for both genders. The science of ergonomics is well entrenched within the Department of National Defence when it comes to the design of new or modified items of clothing or protective equipment. The CAF works with human factors bioscience personnel to apply anthropometric data in support of the design and acquisition of appropriately sized clothing and equipment for the target group being supported, both females and males. Combat equipment and clothing are designed to ensure all CAF members have an acceptable level of protection and comfort, regardless of the sex of the members. Female dress uniforms are similar in design to the men's uniform but conform to the female figure and are functional and practical. Women are also provided with an annual financial entitlement for the purchase of properly supportive brassiere undergarments suitable for combat operational environments.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of the newborn. Legal social support is given for pregnancy to members of the CAF who are pregnant are assigned temporary employment limitations to reflect the clear requirement to protect the member and her foetus from situations that could place them at risk. The limitations are obviously temporary and the recommended Medical Employment Limitations (MELs) may be modified based upon the individual and case specific needs of the member and the advice of the treating physician. The CAF has specific Canadian Forces Health Services Group Instructions – 3100-23/Medical Administration of Pregnant Members. Legal social support is given for maternity and parental leave and benefits: in order to ensure recruitment, employment and retention of suitably qualified men and women, the CAF provides maternity benefits for women and parental benefits that assist both female and male members to balance the demands of military service with family responsibilities associated with the birth or adoption of their children. The CAF will provide eligible members with time away from their military duties and compensation to care for their new-born or adopted children free from undue financial or duty-related concerns. Maternity leave is 15 weeks, and it's for the mother only. Paternal Leave is 35 weeks, and it's for the mother or father. Parental leave is 50 weeks combined, and it is transferable between parents. There are not specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed. Depending upon operational requirements of the unit (note: this does not normally apply in operational units), flexible work hours can be arranged between CAF members and their Chain of Command as follows: Each CAF member must: arrange a starting time normally between the hours of 0700 and 0900 with their supervisor; normally take between 30 and 90 minutes break for lunch between 1130 hours and 1300 hours; for civilian employees, work the number of hours specified in the collective agreement; for military members, serve normally 7.5 hours a day, contingent upon service requirements; and finish work between 1500 hours and 1800 hours. There are special programmes and measures to support parents when both are members of the armed forces. For what concerns the Family Care Plan (FCP), all CAF personnel must complete the FCP form and update it regularly. Military Family Resource Centres (MFRCs) can also assist the CAF member (and their family) in finding appropriate caregivers. The FCP is administered by local units, and is designed to ensure that members have a plan in place to care for their family 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, CAF is able to offer additional child-care support in times of emergency, absence, illness, injury or death. There is support and facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their children: the Family Care Assistance (FCA). Administered by local units, FCA is designed to assist CAF single parents and service couples by offsetting increases in their normal costs for child care or attendant care when service requires them to be absent from their home unit for 24 hours or longer. FCA is available if: for service reasons, the member is absent for 24 hours or more from their place of duty or from their family home; they have a dependant who is either less than 18 years of age or 18 years of age or older but requires assistance due to a physical or mental disability and is not receiving a pension, and the member: either does not have a spouse or common-law partner, or has a spouse or common-law partner who is also a CAF member and who is away from their place of duty for service reasons. In terms of funding, the member is entitled to be reimbursed for either the daily amount established by Treasury Board or the difference between the amount paid for dependent care during the absence and the amount normally paid for care, whichever is the lesser amount. There is a child-care policy: day-care for children at Defence Ministries and military installations or child vouchers. The CAF Child-Care Policy focuses on the Military Family Resource Centre provision of child care for families as a result of military lifestyle conditions, particularly through the Military Family Services Program - Emergency Child-Care Policy. The Military Family Services Program (MFSP) provides families with support by facilitating their short-term emergency child care 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. In addition, in terms of ChildCare, many MFRCs operate local child care centres based on the needs of their communities. These are not funded by CAF, rather by user fees, provincial / municipal grants and local fund generation. Because day care is not mandated (as per policy above) it may not be available at all locations.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	47.2%	6.9%
Air Force	23.7%	5.3%
Navy	14.1%	2.8%
Other	0.0%	0.0%
Total	85.0%	15.0%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	8.3%	8.3%
OF 1-2	15.2%	20.4%
OR 5-9	35.8%	36.2%
OR 1-4	40.5%	35.1%

Table 2: All Operations		
Service	Men	Women
Army	45.4%	3.6%
Air Force	27.6%	4.4%
Navy	16.3%	2.8%
Other	0.0%	0.0%
Total	89.3%	10.7%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	9.7%	10.8%
OF 1-2	11.9%	19.2%
OR 5-9	36.8%	36.9%
OR 1-4	41.3%	33.1%

Table 3: NATO Operations		
Service	Men	Women
Army	54.5%	2.8%
Air Force	7.4%	0.5%
Navy	29.5%	5.3%
Other	0.0%	0.0%
Total	91.4%	8.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	3.3%	4.1%
OF 1-2	10.2%	14.3%
OR 5-9	37.3%	34.7%
OR 1-4	49.2%	49.9%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	70.4%	9.7%
Air Force	6.4%	1.6%
Navy	8.3%	3.6%
Other	0.0%	0.0%
Total	85.1%	14.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.1%
OF 3-5	4.6%	3.3%
OF 1-2	11.5%	13.1%
OR 5-9	23.6%	20.7%
OR 1-4	60.3%	62.8%

Prevention of Sexual Harassment and Sexual Abuse

Canada implements strategies to prevent sexual harassment and sexual abuse. In August 2015, the Chief of Defence Staff launched OP HONOUR to eliminate harmful and inappropriate sexual behaviour within the CAF. This is a whole-of-CAF effort that initially uses the CAF Strategic Response Team – Sexual Misconduct (CSRT-SM) to coordinate the development of policies, education, training and additional member support. The initiation phase was completed in September 2015, and work on phase two continues, while the Sexual Misconduct Resource Centre has achieved initial operational capability. In March 2016, the Chief of Defence Staff issued an update to OP HONOUR, reinforcing the responsibilities of the chain of command and updating tasks. There are programmes and training related to the prevention of sexual harassment. The CSRT-SM was established in February 2015 and is looking at various strategies, programmes, cultural initiatives and training to deal with issues of harmful and inappropriate sexual behaviour in the CAF. This is being conducted in collaboration with the Defence Ethics Program and the organization responsible for professional military education. Appointed personnel deal with and report sexual harassment and there are formal procedures to report harassment of male or female victims. The Harassment Prevention and Resolution policy outlines the policy and procedures for reporting of harassment as well as training and awareness for all DND employees and CAF members. As well, all information (guidelines, instructions, policies, contacts for victim support) relating to inappropriate sexual behaviour can now be accessed through one webpage. There were 200 cases of inappropriate sexual behaviour reported to the Sexual Misconduct Response Centre in 2015. Not all of these incidents occurred in 2015. Under the Harassment policy there are the following categories: abuse of authority, personal harassment, sexual harassment, harassment based on discrimination as defined by the Canadian Human Rights Act, and hazing. In 2015, there were 5 reported (by men and women) cases of sexual harassment and 200 reported cases of sexual offenses (assault, stalking, voyeurism, interference, exploitation, etc.). Some incidents occurred in the past but were just reported after the stand-up of the Sexual Misconduct Response Centre. Further granularity for a public report is very difficult to achieve due to the Privacy Act.

Gender Education and Training

Canada has 10 gender-related training programmes:

1. The Peace Support Training Centre (PSTC) and Global Affairs Canada (GAC) have developed country-specific cultural programmes and gender awareness training for a segment of personnel identified to be deployed on or deployed in support of operations. The training is meant to raise awareness about gender and cultural differences. Cultural training and the gender consideration sub-set of that training may

be taught during pre-deployment training. Although normally addressed as separate issues, they have together allowed elements of the CAF to prepare selected personnel to effectively deal with cultural and gender aspects of their planned deployments. CAF personnel receive specific training on the Universal Declaration of Human Rights, the Law of Armed Conflict, ethics, individual conduct and responsibilities, and the appropriate Rules of Engagement. UNSCR 1325 and related resolutions are embedded in some CAF training delivered at PSTC. When given, such training focuses on types of human rights violations (including trafficking in persons, child soldiers, sexual violence and abuse of women, children and minorities), the impact of conflict on vulnerable groups (including women, children, the elderly, minorities, refugees and displaced persons), gender and cultural differences, gender and conflict, and how all considerations affect the CAF both operationally and morally. Individual Pre-deployment Training given at PSTC provides specific instruction on the protection of women and other vulnerable populations to a portion of the CAF. It targets all military ranks. It is a Pre-deployment phase training.

2. The Basic Military Qualification and Basic Military Officer Qualification as a training related to gender is embedded in numerous topics such as team building, ethos, being a leader, and in lessons focussed on specific policy, such as harassment, employment equity, human rights, and dispute resolution. It targets OF-1 to OF-2, OR-1 to OR-4. It is part of the standard national training.
3. Primary Leadership Qualification: diversity training in a leadership role is introduced at the primary leadership qualification level. Gender is an important element of diversity in the CAF. It targets OR-1 to OR-4. It is part of the standard national training.
4. Intermediate Leadership Qualification: diversity training in a leadership role continues throughout this course. It targets OR-5 to OR-9. It is part of the standard national training.
5. Advanced Leadership Programme: provides more advanced training on diversity. It targets OR-5 to OR-9. It is part of the standard national training.
6. Senior Appointment Programme: this training is intended to develop institutional management and leadership ability. Diversity, including gender, is an integral topic of discussion. It targets OR-5 to OR-9. It is part of the standard national training.
7. CAF Junior Officer Development Programme: diversity training is integrated into Module 2 of this compulsory self-study programme, enabling the Fighting Force. DAOD 5015-0 Workplace Accommodation and CANFORGEN 038/14 are referenced and linked to the lessons, as well as the Interim Policy on Religious Accommodation, the Canadian Human Rights Act and the Employment Equity Act, which discuss women and minorities - and the supervisor's responsibilities with respect to diversity. Cultural Intelligence (which includes gender considerations on operations) is also introduced as part of this CAFJOD Module. It targets OF-1 to OF-2. It is part of the standard national training.
8. Executive Leader's Programme: the Director of Human Rights and Diversity and the directorate Chief Warrant Officer deliver a specially designed Diversity Package to the senior leadership of the CAF. This training is delivered either before or immediately after Base and Unit Commanders and their Chief Warrant Officers/Chief Petty Officers take command of their organizations. It targets OF-3 to OF-5. It is part of the standard national training.

9. Joint Command and Staff Programme: the Canadian Forces College has introduced gender mainstreaming and the integration of gender perspectives through seminars in the Joint Command and Staff College. Gender training is in the Build Teamwork and Cohesion module, consistent with the following references: Leading People, Canada First Defence Strategy, Civilian HR Strategy Horizon One, and the interim policy on Religious Accommodation. It is also in the module on Advanced Topics in Institutional Policy Development, which includes the integration of women and minorities in the armed forces. It targets OF-3 to OF-5. It is part of the standard national training.
10. The National Security Programme has a seminar specifically on gender. It targets OF-6 and higher, OF-3 to OF-5. It is part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) have gender advisors. Some of the gender advisors have received training from the Nordic Centre for Gender in Military Operations (NCGM). Others have completed the NATO ADL courses. Work is on-going to develop in-house training. The gender advisors that will be appointed this summer will receive a combination of training from NCGM, NATO ADL and Canada's Status of Women program on Gender Based Analysis. There are 4 trained gender advisors. So far 2 have been deployed, but none in 2015. The CAF do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Canada took action towards implementation of the 2015 NCGP Recommendations to the Military Committee (MC):

1. The Chief of Defence Staff has implemented OP HONOUR which holds all leaders accountable for the elimination of harmful and inappropriate sexual behaviour.
2. The Sexual Misconduct Response Centre has been established to enable reporting, and a separate, easy-to-find webpage has been set up with information and links to other resources.
3. The Chief of Defence Staff has directed the establishment of gender advisor positions and the incorporation of Gender Based Analysis+ into all CAF operations, policies, doctrine, training, etc.

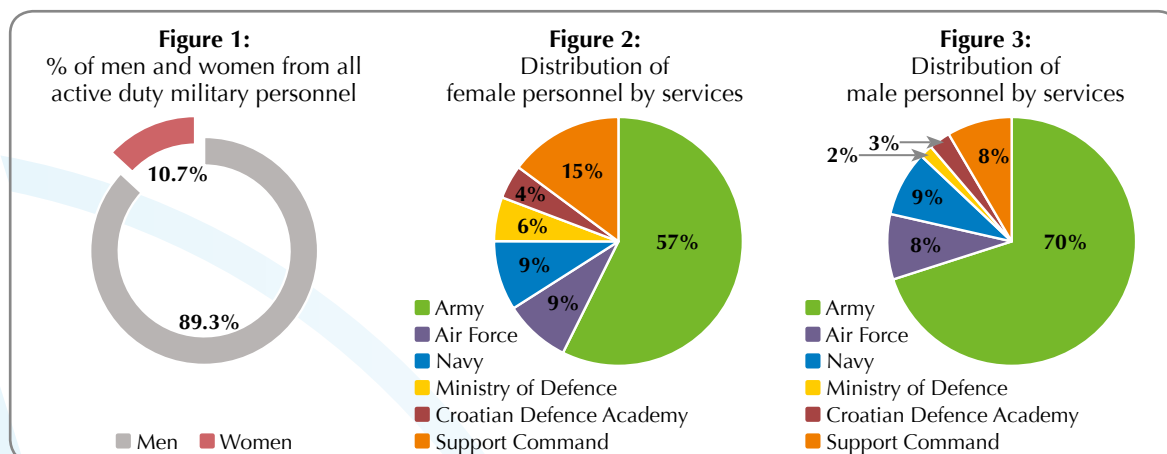
Canada has also taken actions towards implementation of the 2014 NCGP Recommendations to the MC. The CAF have been working on these for many years. Research has been conducted on a wide range of personnel recruiting and retention issues to assess gender implications. The Defence Women's Advisory Organization was established in 1997.

Additional Information

A detailed breakdown of the statistics requested on sexual harassment complaints was not available at the time of production of this report. The CAF has extensive contacts at senior levels with civil society organizations, including the Women, Peace and Security Network - Canada, Women in International Security, and Women in Defence and Security. The Peace Support Training Centre (PSTC) has taken initiatives in form of attending and participating in PD sessions that relate to gender and gender integration in operations. This is achieved through, among other things, its relationship with civilian academic institutions such as Queen's University Centre for International Defence Policy (CIDP). PSTC regularly participates in CIDP PD sessions such as the "Gender Mainstreaming in the CAF: Benchmarking with NATO Allies and Partners" workshop that was held at the CIDP on November 12-13, 2015.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No new specific policies or legislation related to the implementation of gender perspectives in the Croatian Armed Forces (CAF) were enforced during 2015.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the CAF. The Personnel Directorate of the General Staff of the CAF coordinates the integration of gender perspectives in the CAF (drafting of policies, orders, training plans, gender related guidance), organizes basic and advanced level training events (workshops, panels, courses, etc.) for gender instructors and advisors and sets up training events and subject matter experts (SMEs) on gender perspectives in military operations for CAF units.

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 policies to compensate employers who hire civilians who have joined military structures. As far as Reserves are concerned, the Defence Act and Labour Act have provisions regarding compensation to the employer of the amount corresponding to the individual's regular salary for the period during which the Reserve is active in the CAF. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures.

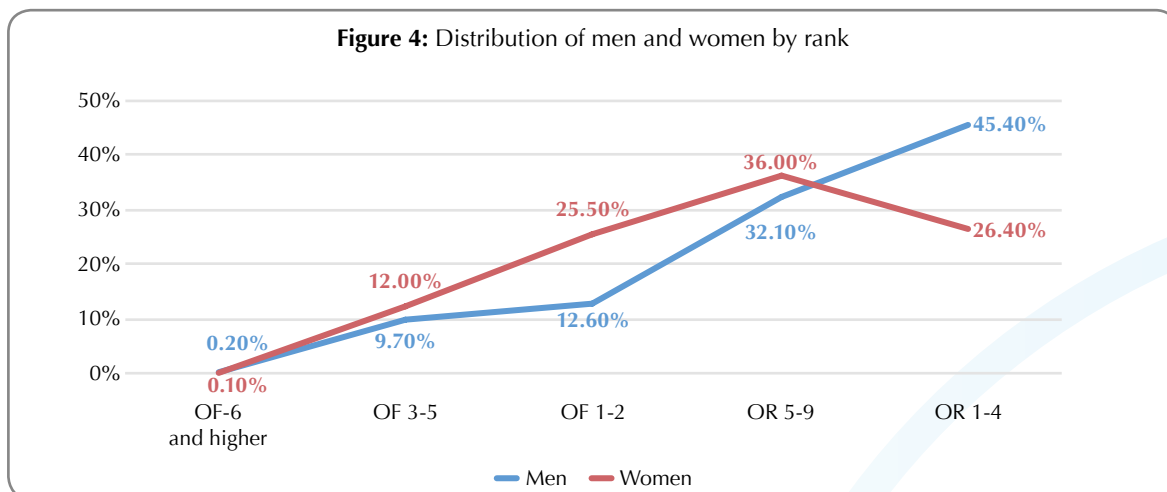
Enlistment Requirements

Enlistment requirements in the armed forces are different for men and women for the physical fitness test: standards are somewhat lower for women according to the Procedures and Criteria for Evaluation of Candidates' Physical Readiness. There are no differences in enlistment requirements related to physical characteristics. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. Out of 132 female applicants, 29 were successfully recruited. Out of 421 male applicants, 81 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The CAF have applied retention policies in order to retain female and male personnel with exceptional skills such as doctors, pilots, IT experts, university professors, etc. Some policies include: bonuses for personnel with special skills, faster career development, technical training with Ministry of Defence (MoD) financial support, as well as other competitive benefits. The armed forces do not have specific retention policies for women. There is no network to support women in the military.



Reasons for Leaving the Military

The Croatian Armed Forces carry out exit surveys for men and women who leave the military. Interviews, consultations and completion of an exit questionnaire are conducted in order to ascertain why employees leave the military and to help them transition to civilian life and civilian careers. In 2015, 144 women and 1,114 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11.45% and the percentage of men is 88.55%. The main reasons why both men and women tend to leave the armed forces are injuries and retirement.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is suitable for both men and women and no special adaptations are needed. Military facilities are adapted for both men and women: all CAF barracks and training area facilities have separate sleeping rooms and toilets. Uniforms are adapted for both men and women: there is a different design of "Class A" and "Dress" uniforms for men and women, whereas combat uniforms have not been specifically adapted for women but are regarded as unisex and are available in all sizes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. The Maternity and Parental Benefits Act defines the provisions for support provided to mothers during pregnancy and to both parents of a new-born. Parental leave is 52 weeks in total. Mothers are entitled to 26 weeks' maternity leave. Out of these 26 weeks, the mother must take maternity leave for a minimum of 70 days following the birth of the child, after which it is possible to transfer her leave to the father. There are no specific programmes to support the work-life balance for military personnel. Part-time employment is allowed in case of maternity leave. In accordance with the Maternity and Parental Benefits Act, maternity leave provisions allow for the additional benefit of part-time employment up until the child reaches 9 months of age, following the mandatory 70 day maternity leave after the birth of

the child. Flexible hours are not allowed. There are no special measures to support parents when both are members of the armed forces. There are support and facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their children. A specific regulation that is in line with the Gender Awareness Policy in the MoD and CAF has been introduced to accommodate the needs of pregnant women and single parents (both female and male) by excluding them from the obligation of performing duties which require 24 hour service or night shifts (e.g. duty officer/Non-Commissioned Officer). There is a child-care policy that includes policy on duty assignments, night duty and overtime work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	62.6%	6.1%
Air Force	7.6%	0.9%
Navy	7.6%	1.0%
Other	11.5%	2.7%
Total	89.3%	10.7%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	9.7%	12.0%
OF 1-2	12.6%	25.5%
OR 5-9	32.1%	36.0%
OR 1-4	45.4%	26.4%

Table 2: All Operations		
Service	Men	Women
Army	60.8%	3.6%
Air Force	13.4%	0.2%
Navy	12.5%	1.1%
Other	7.7%	0.5%
Total	94.5%	5.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	15.7%	12.5%
OF 1-2	16.6%	37.5%
OR 5-9	44.3%	37.5%
OR 1-4	23.4%	12.5%

Table 3: NATO Operations		
Service	Men	Women
Army	70.2%	3.9%
Air Force	16.3%	0.3%
Navy	1.1%	0.0%
Other	7.7%	0.6%
Total	95.3%	4.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.0%	5.8%
OF 1-2	16.5%	41.2%
OR 5-9	48.5%	35.3%
OR 1-4	22.0%	17.7%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	99.5%	0.5%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	99.5%	0.5%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	4.1%	13.4%
OF 1-2	4.1%	0.0%
OR 5-9	29.7%	53.3%
OR 1-4	62.0%	33.3%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse. Croatia has programmes related to the prevention of sexual harassment: training is included during pre-deployment courses and military education programmes of officers and NCO which cover sexual abuse and exploitation and the Code of Conduct (CoC). There is no appointed personnel to deal with or to report sexual harassment. Formal procedures to report harassment of female or male victims are contained in the Standard Operational Procedures of CAF Military Police. In 2015, no cases of sexual harassment or sexual abuse in the armed forces were reported.

Gender Education and Training

The CAF have 8 gender-related training programmes:

1. The Course "Gender Training of Trainers" is conducted by the Nordic Centre for Gender in Military Operations (NCGM) Mobile Training Team (MTT) and Croatian instructors at the Regional Arms Control Verification and Implementation Assistance Centre (RACVIAC) and it follows the NCGM certified curriculum. It is held once a year in May. The course covers several issues: gender terms and definitions, gender in military operations, Bi-SC Directive 40-1 (rev. 1) requirements, learning objective and target audience analysis, lesson plan and training module, International Humanitarian Law and human rights, framework of UNSCR 1325, gender at different levels, identification of training requirements and learning objectives for different target audiences, inclusion of gender into existing training. In 2015, the training included the vision of the movie "The Greatest Silence" about conflict-related sexual violence, gender perspectives in security sector reform, culture and religion. It targets officers and OR-5 to OR-9. It is part of the standard national training.
2. The Seminar "Integrating a Gender Perspective for Operational Effectiveness" is conducted by the Human Resources Directorate, NATO Secretary General's Special Representative for Women, Peace and Security and NCGM Commander, Zagreb. It is a key leaders' seminar organised to enhance the development of a gender perspective-related capacity in the CAF in accordance with the NATO Gender Education and Training Plan's "recommendation to use a building block approach", with a focus on high-level decision-making authorities in the MoD and CAF. The learning outcomes are: understand the background and be able to decide and advise in accordance with the content of UNSCR 1325 and related resolutions, Bi-SC Directive 40-1 (rev. 1), Croatian National Action Plan (NAP), Gender Awareness Policy of the MoD and CAF, understand that, if correctly used, gender perspectives will increase the operational effectiveness of a mission/task, raise awareness over the status of the integration of gender perspectives in the CAF, understand why and identify how to integrate gender perspectives into daily routine within all CAF functional areas. It targets 8 Generals/Admirals, 2 Assistant Ministers, 16 other High Officials, OF-6 and higher. It was first held in October 2015 and it is part of the standard national training.
3. The training "Implementation of UNSCR 1325" is conducted by the Croatian Defence Academy in Zagreb. As regards the CAF education and training system, topics on gender perspectives and especially UNSCR 1325 and related resolutions have been incorporated into all levels of officers' and NCO education within the Croatian Defence Academy. The learning objectives include UNSCR 1325 and related resolutions, NAP and gender related documents in the MoD and CAF. It targets officers and all NCOs. It is part of the standard national training.

Five courses are provided by the CAF International Military Operations Centre, Rakitje:

4. The "UN Protection of Civilians in Peace Support Operations (PSO) Course" programme deals with prevention and response to conflict-related gender based violence. Learning objectives include sexual violence in PSOs, UNSCR 1325, legal aspects and scenario-based exercises. It targets officers and all NCOs. It is a pre-deployment phase training.
5. The "UN Military Observers Course" and "UN Staff Officers Course" programmes address the issue of Women, Peace and Security and Sexual Abuse and Exploitation. Learning objectives include UNSCR 1325, legal aspects, UN Standard Operating Procedures (SOPs), Core Pre-Deployment Training Materials (CPTMs) and protection of children and sexual abuse of women in conflicts. These programmes target officers and are part of pre-deployment phase training.

6. The “Pre-deployment Course for Liaison Monitoring Teams in Kosovo Force (KFOR)” programme deals with UNSCR 1325 on Women, Peace and Security. Learning objectives include NATO gender perspectives in KFOR and lessons learned. It targets officers and all NCOs. It is a pre-deployment phase training.
7. The “Fundamentals of Peace Support Operations Course” programme offers an introduction to UNSCR 1325 and related resolutions and legal aspects. It targets OF-1 to OF-2, OR-1 to OR-4. It is a pre-deployment phase training.
8. The “NATO Staff Officers Course” programme covers NATO gender perspectives, UNSCR 1325 and related resolutions in NATO operations and Bi-SC Directive 40-1 (rev. 1). It targets officers.

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

Gender Advisors

The CAF and the MoD have 5 trained gender advisors. 3 in total have been deployed so far and 1 was deployed in 2015. The gender advisors received the following training: “Gender Field Advisor Course” (NCGM), “Gender Advising Trainers Training Course” (NCGM), “Gender Training of Trainers Course” (NCGM, RACVIAC, CAF Headquarters). In 2015, the CAF had an advisor for Female Training in Special Operations Advisory Team (SOAT). The armed forces do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Croatia took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). A seminar was organised for the MoD and CAF high-level decision-making authorities with the aim of promoting the integration of gender perspectives at the highest level and throughout the system. The CAF responsible authorities are always ready to process and act on any incident reports of sexual abuse and gender based violence (none received in 2015), as well as provide support to victims as required. Additionally, all CAF officers must complete the Advanced Distributed Learning (ADL) 169 “Improving Operational Effectiveness by Integrating Gender Perspectives” during pre-deployment training. Actions were also taken towards the implementation of the 2014 NCGP Recommendations to the MC. CAF Chief of the General Staff actively supported the implementation of gender perspectives at the national level and announced that a key leaders’ seminar on the integration of gender perspectives was going to be held in Croatia during 2015. Also, CAF deployed the first female OF-6 to serve as GENAD for the Commander of the International Security Assistance Force (ISAF). CAF accepted the “Train-the-Trainer” programme to meet the requirement for standardization and interoperability within gender and organised the first “Gender Training of Trainers” Course in Croatia in cooperation with NCGM and the RACVIAC Centre for Security Cooperation; 16 CAF instructors completed the course. CAF provided appropriate resources in terms of funding, time and personnel to conduct gender perspective-related training. Instead of introducing gender advisor posts into the military structure, CAF has taken the approach of increasing the number of certified instructors and integrated gender perspectives by incorporating gender-related topics into all education and training programmes to enable the subject matter to reach the largest number of CAF personnel and become “routine” when carrying out tasks/missions.

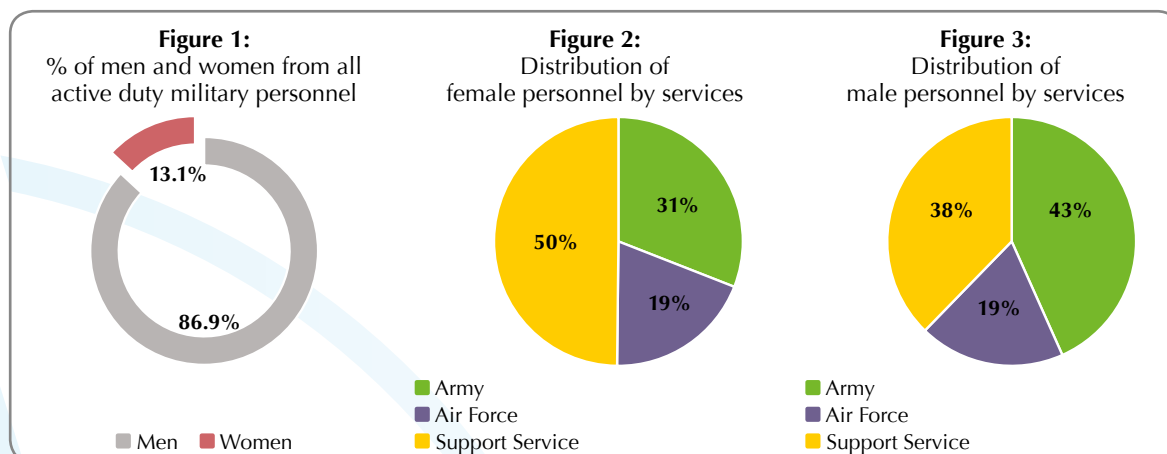
Additional Information

In order to maintain to foster the implementation of gender perspectives in the CAF, Croatia planned to continue to conduct the aforementioned seminar “Integrating a Gender Perspective for Operational Effectiveness” as a seminar for the Croatian Defence Academy, Army, Navy, Air Force HQs and CAF General Staff Directorates with the target audience remaining high ranking officials. Furthermore, the participants of the “Gender Training of Trainers Course” (GTOT) held in May 2015 were lecturers and instructors from military Academies and Army, Navy and Air Force training centres, namely those responsible for holding classes and exercises related to the Operations Planning Process or Military Decision Making Process. Croatia planned to continue with organising the GTOT to support the members of CAF’s education and training facilities to develop gender perspectives related skills and competencies. The MTT is preparing one-day seminars and four-day gender awareness courses in CAF units to be led by CAF HQ J-1 Directorate and to be carried out in Croatian. The planned activities are intended to reach the final stage of the implementation of gender perspectives in the CAF promptly and integrate it into all core military functions as routine in planning, executing and evaluating processes at the tactical, operational and strategic levels.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Czech Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Czech Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Czech Armed Forces. There is a military entity that deals with the integration of gender perspectives in the armed forces. In the Ministry of Defence (MoD), one civilian employee is responsible for coordinating the equal treatment of men and women. The rules that are followed can be found in: the supporting service document "Pers 51-1 Equal Treatment of Men and Women", the Defence Ministry Action Plan to Implement UNSCR 1325 and the document of the Czech Government "Priorities and Procedures of the Czech Government in Promoting Equality between Men and Women".

Reserves, National Guard and Other Military Services

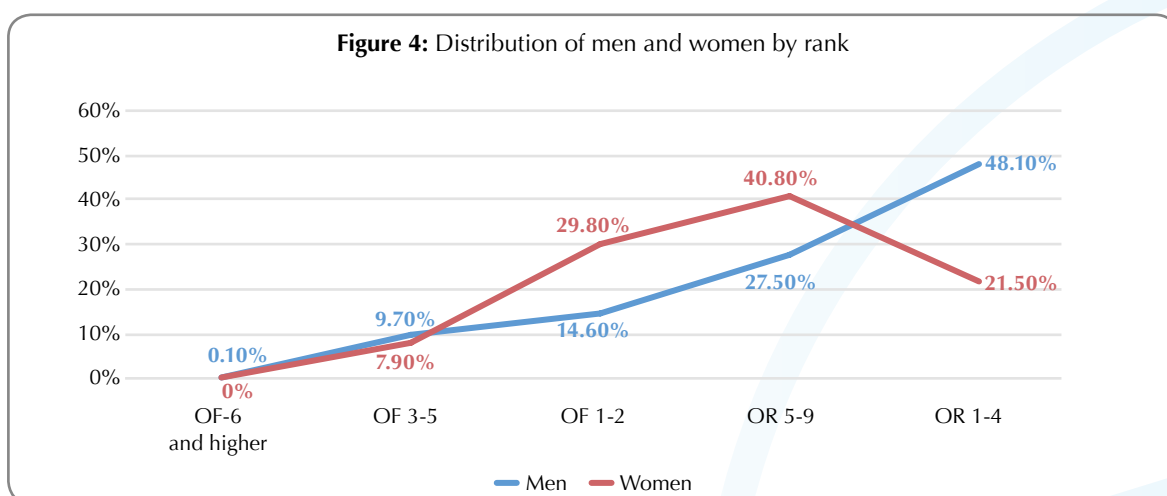
There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, which can be seen in the recruitment web sites of the armed forces and their public relations (PR). There are no policies to compensate employers who hire civilians who have joined military structures, such as active Reserves, but the armed forces are planning compensation equal to 2/3 salary of an active Reserve person during military training in the second half of 2016. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women and there are no differences in enlistment requirements with regard to physical characteristics such as height and weight. Enlistment requirements for the physical fitness test are different: tests are the same for both, female and male, but the physical requirements are different based on gender and age. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 415 female applicants, 47 were successfully recruited. Out of 879 male applicants, 292 were successfully recruited.

Retention Policies

The Czech Armed Forces have retention policies including military benefits, further education opportunities and retraining. There are no specific retention policies for women. The Czech Armed Forces have networks to support women in the military, in particular a “Work group on equal opportunities and equal treatment for men and women”.



Reasons for Leaving the Military

The Czech Armed Forces do not carry out exit surveys for men and women who leave the military, but use other systems to find out the reasons why military women leave the armed forces. In 2015, 112 women and 876 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces is 11.34% and the percentage of men who left the armed forces, out of the total number of men and women who left the armed forces is 88.66%. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family and limited leadership opportunities. In particular, men leave because of retirement and because they reach the end of their contract.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is not adapted for men and women. Military facilities are adjusted according to common standards: toilets, dressing rooms and separate tents during military exercises. Uniforms are adapted for both men and women: combat uniforms are the same for both but in large scale of sizes, but service uniforms allow women to wear skirts and a different hat.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of financial compensation instead of part salary and a financial bonus after a labour. Parental leave is from 28 to 37 weeks and it is transferable between parents. The parent has the option of taking parental leave until the child reaches the age of 4. There are specific programmes to support work-life balance for military personnel: part-time employment, a child-care project at work, adjustment of working hours and flexible hours. Part-time employment is allowed in cases of parental leave, caring for elderly or sick people, studies and personal (family) reasons. Flexible hours are allowed in cases of parental leave. There are no special programmes to support parents when both are members of the armed forces. The Czech Armed Forces offer support for service duties to single parents, divorced parents or widows/widowers looking after their children. In those cases, according to a military and state law, there can be no duty service for 24 hrs, no participation in military exercises and deployment in a different place without the agreement of the parent and it is possible to look after a sick child for a longer period of time, of up to 15 days. Child-care policies are implemented in terms of provisions protecting the parent from deployment, breastfeeding breaks, policy on duty assignments, night duty and overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start and finish times of working days.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	37.6%	4.1%
Air Force	16.5%	2.5%
Navy	0.0%	0.0%
Other	32.8%	6.5%
Total	86.9%	13.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.7%	7.9%
OF 1-2	14.6%	29.8%
OR 5-9	27.5%	40.8%
OR 1-4	48.1%	21.5%

Table 2: All Operations		
Service	Men	Women
Army	55.2%	0.9%
Air Force	17.8%	0.5%
Navy	0.0%	0.0%
Other	23.4%	2.2%
Total	96.4%	3.6%
Ranks	Men	Women
OF 6 and above	50.0%	0.0%
OF 3-5	5.7%	7.1%
OF 1-2	8.6%	39.3%
OR 5-9	14.9%	50.0%
OR 1-4	20.8%	3.6%

Table 3: NATO Operations		
Service	Men	Women
Army	51.9%	1.7%
Air Force	19.5%	0.9%
Navy	0.0%	0.0%
Other	21.6%	4.4%
Total	93.0%	7.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	10.0%	8.3%
OF 1-2	17.2%	33.3%
OR 5-9	32.0%	54.2%
OR 1-4	40.8%	4.2%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	97.3%	2.7%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.3%	2.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	1.2%	0.0%
OF 1-2	7.5%	0.0%
OR 5-9	1.6%	0.0%
OR 1-4	89.7%	100.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, yet there are programmes related to the prevention of sexual harassment. The Czech Armed Forces support lectures, mandatory training and seminars for all military personnel and a programme on the prevention of risky behaviour. An appointed personnel deal with and report sexual harassment. There are no formal procedures in place for reporting harassment of female or male victims. In 2015, there were no reported cases of sexual harassment or sexual abuse in the armed forces for either men or women.

Gender Education and Training

The Czech Armed Forces have 9 gender-related training programmes:

1. The “Human Rights and Law of Armed Conflicts” training is open to all recruits, all NCOs and all officers and covers basic notions of national and international law (i.e. human rights, law of armed conflict), including gender aspects. It targets all military ranks. It is part of the standard national training.
2. The annual “Training for Instructors of Undesirable Social Phenomena (risk behaviour)” comprises “train-the-trainer” seminars on the latest methods of prevention of undesirable social phenomena. It is part of the standard national training.
3. The “Pre-Deployment Training” covers the code of conduct and behaviour as members of the armed forces, the way to approach the civilian population (all including gender aspects), cultural awareness with respect to historical, religious, social and traditional differences and basics of psychology. It targets all NCOs. It is a pre-deployment training.
4. The military leadership course “Equal Treatment and Non-Discrimination between Female and Male Service Personnel” covers equal treatment and non-discrimination between female and male service personnel. It targets all officers and OR-5 to OR-9. It is part of the standard national training.
5. The “NATO Civilian Pre-deployment Course (international)” lectures cover gender perspectives, cultural awareness, negotiations and field training for international NATO and Partners for Peace (PfP) civilian employees. It is held 5 times a year, depending on requests. It is a pre-deployment training.

4 training courses cover the topics of protection against sexual harassment, compatibility of family and work and the issue of creating a non-discriminatory environment for both female and male service personnel. These training courses also address issues such as bullying, stalking and psychological aspects of conflict communication.

6. The “Seminars on the Equal Opportunities of Men and Women and Non-Discrimination of the Female and Male Service Personnel” is provided annually by the Gender Focal Point, external experts, NCGP national delegate and military lecturers. It targets officers and all NCOs. It is part of the standard national training.
7. The annual “Seminars for Civilian and Military Personnel in the Educational System” are attended by all civilian and military personnel at the military high school and University of Defence. These seminars are part of the standard national training.
8. The advanced course “Course of the General Staff” targets OF-6 and higher. It is part of the standard national training.
9. The annual “Seminar on the Laws of Equal Treatment and Non-Discrimination of Female and Male Service Personnel” targets all military ranks. It is part of the standard national training.

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

Gender Advisors

The Czech Armed Forces have one gender advisor currently working at NATO HQ and gender focal points.

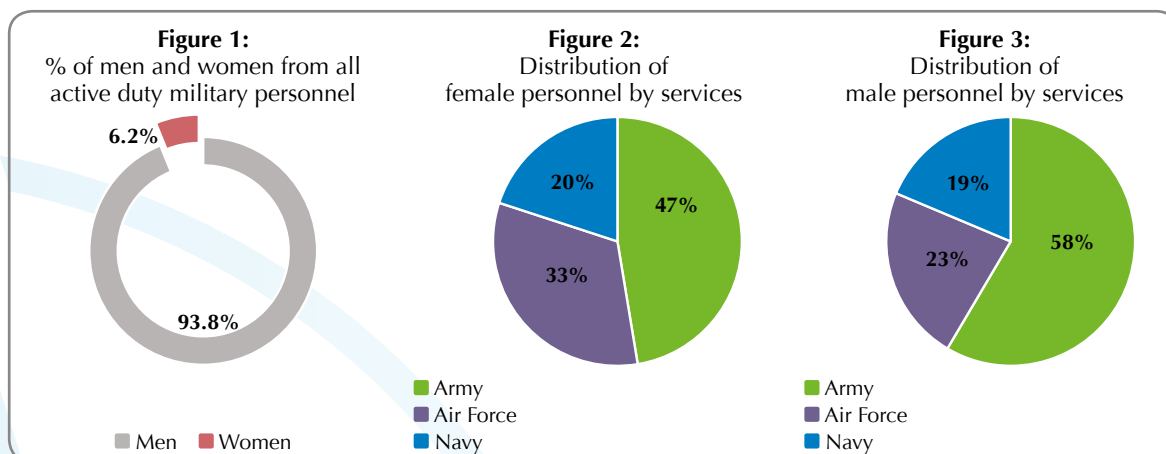
Implementation of the 2015 and 2014 NCGP Recommendations

The Czech Republic took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The Defence Ministry Action Plan to implement UNSCR 1325 was processed on 12 June 2015. The Action Plan includes educational activities regarding equal treatment of men and women and stresses that more women in military operations are to be assigned command positions. The country also took action towards the implementation of the 2014 NCGP Recommendations to the MC. The armed forces aim to have more women in military operations in command positions and ensure that women have the possibility to serve in each position of the Czech Armed Forces and take care of employees' infants in the MoD and General Staff. There is one facility for child-care at work in Prague and two additional ones are planned for 2016.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Danish Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Danish Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Danish Armed Forces, nor are there restrictions that only apply to operations. There is a military entity that deals with the integration of gender perspectives in the armed forces. The Danish Joint Defence Command operates a Diversity Forum where initiatives regarding gender perspectives are implemented. The Army Staff, Joint Defence Command, has established a unit that initiates and follows up on diversity initiatives.

Reserves, National Guard and Other Military Services

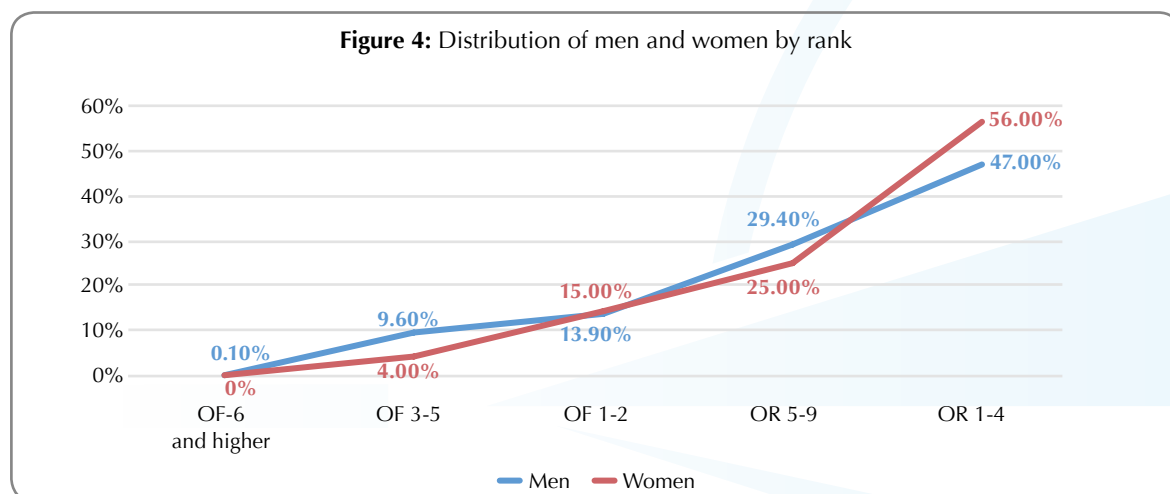
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Reserve personnel is paid a salary and has the chance to stay in contact with the armed forces, which is an incentive to gain experience in military leadership. Expenditures for the National Guard, such as travel and food, are paid.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness tests and those related to physical characteristics (e.g. height, weight), are the same for men and women. Men and women enlist at the same age. There are policies to promote the recruitment of women in the military. Women are invited to participate in an “inspiration day” on a voluntary basis before they decide to join the armed forces. When a woman volunteers, she is considered to be “particularly motivated” and this gives her the right to join the armed forces at a short notice should she decide to do so. In general, the timeframe from signing up to actual service can last about a year. Since the “particularly motivated” programme was implemented in 2011 so far the number of women on a contract compared to conscripts has almost doubled. In 2015, out of 206 female applicants, 26 were successfully recruited. Out of 1,027 male applicants, 194 were successfully recruited.

Retention Policies

The Danish Armed Forces have retention policies that include a Talent Management Programme and a Competence Development Programme. Furthermore, initiatives can be targeted at special groups of employees that are very important to the tasks of the armed forces. Satisfaction surveys are conducted regularly and critical abnormalities in the answers are followed up. The national armed forces do not have specific retention policies for women. Mentors for both men and women are possible. Networks for women have been tried albeit unsuccessfully. The feedback from women was that they wanted to participate in activities on equal terms with men.



Reasons for Leaving the Military

The Danish Armed Forces carry out exit surveys for men and women who leave the military. Both female and male personnel who decide to terminate their permanent contract prematurely are asked to complete a questionnaire about their reasons for leaving. The exit survey does not include civilian personnel, personnel that are due to retire or personnel that are made redundant. In addition, military service for women is purely voluntary in Denmark. If a female volunteer decides to terminate her contract prematurely, she is interviewed in order to assess her reasons for leaving the armed forces. In 2015, 110 women and 1,463 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93%. The main reason why women tend to leave the armed forces is retirement, why men leave the armed forces is mostly because of difficulties in balancing work and family, the limited leadership opportunities and retirement. Available records identify the perception of higher wages in

the private sector and lack of confidence in political decisions as the main reasons why men terminate their contract with the armed forces before the expiry date.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women and there are no special designs. Military facilities are adapted for both men and women in the form of single rooms with a private bathroom and separate dormitories with separate bathrooms. The conscripts and women who volunteer for Danish Defence are provided with joint dormitories and bathrooms in coordination with their own wishes. Size and cut of uniforms are adapted for both men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and to both parents of a newborn child. The mother can get 4 weeks of social benefits before her due date. After the birth she can get 14 weeks. The father can get 2 weeks of social benefits after the baby is born. 14 weeks after the birth, the parents have 32 weeks of parental leave with social benefits that they can share between them. They receive a salary during leave and the employer is reimbursed of the benefits. Parental leave is divided into pregnancy leave, maternity and paternity leave and right to subsequent parental leave that can be completely held by one parent, or shared at the same time, or separately, by both parents. Maternity leave with salary is 6 weeks before the birth and 14 weeks after. After the birth of the child, parental leave for mothers is up to 32 weeks, including 12 weeks with salary and 20 weeks without. Paternity leave is 2 weeks in which the father stays home with the child together with the mother. Parental leave for fathers is up to 32 weeks, including 13 weeks with salary and 19 weeks without. Parental leave is transferable between parents. The Danish Defence Personnel Policy and Strategic and Ethical Guidelines for Management are specific programmes to support work-life balance for military personnel. Part-time employment is allowed in the case of parental leave and it can be allowed upon in individual cases. Flexible hours are allowed and agreements can be entered into with the local union to accommodate a specific workplace. There are no formalized programmes or measures to support parents when both are members of the armed forces, however an informal administrative standard has emerged over time not to deploy both parents at the same time whenever possible. Another informal standard pertains to couples and married couples who do not serve in the same unit. There is no support for service duties for single parents, divorced parents or widows/widowers looking after their children. There is a child-care policy: extra weeks of subsidized maternity/paternity leave and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	54.9%	2.9%
Air Force	21.4%	2.0%
Navy	17.5%	1.2%
Other	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%	4.0%
OF 1-2	13.9%	15.0%
OR 5-9	29.4%	25.0%
OR 1-4	47.0%	56.0%

Table 2: All Operations		
Service	Men	Women
Army	79.3%	6.0%
Air Force	10.2%	1.3%
Navy	2.4%	0.0%
Other	0.7%	0.0%
Total	92.7%	7.3%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	9.1%	3.0%
OF 1-2	21.6%	42.4%
OR 5-9	27.6%	27.3%
OR 1-4	41.5%	27.3%

Table 3: NATO Operations		
Service	Men	Women
Army	79.1%	6.2%
Air Force	10.2%	1.5%
Navy	2.2%	0.0%
Other	0.7%	0.0%
Total	92.3%	7.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	7.8%	0.0%
OF 1-2	17.3%	42.0%
OR 5-9	29.1%	29.0%
OR 1-4	45.8%	29.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	67.0%	7.1%
Air Force	19.5%	1.2%
Navy	4.7%	0.5%
Other	0.0%	0.0%
Total	91.2%	8.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	16.7%	3.3%
OF 1-2	44.4%	73.0%
OR 5-9	29.0%	9.0%
OR 1-4	9.9%	14.7%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The Danish Defence Personnel Policy and The Danish Defence Diversity Policy specify that employees and management must behave in a respectful manner. An organization of special counsellors was established in 2004. Management can contact these counsellors at all times over any kind of issue. The number of sexual harassment incidents and abuses has diminished considerably since 2004. Specific initiatives are taken to make it possible to talk and reflect about diversity, like an upcoming "diversity game". Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment: female and male victims can contact an organization of special counsellors or the Judge Advocate Generals' office. In 2015, 12 women reported cases of sexual harassment, stalking, use of sexual innuendo/language and improper touching in the armed forces. One man reported a case of harassment.

Gender Education and Training

The Danish Armed Forces have 4 gender-related training programmes:

1. The NCGM offers courses that deal with the integration of gender perspectives into peace support operations. These are: Gender Advisor Course, Gender Train the Trainer Course, Commanders' Seminar. The targets are OF-3 to OF-5, OF-6 and higher. These courses are part of the standard national training or pre-deployment training.
2. Cultural understanding and cultural definition of harassment are part of the general education at the three Officers Academies (Army, Navy and Air Force). The targets are OF-1 to OF-2. This is part of the standard national training.
3. Cultural understanding and cultural definition of harassment are part of the education at the Institute for Language and Culture. The targets are OF-1 to OF-2. This is part of the standard national training.
4. Pre-deployment Training covers notions of specific national cultural and ethnic understanding of the mission country. The targets are all military ranks. It is a pre-deployment training.

Gender is included in pre-deployment training and exercises.

Gender Advisors

The Danish Armed Forces and the Ministry of Defence (MoD) do not have gender advisors. Individual employees have received specialised education in order to teach and instruct in gender issues during deployment alongside ordinary work functions. So far, no gender advisor has been deployed. In 2015, 1 employee was deployed to Resolute Support mission in Afghanistan, where she was able to put gender into perspective while training and educating Afghan soldiers at the National Officers' Academy. Denmark does not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Denmark took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). A Strategy for Competence Development which identifies 6 possible career paths and a Talent Management Programme which is open to all talents are being implemented. Surveys and interviews are being conducted to uncover retention problems involving women. Actions were taken towards the implementation of the 2014 NCGP Recommendations to the MC. In 2015, a Diversity Task Force was established in the MoD and a Diversity Forum was established in the Joint Military Defence Command. The number of special counsellors is still increasing which makes it easier for employees to get into contact with them locally and gives the counsellors better means to monitor the extent of harassment and abuse. Initiatives and experiences are shared in networks primarily among the Scandinavian countries.

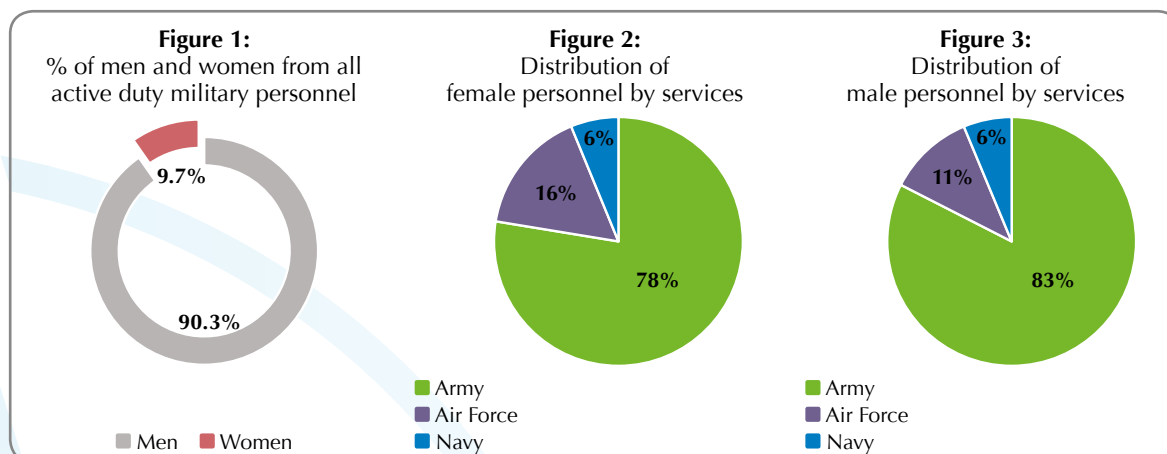
Additional Information

More management focus and specific initiatives have been addressed to gender perspectives in 2015. A specific target for Denmark is to increase the number of female military personnel.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Estonian Defence Forces (EDF) were enforced during 2015.



Quotas

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

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.

Reserves, National Guard and Other Military Services

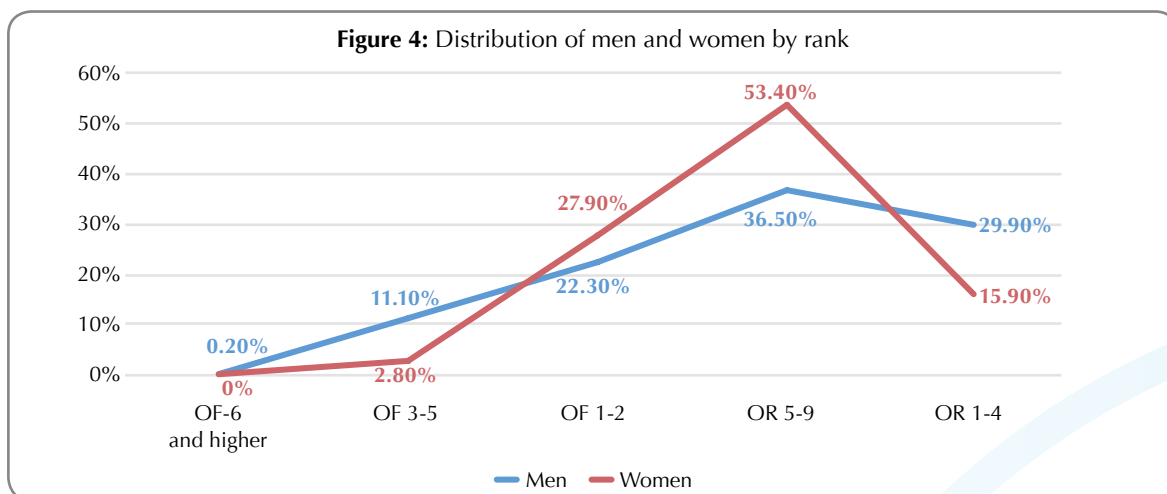
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. However, the EDF offer incentives and bonuses for civilian employees to enter the Reserves, National Guard, or other military structures, by making up for the employees' salary (Reservists) during Reserve training periods on active service.

Enlistment Requirements

Enlistment requirements, including those relating to physical characteristics (e.g. height, weight), are the same for men and women. Enlistment requirements for the physical fitness test, which consists of a 3,200 m race, sit-ups and push-ups, differ according to the gender and age of the applicants. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 18 female applicants, 2 were successfully recruited. Out of 228 male applicants, 74 were successfully recruited.

Retention Policies

The EDF do not have retention policies, nor are there specific retention policies for women. Estonia has networks to support women in the military: the EDF offers support to both men and women through chaplain, psychological and social services.



Reasons for Leaving the Military

The EDF carry out exit surveys for men and women who leave the military to understand their reasons. In 2015, 22 women and 174 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89%. The main reasons for men and women to leave the armed forces are difficulties in balancing work and family and limited leadership opportunities, including concerns over salaries.

Military Equipment, Facilities and Uniforms' Adaptation

Men and women use the same military equipment and the same uniforms, while military facilities are adapted for men and women in the form of separate restrooms and sanitary facilities.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is the same for all citizens of Estonia and include 20 weeks leave for pregnancy and labour, up to 3 years of maternity and paternity leave (of which 1.5 years with retained medium salary) and 3 extra days' child leave per year. Parental leave is transferable between parents. There are no specific programmes or policies to support the work-life balance for military personnel, nor are there special measures to support parents when both are members of the armed forces. Part-time employment and flexible hours are allowed in case of studies and caring for elderly and sick people. There is no support or facilitation for service duties for single or divorced parents, or widows/widowers looking after their children. Child-care policies include policy on duty assignments, night duties and overtime work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	74.5%	7.5%
Air Force	10.1%	1.6%
Navy	5.7%	0.6%
Other	0.0%	0.0%
Total	90.3%	9.7%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	11.1%	2.8%
OF 1-2	22.3%	27.9%
OR 5-9	36.5%	53.4%
OR 1-4	29.9%	15.9%

Table 2: All Operations		
Service	Men	Women
Army	92.9%	3.9%
Air Force	1.6%	0.0%
Navy	1.6%	0.0%
Other	0.0%	0.0%
Total	96.1%	96.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.4%	0.0%
OF 1-2	12.3%	20.0%
OR 5-9	32.0%	80.0%
OR 1-4	44.3%	0.0%

Table 3: NATO Operations		
Service	Men	Women
Army	94.7%	5.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	94.7%	5.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.1%	0.0%
OF 1-2	16.7%	0.0%
OR 5-9	72.2%	100.0%
OR 1-4	0.0%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse, nor are there programmes or training related the prevention of sexual harassment. Appointed personnel deal with and report sexual harassment. There are no formal procedures for female or male victims to report cases of harassment. No cases of sexual harassment in the EDF were reported in 2015.

Gender Education and Training

Estonia does not have education or training programmes related to gender. Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors

There are no trained gender advisors or gender focal points in the EDF and Ministry of Defence (MoD).

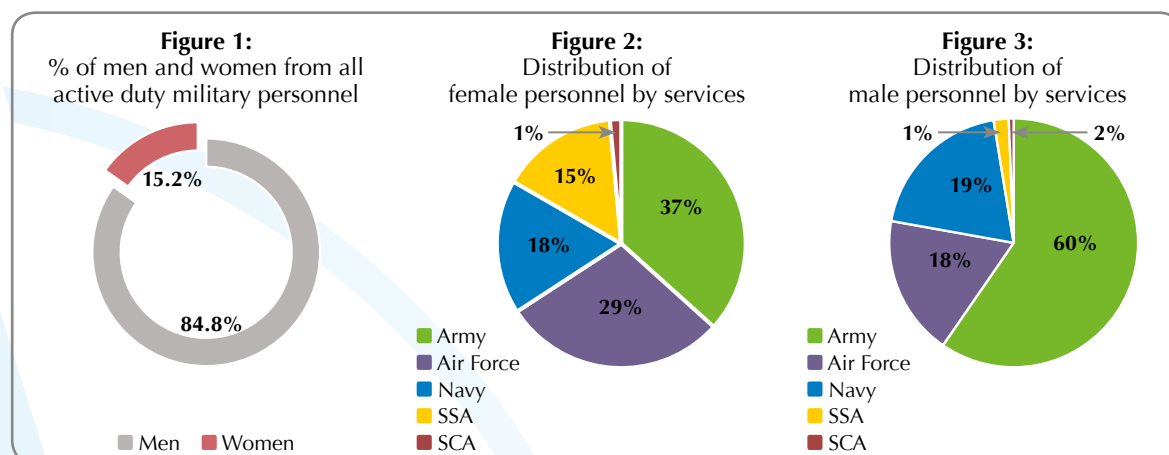
Implementation of the 2015 and 2014 NCGP Recommendations

Estonia took action towards the implementation of the 2014 NCGP Recommendations to the MC. The EDF veteran policy requires Estonian veterans' day posters to portray both men and women.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, France enforced new policies and legislation related to the implementation of gender perspectives in the French Armed Forces. France has drafted the second French National Action Plan for 2015-2018 and signed the "Protocol on Professional Gender Parity in the Military" in December 2015.



Quotas

There is no quota system for men or women in the French Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the French Armed Forces, nor are there restrictions that only apply to operations. The Senior Officer for Gender Equality and the Observatory on Gender Parity are the military entities responsible for the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

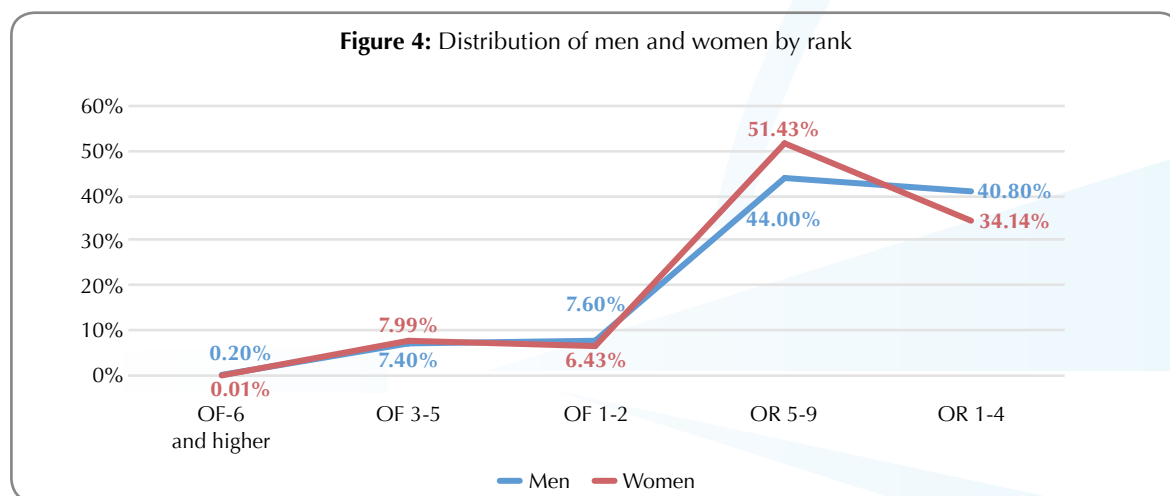
There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Ministry of Defence (MoD) has set optimistic new targets for the recruitment of Reserves in the armed forces and has planned to use Reserves on French national territory. 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 armed forces are the same for men and women. Enlistment requirements for the physical fitness test are different for men and women: in some specialised areas, fitness assessments are different for men and for women in terms of length, intensity, number of repetitions, etc. There are differences in enlistment requirements related to physical characteristics: there are different medical standards for height, but not for weight. Only the Body Mass Index (BMI) is taken into consideration. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. There isn't a direct policy, but rather an indirect one: unrestricted open policy for all military trades to women; external communication policy to promote the place of women in military missions; active policy in secondary schools and Military Academies as recruitment pools. In 2015, out of 2,925 female applicants, 155 were successfully recruited by military academies and colleges. Out of 7,827 male applicants, 714 were successfully recruited by military academies and colleges.

Retention Policies

The French Armed Forces have retention policies. These involve setting up targeted retention policies to retain people with scarce or strategic skills (nuclear, cyber, CBRN...) and paying a bonus to military personnel in retention areas (holders of specific diplomas, certificates or qualifications). The armed forces do not have specific retention policies for women. In 2015, there was no network to support women in the military. The MoD took actions to set up a wide network of associations of civilian and military women in 2016-2017 which will be designed as a forum for solidarity.



Reasons for Leaving the Military

The French Armed Forces do not carry out exit surveys for men and women who leave the military. In 2015, 1,998 women and 15,088 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 12%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 88%. The main reasons why men and women leave the armed forces are voluntary departure, assisted departure, involuntary departure, incapacity, retirement or end of the contract and death.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women. On French submarines facilities are not tailored to diversity and to the necessary separation of female/male living quarters. An experiment involving individual cabins has been carried out for female officers alone on board of Sub-Surface Ballistic Nuclear Submarines (SSBNs). There are separate female/male facilities for rooms, showers, toilets, etc. The French Armed Forces use the same combat uniforms for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Family-related leave is governed by a "2008 Directive on Family-Related Leave for Military Personnel". It sets out the conditions under which leave is granted, which include maternity leave, paternity leave, adoption leave and parental leave. Maternity leave is 16 weeks for 1 or 2 children, then 26 weeks for other children. The total parental leave is 156 weeks (child's third birthday) and it is transferable between parents. Social welfare policies for early childhood and training policies contribute to fostering a work-life balance for military personnel. The training policy is digitally-based and it is as close as possible to the personnel. Part-time employment is not allowed. There is no departmental policy on flexible hours. Each body is free to decide whether or not to adopt flexible hours, but their implementation must comply with the principles laid down in a 2002 Ministerial Order that defines how they are implemented. Special programmes to support parents when both are members of the armed forces are not formalised and decisions are made by Command in each body concerned. There are several kinds of support for service duty to single parents, divorced parents or widows/widowers looking after their children. In terms of financial assistance, the Military Social Welfare provides support in case of prolonged absence from the home and helps to make up for a leave on operational mission or a hospital stay in the case of single-parent families. Financial assistance provided by Military Social Welfare also helps with childcare in the case of non-standard working hours. In terms of less formal Command assistance, such as the possibility of adjusting working hours, in particular with a system of granted leave or free time, service hours are adapted without impacting on the execution of the mission, in particular to take children to school. A child-care policy does exist: provision protecting parent from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times of working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	50.6%	5.6%
Air Force	15.4%	4.4%
Navy	16.6%	2.7%
Other	2.2%	2.5%
Total	84.8%	15.2%
Ranks	Men	Women
OF 6 and above	0.2%	0.01%
OF 3-5	7.4%	7.99%
OF 1-2	7.6%	6.43%
OR 5-9	44.0%	51.43%
OR 1-4	40.8%	34.14%

Table 2: All Operations		
Service	Men	Women
Army	67.2%	3.2%
Air Force	19.8%	1.2%
Navy	7.6%	1.0%
Other	0.0%	0.0%
Total	94.6%	5.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.1%	1.7%
OF 1-2	5.7%	12.3%
OR 5-9	42.8%	47.2%
OR 1-4	46.3%	38.8%

Table 3: NATO Operations		
Service	Men	Women
Army	100.0%	0.0%
Air Force	0.0%	0.0%
Navy	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	50.0%	0.0%
OF 1-2	50.0%	0.0%
OR 5-9	0.0%	0.0%
OR 1-4	0.0%	0.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	60.8%	9.6%
Air Force	5.8%	2.6%
Navy	17.9%	3.4%
Other	0.0%	0.0%
Total	84.4%	15.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	14.4%	1.8%
OF 1-2	15.0%	10.4%
OR 5-9	32.5%	23.6%
OR 1-4	38.1%	64.2%

Prevention of Sexual Harassment and Sexual Abuse

The Thémis Cell⁽¹⁾ developed a “prevention kit” which includes three cartoons, a companion educational booklet and a slide show that will start to be used in 2016 by trainers in Tri-Service Basic Training Centres (CFIM) and in Voluntary Military Service Centres (CSMV). It is also working on a vademecum of good practices to advise Command and on a guide to help manage cases of change of gender identity. In 2015, 67 women reported cases of sexual harassment, sexual assault, rape and stalking in the armed forces. 8 men reported cases of sexual harassment and sexual abuse.

Gender Education and Training

The French Armed Forces have no gender-related training programme. Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors

The French Armed Forces have 7 trained gender advisors and one is currently deployed as ACT gender advisor in Norfolk. The armed forces have no gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

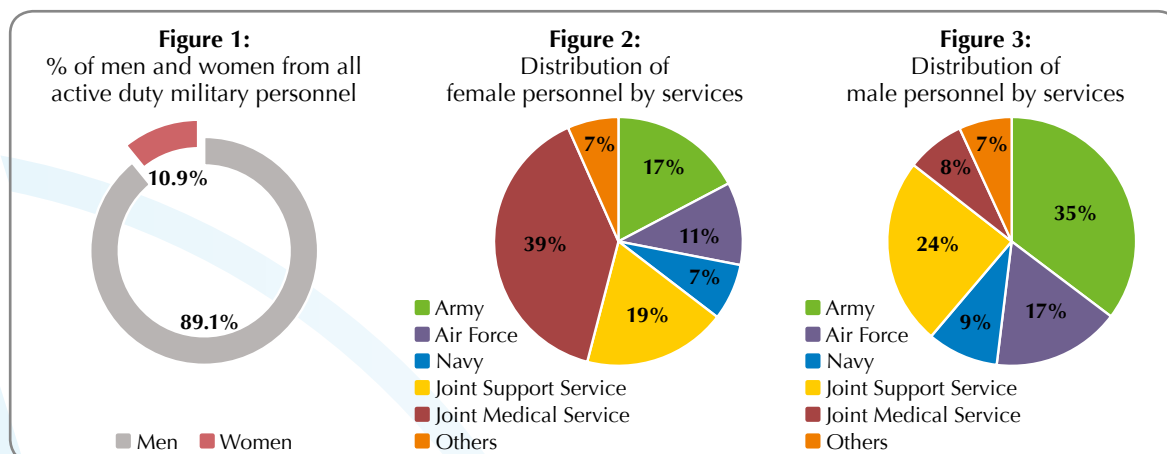
France took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee.

¹ See: IMSM-0156-2016, 2014 SUMMARY OF THE NATIONAL REPORTS OF NATO MEMBER AND PARTNER NATIONS TO THE NATO COMMITTEE ON GENDER PERSPECTIVES



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the German Armed Forces were enforced during 2015.



Quotas

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

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 and there are no incentives for civilian employees to enter the Reserves, National Guard or other military structures. However, there are policies to compensate employers who hire civilians who have joined military structures. The Bundeswehr (Federal Defence of Germany) reimburses the employer for wage and non-wage labour costs paid while the employee is absent for reserve duty.

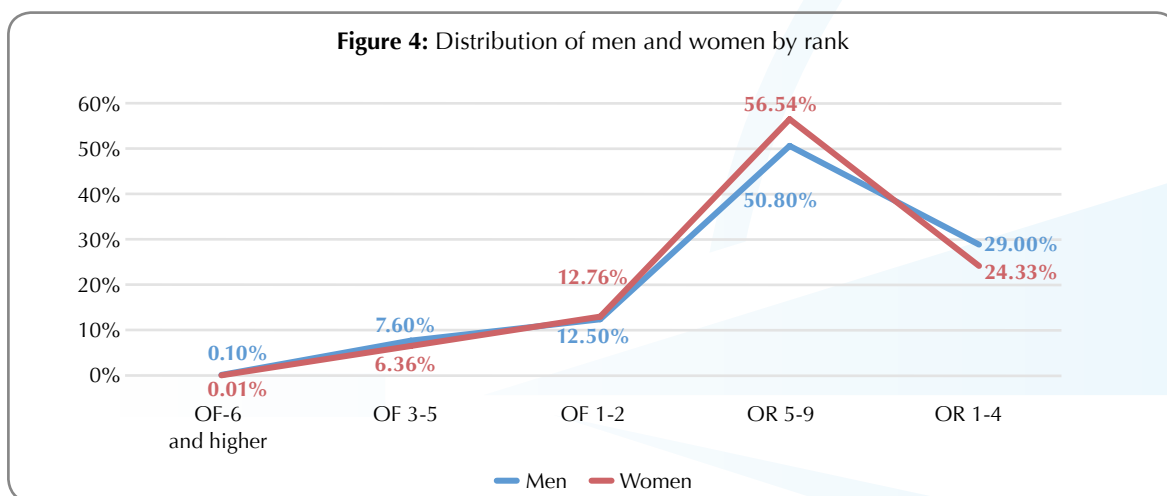
Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those that regard physical characteristics (e.g. height, weight), are the same for men and women. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military. The Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr (SGleiG) prescribes that job advertisements in those areas where female soldiers are under-represented must indicate that women's applications are particularly welcome and that female applicants will be given preference over equally qualified male applicants. In addition, the SGleiG specifies that in those areas where female soldiers are under-represented, the number of women participating in the acceptance procedure must be equal to or higher than the number of participating men, in order to provide are sufficient female applicants with the required skills and qualifications. Should females be under-represented in individual areas, they shall be given preference in case of equal qualifications.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The German Armed Forces do have retention policies: various initiatives and measures to improve personnel retention are pooled under the “Work/Family Balance” heading. Optimal compatibility of family and duty in the armed forces improves the motivation and morale of the troops. It forms a valuable contribution to the capability-oriented approach of transformation and it helps ensure the regeneration of manpower in the armed forces by making military service more attractive. In order to recruit and retain qualified personnel, it is essential for the Bundeswehr to be the type of employer that contributes to a good work-life balance by shaping military duty accordingly. Families are very important in military personnel recruitment and retention actions policies. The goal is to enhance the child-care services provided to service personnel, especially when they have young children, to allow them to remain in the military. This policy has a positive effect on military personnel recruitment and retention. The German Armed Forces do not have specific retention policies for women. A permanent network for female service personnel has not yet been established. The SGleiG aims at achieving equal opportunities for the Bundeswehr female and male military personnel and eliminating and preventing existing and future discrimination on the grounds of gender. Military equal opportunities officers (GleiBmil) must be elected at division level and above and military equal opportunities spokeswomen must be appointed at battalion level and above. The military equal opportunities officers run a network at the Federal Ministry of Defence. When it comes to equal opportunities’ issues, all female and male service personnel may contact either the military equal opportunity spokeswomen or the military equal opportunities officer in charge. In addition, the military equal opportunities officer convenes meetings for female service personnel if circumstances require it.



Reasons for Leaving the Military

The German Armed Forces carry out exit surveys for men and women who leave the military before completing their term of service. In 2015, 2,466 women and 21,996 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 10.1%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 89.9%. The main reason why men and women leave the armed forces is retirement.

Military Equipment, Facilities and Uniforms’ Adaptation

Military equipment is adapted for both men and women. The user agencies are responsible for defining the operator characteristics (including female and male percentile ranges) for their weapons systems. From an ergonomic point of view and based on the Ergonomics Handbook, the supplying agency’s responsible authority at the Federal Office of Bundeswehr

Equipment, Information Technology and In-Service Support (BAAINBw) recommends that weapons' systems should be designed for the range between "short and tall personnel", i.e. for the range between the 5th percentile (female) and the 95th percentile (male). Following the opening of all military careers to female service personnel, this recommendation is now taken into account for all new weapons' systems developed in cooperation with the BAAINBw. The implementation of the percentile range can be subject to limitations if other system requirements (e.g. armour protection, air transportability) are more important. Nevertheless, there are systems still in use today that were developed long before all military careers were opened to female service personnel. Military facilities are adapted for both men and women. The Bundeswehr's infrastructures have been developed in a gender-neutral way, with the exception of sanitary facilities. Uniforms are adapted for both men and women. Female and male service personnel are given clothing with a gender-specific cut for all operational areas. Additional improvements to the cut and shape that take the needs of pregnant service personnel into consideration are being reviewed.

Parental Rights

Legal social support is given to both parents of a new-born child. The "Maternity Protection Ordinance" specifies that female service personnel must not be required to perform duties in the last six weeks before childbirth and in the first eight weeks after childbirth. The postpartum period is extended to twelve weeks in case of premature or multiple births and further prolonged for the period that was not used prior to childbirth. The "Legal Status of Military Personnel Act" in conjunction with the "Parental Leave Ordinance" guarantees that service personnel are entitled to parental leave. Every father and mother is entitled to parental leave to nurture and raise their child until s/he has reached the age of three. They may take their parental leave or parts of it either alone or together and the leave is transferable between parents. There are specific programmes to support the work-life balance for military personnel. 29 measures to improve the attractiveness of the Bundeswehr as an employer were identified in the course of the meeting "The Bundeswehr Leads the Way – An Active, Attractive Alternative". That includes the measure "closing gaps in childcare", which is meant to extend child-care options for Bundeswehr personnel according to demands in Germany. Regardless of their status or career category, service personnel may opt to telecommute under certain circumstances (e. g. a suitable task area) to enjoy more flexibility and control over the choice of workplace and working hours. Personnel are not required to give their reasons for applying for the telecommute option. Furthermore, it is possible to be temporarily given a laptop to facilitate mobile work and cope with sudden or short-term family emergencies. Flexible hours and part-time employment are allowed in cases of parental leave, caring for elderly or sick people or studies. According to the "Act relating to the legal status of military personnel" there are basically no restrictions on requests for part-time employment. There are no special programmes to support parents when both are members of the armed forces. There are a number of support options for service duties to single parents, divorced parents, or widows/widowers looking after their children such as privileged provision of childcare in day care centres close to Bundeswehr sites. In addition, financial support may be granted by the "Bundeswehr Foundation for Cases of Hardship" in an emergency. The Bundeswehr Social Services provide support and counseling to individual cases. There is a child-care policy which includes: provision protecting parent from deployment, extra weeks of subsidized maternity/paternity leave, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	31.4%	1.9%
Air Force	14.8%	1.2%
Navy	8.3%	0.8%
Other	34.6%	7.0%
Total	89.1%	10.9%
Ranks	Men	Women
OF 6 and above	0.1%	0.01%
OF 3-5	7.6%	6.36%
OF 1-2	12.5%	12.76%
OR 5-9	50.8%	56.54%
OR 1-4	29.0%	24.33%

Table 2: All Operations		
Service	Men	Women
Army	29.9%	0.7%
Air Force	13.2%	0.6%
Navy	22.0%	1.7%
Other	27.2%	4.5%
Total	92.3%	7.7%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	10.1%	10.6%
OF 1-2	13.9%	9.2%
OR 5-9	54.4%	66.7%
OR 1-4	21.3%	13.5%

Table 3: NATO Operations		
Service	Men	Women
Army	44.2%	1.0%
Air Force	9.4%	0.6%
Navy	0.6%	0.1%
Other	37.0%	7.1%
Total	91.2%	8.8%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	9.6%	10.3%
OF 1-2	12.5%	8.7%
OR 5-9	55.5%	71.5%
OR 1-4	22.1%	9.5%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	24.7%	0.3%
Air Force	12.5%	0.3%
Navy	4.4%	0.1%
Other	56.2%	1.6%
Total	97.7%	2.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	20.9%	19.6%
OF 1-2	20.2%	15.2%
OR 5-9	38.1%	43.2%
OR 1-4	20.8%	22.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. There are programmes related to the prevention of sexual harassment. Germany developed and introduced special training and instructional modules on the topic in the 2001 opening course of all military careers in the armed forces for female service personnel. The target group of these modules is mainly platoon commanders, company and battalion level, personnel employed at Bundeswehr training centres and the equal opportunities officers and equal opportunities spokeswomen. In view of the continuing and increasing the number of Bundeswehr external missions, the topic of “dealing with sexuality on deployment” was integrated into pre-deployment training. In 2015, working groups concerned with the integration of women into the Bundeswehr developed and updated additional didactic aids and training schemes on this topic. There is no appointed personnel to deal with or to report sexual harassment. Formal procedures exist to report harassment of female or male victims: the reporting system for the internal and social situation in the Bundeswehr starts by tracking suspected offences that still need to be confirmed. In 2015, 63 women and 17 men reported cases of sexual assault, sexual harassment and rape.

Gender Education and Training

The German Armed Forces have 13 gender-related training programmes. These are the types:

1. The training programme “Laws Referring to Gender Topics” aims at enabling trainees to apply all gender related laws in their daily duties. It targets OR-5 to OR-9, OF-3 to OF-5. It is part of the standard national training.
2. The programme “Gender Training” aims at enabling trainees to understand the need for the armed forces to be open to women and counter gender related prejudices. It targets all officers and NCOs. It is part of the standard national training.
3. The training programme “Challenges Related to Integration of Females” covers gender-related challenges and practical solutions in daily duty. It targets OR-5 to OR-9, OF-3 to OF-5. It is part of the standard national training.
4. The training programme “Aspects of Gender Related Challenges, Law Related to Gender Topics” highlights gender issues as part of daily leadership. It targets OF-3 to OF-5. It is part of the standard national training.
5. The training programme “Integration of Females” covers the integration of gender related topics as part of the 360-degree feedback process. It targets OF-6 and above. It is part of the standard national training.
6. The seminar “Integration of Females” covers measurements to improve female integration in the armed forces. It targets all officers and OR-5 to OR-9. It is part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors or gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

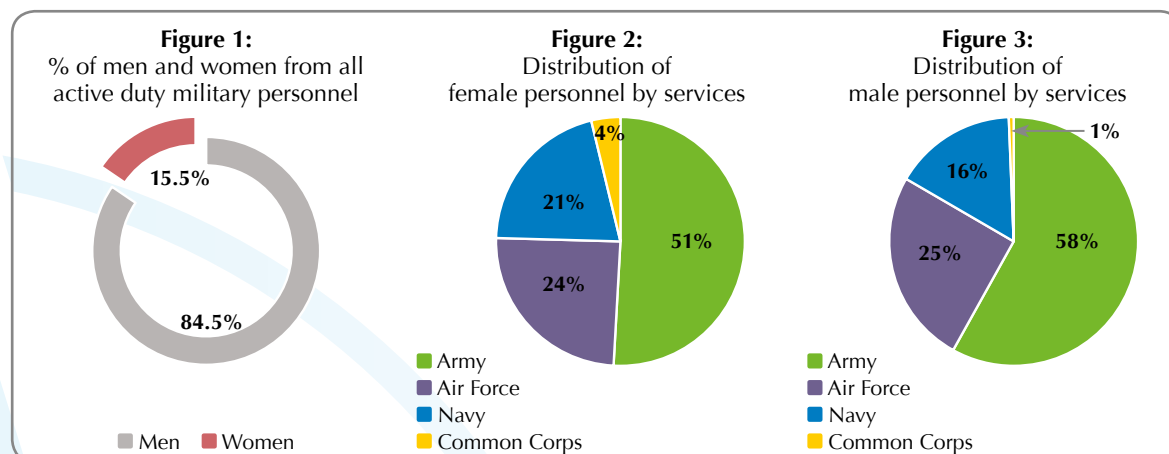
No action was taken towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC) or towards the implementation of the 2014 NCGP Recommendations to the MC.

Additional Information

In April 2015, the MoD created the “Equal Opportunities in the Area of Responsibility of the Federal Ministry of Defence” staff element to increase the attractiveness of the Bundeswehr and address the under-representation of women. The task of the staff element is to identify and analyse cases of gender-specific and systematic injustice so that effective measures to eliminate them can be developed and implemented as soon as possible.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Greek Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Greek Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the Greek Armed Forces. There are restrictions for women with regard to divers' operations. The Gender Equality Office is responsible for the integration of gender perspectives in the armed forces. The Emergency Department (ED) of the Gender Equality Office addresses all the problems the armed forces may face and all issues related to gender equality. The Gender Equality Office's objectives are: collect, manage and process data and information about gender equality issues in the Greek Armed Forces and in the EU, NATO and other international organizations; formulate institutional proposals and promote the necessary measures to implement the principle of gender equality in the armed forces; encourage the participation of both sexes in the General Secretariat for Equality, the General Staffs and other Ministry of Defence (MoD) agencies.

Reserves, National Guard and Other Military Services

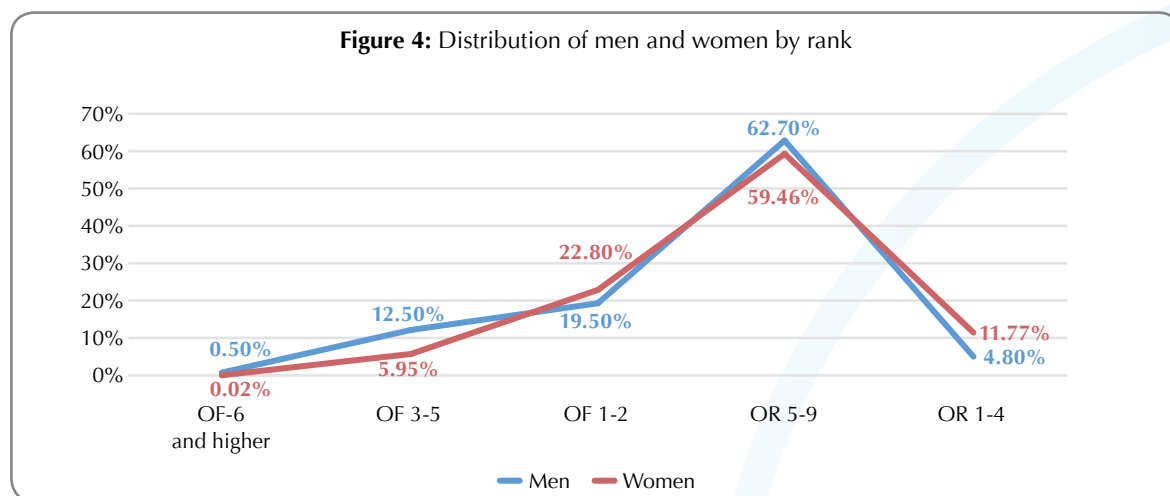
There are no policies or incentives to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves.

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women: athletic activities have different time limits. Enlistment requirements with regard to physical characteristics are different for men and women: male candidates have to be taller than females and the Body Mass Index (BMI) requires different ranges of values for men and women respectively. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 2,153 female applicants, 185 were successfully recruited. Out of 5,237 male applicants, 507 were successfully recruited.

Retention Policies

The armed forces do not have specific retention policies for women, nor are there networks to support women in the military.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2015, 147 women and 972 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 13.14%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 86.86%. The main reasons why women tend to leave the armed forces are difficulties in balancing work and family and retirement. The main reasons why men tend to leave the armed forces are limited leadership opportunities, injury and retirement.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment, military facilities and uniforms are not specifically adapted for both men and women.

Parental Rights

Legal social support is given to mothers during pregnancy in the form of five months leave and to both parents of a new-born child. Parental leave is equally available to mothers and fathers and can last up to nine months of continuous time off after the birth of the child. In total, parental leave is 40 weeks and it is not transferable between parents. There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed in cases of caring for elderly, sick people or physically

challenged persons and single or divorced parents looking after their children. There are special programmes to support parents when both are members of the armed forces. Child leave (which is 1 day every 2 months) is given to either female or male Air Force (AF) personnel. If parents serve at the same place one of them has the right to be excluded from military training duties and the couple won't have day or night duty and service at the same time. There is support for service duty for single parents, divorced parents, or widows/widowers looking after their children in the form of exceptions from night duty, military training, overtime work and priority as regards spending their holidays at the summer resorts of Armed Forces. There is a child-care policy that includes policy on duty assignments, night duty, overtime work, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	49.1%	7.9%
Air Force	21.4%	3.8%
Navy	13.5%	3.2%
Other	0.5%	0.6%
Total	84.5%	15.5%
Ranks	Men	Women
OF 6 and above	0.5%	0.02%
OF 3-5	12.5%	5.95%
OF 1-2	19.5%	22.80%
OR 5-9	62.7%	59.46%
OR 1-4	4.8%	11.77%

Table 2: All Operations		
Service	Men	Women
Army	86.2%	13.8%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	86.2%	13.8%
Ranks	Men	Women
OF 6 and above	0.6%	0.0%
OF 3-5	10.6%	5.9%
OF 1-2	16.8%	20.1%
OR 5-9	67.3%	57.8%
OR 1-4	4.7%	16.2%

Table 3: NATO Operations		
Service	Men	Women
Army	84.5%	11.8%
Air Force	3.6%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	88.2%	11.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.2%	0.0%
OF 1-2	11.3%	7.7%
OR 5-9	83.5%	92.3%
OR 1-4	0.0%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies to prevent sexual harassment and sexual abuse. However, there are programmes related to the prevention of sexual harassment. A couple of modules about sexual harassment are being taught during armed forces personnel's training in military academies, Training Centres and Specialization Training. Since 2007, General Staff has established Gender Equality Offices and all commanders in peace and support operations have issued guidelines to train and sensitize staff regarding this topic. Appointed personnel deal with and report sexual harassment. There are no formal procedures to report harassment for female or male victims. No cases of sexual harassment in the Greek Armed Forces were reported in 2015.

Gender Education and Training

The Greek Armed Forces have 4 gender-related training programmes:

1. “Improving Operational Effectiveness by Integrating a Gender Perspective” is a basic course for those who are about to be promoted as Second Lieutenant and Lieutenant. The course provides the trainees with the basic concepts and tools needed to apply gender perspectives in NATO Operations. Throughout interactive scenario-based exercises the trainee gains an understanding of how the different needs and roles of men, women, boys and girls impact military tasks and functions. Focusing on the examples of checkpoints, patrolling and engagement with the local population, the trainees learn practical lessons on how applications of gender perspectives contributes to operational effectiveness. It is a general military academic course. It is related to conscription legislation. It targets OF-1 to OF-2 and all NCOs. It is a pre-deployment and in-theatre training and it is part of the standard national training.
2. A basic course for those who are about to be promoted as Captain and Major addresses general military academic education, education related to Conscription legislation and training of staff officers. It targets OF-1 to OF-2. It is part of the standard national training.
3. The “Basic Seminar for Legal Advisors” provides reviews and updates on current issues in several areas of law, including Civil, International and Public law. It targets officers. It is part of the standard national training.
4. The “Basic School of Non-Commissioned Offices (NCOs)” covers familiarization with administrative procedures. It targets OR-5 to OR-9. It is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD do not have gender advisors and so far no gender advisor has been deployed. However, the Greek Armed Forces have gender focal points.

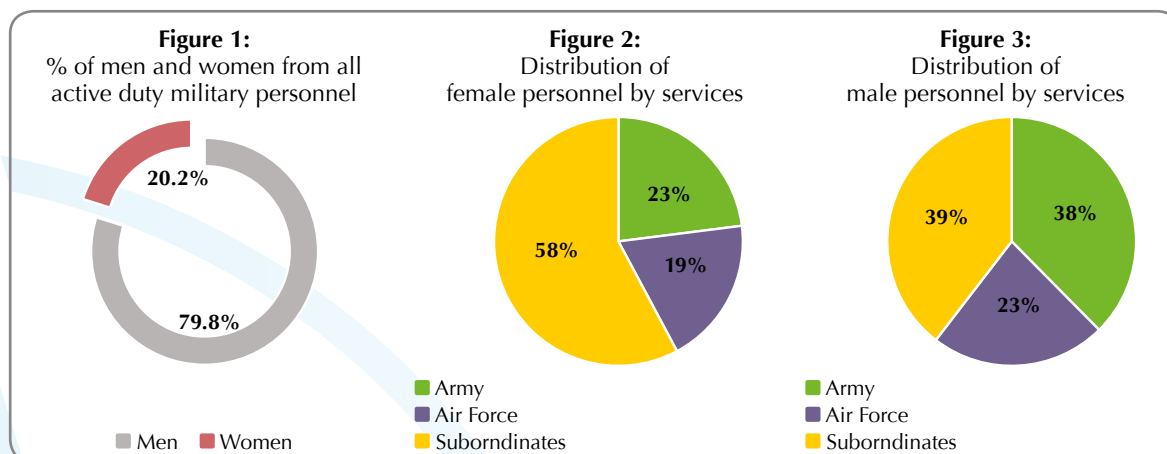
Implementation of the 2015 and 2014 NCGP Recommendations

No action was taken towards implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Hungarian Armed Forces were enforced during 2015.



Quotas

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

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Employers who hire civilians who have joined military structures are compensated by the Hungarian Defence Force (HDF) during Reservists' active duty. Compensation depends on an arrangement between the employer and the HDF. Employers from state organizations are not eligible for compensation. Once every three years employers can request employees' active duty to be delayed if the agreements between the employer and the HDF allows it. If the employer resigns from the opportunity of delaying the employee's duty s/he can get 100% compensation. If not, s/he can get just 50% compensation. The employer has the right to resign from compensation in the name of loyalty to the Hungarian Armed Forces. The Hungarian Armed Forces are considering the possibility of creating incentives for civilian employees to enter the Reserves.

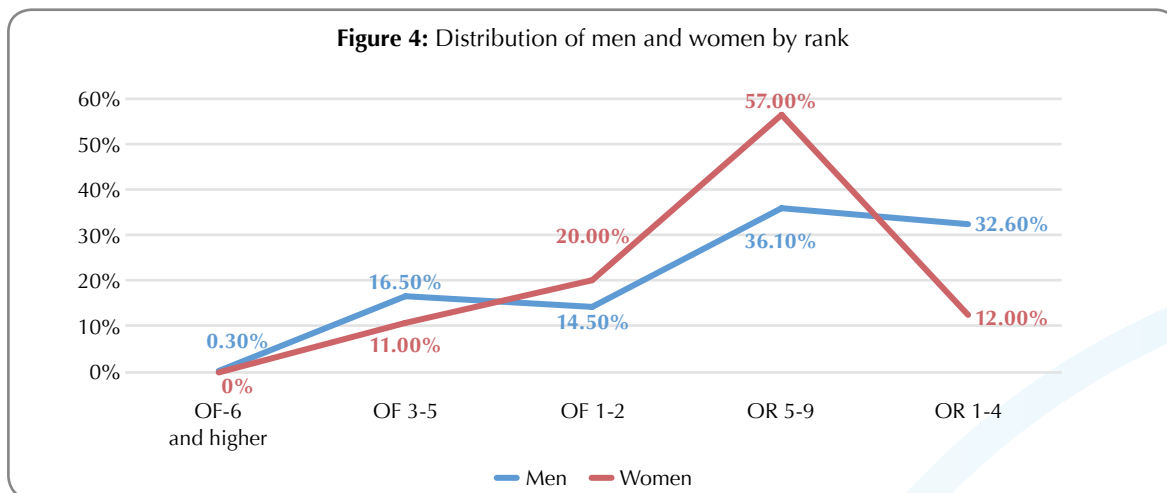
Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness tests are different for men and women. The three Physical Fitness Tests consist of two minutes of push-ups, two minutes of sit-ups and a 3.2 km run. Age, gender and the amount of repetitions or time elapsed for each test determines her/his score. There are no differences in enlistment requirements related to physical characteristics. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 59 female applicants, 9 were successfully recruited. Out of 292 male applicants, 85 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The Hungarian Armed Forces have retention policies that consist of a 5-year long military pay rise programme, development of a progress system and social and fringe benefits. There are no specific retention policies for women. The Committee of Military Women is a network that supports women in the military.



Reasons for Leaving the Military

The Hungarian Armed Forces carry out exit surveys for men and women who leave the military on a voluntary basis. The questionnaire is anonymous and results are assessed on a quarterly basis. In 2015, 185 women and 1,136 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 86%. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family and the fact that given the job and workload, the salary is low.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and facilities are the same for men and women. Combat uniforms are unisex and service uniforms are different for men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of maternity leave and a subsidy. Paternal leave is 24 weeks in total and it is not transferable between parents. Cultural programmes and family days are organized to support the work-life balance for military personnel. Part-time employment is allowed in case of parental leave. Flexible hours are not allowed. There are special programmes to support parents when both are members of the armed forces. Although there is no actual law, parents' requests are taken into consideration for reasonable care of small child(ren). There is some support for service duties for single parents, divorced parents, or widows/widowers looking after their children. There is a child-care policy consisting of a policy on duty assignments, night duty and overtime work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	30.0%	4.6%
Air Force	182.0%	3.9%
Navy	0.0%	0.0%
Other	31.6%	11.7%
Total	79.8%	20.2%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	16.5%	11.0%
OF 1-2	14.5%	20.0%
OR 5-9	36.1%	57.0%
OR 1-4	32.6%	12.0%

Table 2: All Operations		
Service	Men	Women
Army	93.4%	6.6%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.4%	6.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.6%	4.3%
OF 1-2	15.8%	21.3%
OR 5-9	33.7%	54.7%
OR 1-4	40.8%	19.7%

Table 3: NATO Operations		
Service	Men	Women
Army	93.2%	6.8%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	93.2%	6.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.4%	2.3%
OF 1-2	14.2%	19.8%
OR 5-9	36.3%	61.6%
OR 1-4	43.1%	16.3%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	12.7%	0.7%
Air Force	6.0%	0.4%
Navy	0.0%	0.0%
Other	74.3%	5.9%
Total	93.0%	7.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	14.5%	9.0%
OF 1-2	19.8%	17.4%
OR 5-9	27.2%	39.6%
OR 1-4	38.5%	34.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. Appointed personnel deal with or report sexual harassment. There are no formal procedures to report harassment of female or male victims. No cases of sexual harassment in the Hungarian Armed Forces were reported in 2015.

Gender Education and Training

The Hungarian Armed Forces have no gender-related training programme. Gender is not a topic in operational planning nor is it included in pre-deployment training or exercises.

Gender Advisors

The armed forces and the Ministry of Defence (MoD) have 30 trained gender advisors. None of them have been deployed so far. The MoD and all military entities have equal opportunity advisors who are not gender advisors, but manage all kinds of equal opportunity and human resources issues. The armed forces do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Hungary took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee: the Air Force has an equal opportunity advisors' framework (not distinctively specialized in gender topics but rather in a variety of issues).

ICELAND



Iceland has no armed forces.

The Icelandic Crisis Respond Unit provides Icelandic personnel and gender advisors for NATO Operations and other International Operations.

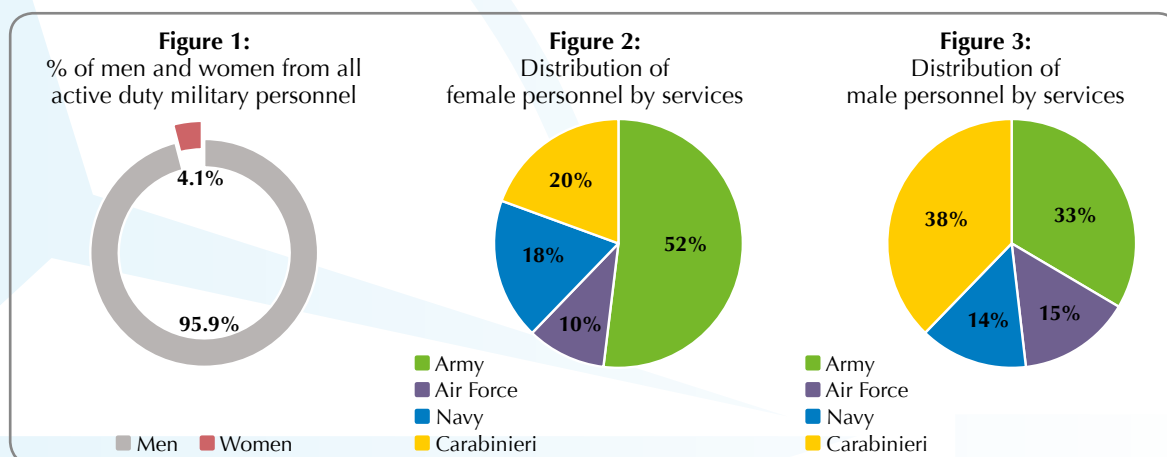
Prior to deployment, all civilian experts learn about the essential elements of UNSCR 1325, including gender mainstreaming. They are all taught how to recognise the special needs of women in conflict areas and how to engage women in post-conflict reconstruction. Training is provided by the Icelandic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

In 2015, Iceland deployed 1 gender advisor in the Resolute Support Mission in Afghanistan.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Italy enforced new policies and legislation related to the implementation of gender perspectives in the Italian Armed Forces. Employment of female personnel on board submarines was authorized for the first time in 2014/2015. The Carabinieri has undertaken, over time, a number of initiatives about gender that they renew periodically. In 2015, 5 officers (3 female and 2 male) attended a training for gender advisors. Senior officers from various countries participating in the Global Peace Operations Initiatives (GPOI) attend the “Gender Protection in Peace Support Operations” and “Prevention and Investigation of Sexual and Gender Based Violence (SGBV)” training courses, which are held at the Centre of Excellence for Stability Police Units (CoESPU) and focus on the prevention of gender-based violence and protection of civil rights. One officer is involved in the Guaranteeing Central Committee and another in the Joint Council on Gender Perspectives, both established at the Ministry of Defence (MoD). Educational institutes of various type and level address human rights, UNSCR 1325 and related resolutions. These topics are covered with different levels of in-depth analysis according to the rank of the students. The goal is to educate policemen about principles and best practices they should follow while on duty, such as the legitimate use of force, protection of the victim and respect of privacy.



Quotas

There is no quota system for men or women in the Italian 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. The “Equal Opportunities and Gender Perspectives” unit is the Focal Point for the development of gender policies within the Joint Chief of Staff at the MoD. The unit includes both female and male personnel. It manages information and training courses on UNSC resolutions and NATO Directives for all personnel of the armed forces and Carabinieri Corps in close cooperation with the Alliance and NCGP. The Unit conducts statistics, organizes events and runs media channels to spread the gender culture. The Unit is responsible for the implementation of UNSCR 1325 in the armed forces and it is the national Focal Point for NATO-related activities and for other national and international organizations dealing with gender topics. The “Joint Council on Gender Perspectives” advises the Chief of Defence (CHOD) on the adoption of the best initiatives to enhance the application of gender perspectives in all military activities and implementation of UNSCR 1325 and related resolutions in the Italian Armed Forces. Out of the 7 members of the Council, 3 must be women and 3 must be men to guarantee gender balance, while the Chair Person can be alternatively a man or a woman. The “1st Department of Education and Personnel” is part of the General Command of the Carabinieri and it is the entry point for all education and training about gender. The Head Office is the institutional reference point for the analysis of issues related to equal opportunities and gender perspectives.

Reserves, National Guard and Other Military Services

Civilian employees with valuable skills can enter the Reserves by submitting an application. There are no policies to compensate employers who hire Reservists and there is no advertisement for civilian employees to join the Reserves, National Guard or other military structures. The selected Reserve Civilian Staff consist of men and women with university degrees or certificates that can meet upcoming needs in the armed forces.

Enlistment Requirements

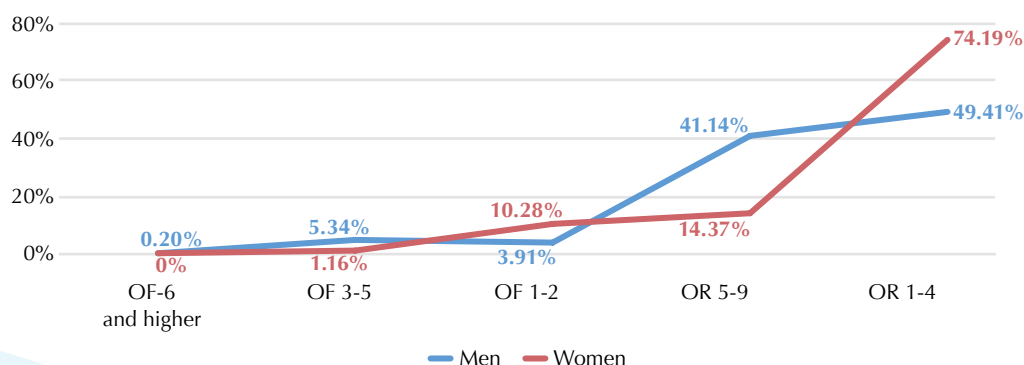
Enlistment requirements, including those related to physical characteristics, are different for men and women. The physical fitness test is the same but there are different parameters for men and women. The Body Mass Index (BMI) required for the Army is also different for men and women. Body-composition: percentage of body fat (PBF) not lower than 12% and not higher than 30% for women (between 7% and 22% for male candidates); Body Cell Mass: percentage of “body cell mass” (BCM) not lower than 28% for women (not lower than 40% for men); Muscle strength: “hand grip strength” not lower than 20 kg for women (not lower than 40 kg for men); Overall body-morphology: BMI between 18 and 28 for women (between 20 and 30 for men); Haematology: limit in Haemoglobin value not lower than 10,5 gr/dl⁽¹⁾ for women (12 gr/dl for men). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 10,716 female applicants, 309 were successfully recruited. Out of 41,391 male applicants, 2,090 were successfully recruited.

Retention Policies

The Italian Armed Forces do have retention policies. Air Force personnel enjoy a 10 year retention that can be extended for particular specialties, such as pilots. The Italian Armed Forces, including Carabinieri, only hire personnel via open-end contracts and do not face retention problems. There are specific cases in which personnel in particular positions are obliged to stay in the armed forces for a certain amount of time, such as pilots or technicians. There are no specific retention policies for women, nor are there networks to support women in the military.

¹ Gram/Deciliter

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military to monitor the reasons why they decided to leave. Carabinieri can fill in an anonymous online questionnaire. The data is analysed to detect the reasons why female personnel leave the armed forces. In 2015, 1,420 women and 16,332 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92%. The main reasons why men and women tend to leave the armed forces are injuries, expiration of current contract, discharge caused by illness, transfer, layoff and death. No particular reasons for leaving the armed forces have been detected for women in the Air Force given their very low number.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and facilities are adapted for both men and women. Ships and submarines can accommodate women. As regards infrastructure aspects, each unit has already completed some minor adjustments to sanitary facilities, changing rooms and medical facilities. Uniforms and equipments are the same for female and male personnel. Nonetheless, some adjustments have been made with regard to size to accommodate women's different body structure and some accessories have been introduced to service dress uniforms (different shoes, bags, and skirt).

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Support includes pregnancy and parental leaves, breastfeeding breaks, breaks to assist sick child(ren), exception from the assignment to specific duties and deployments and the possibility to apply for temporary deployment in the area where the child lives. Maternity leave is compulsory for 20 weeks. Paternal leave is also compulsory as an alternative to maternity leave and in this case it lasts 20 weeks. Parental leave is optional for a period of 40 weeks in total for both parents and it is not transferable between parents. Flexible hours are allowed and there are programmes to support work-life balance for military personnel: military personnel can apply for leave or breaks in case they have to care for elderly or sick family members or for studies, marriage, pregnancy and political mandate. Part-time employment is not allowed. In the Army both mothers and fathers are alternatively entitled to exemption of night time duties until their children reach the age of three. Military personnel taking care of disabled persons can apply for exemption from night-time duty. The Air Force allows the mother or the father to be absent for two hours a day during the first year of the child's life. There is an Army Directive that governs the employment of military parents in particular situations such as families with single parents with children under three years or parents who are both military. When both parents are military in the Army, they can be assigned in the same place of employment or in nearby locations. Parents serving in the same place are exempted from overlapping work shifts until their children reach the age of 6. In the Air Force it is not possible to employ both parents on operational theatre at the same time and only one parent can work at night until the third year of the child's life. In the Carabinieri applications for family reunification of parents who are both members of the armed forces are given priority, even if they serve in different armed forces. There is support for service duties to single parents, divorced parents, or widows/widowers looking after their child(ren). In the Army they can be temporarily assigned to the required locations when they have a child who is younger than 3 years old. Single parents, divorced parents, or widows/widowers can apply for exemption from night-time duties and 24 hour duties until their children reach the age of 3. In the Air Force single parents are exempt from night work or service duty until their child is 12 years old. The work contract of the Carabinieri in the armed forces and police forces allows single parents to be exempt from night service duty and benefit from specific types of licenses and permits. Child-care policies include provision protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	32.1%	2.1%
Air Force	14.1%	0.4%
Navy	13.5%	0.7%
Other	36.2%	0.8%
Total	95.9%	4.1%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	5.3%	1.16%
OF 1-2	3.9%	10.28%
OR 5-9	41.1%	14.37%
OR 1-4	49.5%	74.19%

Table 2: All Operations		
Service	Men	Women
Army	53.3%	2.3%
Air Force	17.4%	0.1%
Navy	18.2%	1.1%
Other	7.6%	0.0%
Total	96.5%	3.5%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	7.4%	0.6%
OF 1-2	8.8%	12.1%
OR 5-9	40.9%	8.5%
OR 1-4	42.6%	78.8%

Table 3: NATO Operations		
Service	Men	Women
Army	62.8%	3.0%
Air Force	17.1%	0.2%
Navy	5.1%	0.1%
Other	11.8%	0.0%
Total	96.8%	3.2%
Ranks	Men	Women
OF 6 and above	0.3%	0.0%
OF 3-5	8.0%	0.0%
OF 1-2	9.2%	13.0%
OR 5-9	41.7%	1.8%
OR 1-4	40.8%	85.2%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	84.3%	13.8%
Air Force	0.0%	0.0%
Navy	1.5%	0.4%
Other	0.0%	0.0%
Total	85.8%	14.2%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	2.0%	3.1%
OF 1-2	31.1%	20.1%
OR 5-9	0.7%	0.0%
OR 1-4	66.2%	76.8%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and controls to prevent sexual harassment and sexual abuse at all levels. The Carabinieri Training Schools at the Advanced Institute for Investigation Techniques (I.S.T.I.) offer lessons on human rights where students can learn the legal countermeasures and the correct behaviour to adopt to address crimes against women like stalking and sexual harassment. There are programmes related to the prevention of sexual harassment. The Navy has a monitoring system to prevent and repress cases of sexual harassment and sexual abuse. Appointed personnel deal with and report sexual harassment. There are formal procedures to enable female or male victims to report harassment. In the Air Force formal procedures are detailed in the Chief of Staff's guidelines. Should such a case occur, Command must inform the judicial authorities and the higher Command as soon as possible. Within 30 days Command must send a report on what happened. In the Carabinieri, Commanders at all levels report on each staff members' complaint and take penal and/or disciplinary actions. In 2015, 20 women reported cases of sexual harassment and stalking in the armed forces. No men reported cases of sexual harassment or sexual abuse.

Gender Education and Training

The Italian Armed Forces have 20 gender-related training programmes.

In the Army, several courses cover topics such as civilian protection, war crimes, Geneva Conventions and Additional Protocols, The Hague Convention, International Humanitarian Law, Law of Armed Conflict, Military Operations Law, UNSCR 1325 and related resolutions, threat of military captives and Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and additional protocols. These are the types:

1. The "International Humanitarian Law and Law of the Armed Conflicts" course is aimed at all NCOs. It is part of the standard national training.
2. The courses on "International Law, International Humanitarian Law and Law of the Armed Conflicts, Gender Awareness and Implementation of UNSCR 1325 and related resolutions" additionally cover information about the activity of the International Criminal Court on war crimes against humanity, sexual and inhumane acts. These courses are designed for cadets and armed forces' Junior Staff. Targets are OR-5 to OR-9. It is part of the standard national training.
3. The course on "Awareness about implementation of UNSCR 1325 and related resolutions and NATO Bi-SC Directive 40-01" additionally addresses training and education and the role of the gender advisor and gender field advisor. It targets OF-6 and higher, OF-3 to OF-5. It is part of the standard national training.

4. The course “Gender awareness, gender perspectives, international cooperation, UNSCR 1325 and related resolutions” additionally covers international cooperation and the Italian action plan on the implementation of UNSCR 1325 (Civil-Military Cooperation (CIMIC) course). It is aimed at officers. It is part of the standard national training.
5. The “Female Engagement Team Course (FETC)” is for female personnel only. The course’s instructors train the appointed Female Engagement Team (operating on tactical levels in Operations or in Homeland Security Operations) to support the Commander’s Staff during the planning and conduct phases of the National and NATO-led Training and Exercises. They inform about comprehensive engagement strategies regarding the local population, primarily women and children. It targets OF-1 to OF-2 and all NCOs. It is a pre-deployment phase training. It is part of the standard national training.
6. The “NATO Engagement in Gender Perspectives Course” is for female personnel only. It aims to teach how to develop the ability to understand social situations and female roles (with specific reference to Islamic areas) and approaches this audience in an effective manner by using communication techniques. It targets OF-1 to OF-2, OF-3 to OF-5, OR-5 to OR-9.
7. The “Lectures/seminars on UNSCR 1325 and Related Resolutions, and the Implementation of Gender Perspectives into Military Operations” target all military ranks. It is a pre-deployment phase training.

In the Navy, the “International Humanitarian Law” courses cover IHL, Human Rights, the Geneva Conventions and Additional Protocols, humanitarian assistance, the right of interference, multinational peace forces, the activity of the International Criminal Court on war crimes and crimes against humanity, sexual and inhumane acts, the protection of prisoners of war. The targets are officers and OR-5 to OR-9. It is part of the standard national training.

In the Air Force, the “Gender Awareness in Out-of-Area Operations” programme offers a brief outline of the key aspects of Gender Perspectives Milestones (UNSCR 1325 and NATO Bi-SC 40-1, but also National Publications on the topic). It aims to explain key terms and definitions such as “gender” and “gender mainstreaming” and how gender is structured within the Alliance. Particular emphasis is placed on Out of Area Operations by explaining how gender perspective contributes to greater efficiency and effectiveness in military operations and how it must be applied both within the force and in the field. The programme explains NATO’s Code of Conduct, why it must be followed and the reasons behind its development. It targets all military ranks. It is a pre-deployment phase training.

Several modules are offered for the Carabinieri. There are the types:

1. The lessons on “Human Rights and International Humanitarian Law” offer an introduction to human rights, IHL, international monitoring mechanisms of human rights, extraterritorial application of human rights, interaction between IHL and human rights in armed conflicts, police activities (use of firearms, arrest, detection, maintenance of public order), legitimate use of drones and targeted killings, evacuation of dead bodies in disaster situations, coordination between police forces and armed forces, “psychological crowd” control, problem solving, checkpoint and personal freedom’s limitations. It targets OF-1 to OF-2. It is part of the standard national training.
2. The course on “Gender Based Violence” covers legal countermeasures and the correct behaviour to adopt in order to tackle crimes against women (stalking, sexual harassment, etc.). It targets OR-5 to OR-9. It is a pre-deployment phase training.
3. The “International Seminars Focused on Strategies against Discrimination” address the links between hate crimes and hate speech. It targets OR-5 to OR-9. It is part of the standard national training.

4. The “Seminars to Prevent and Fight Hate Crimes and Hate Speech” aim at improving the skills of policemen in preventing hate crimes and hate speech. It targets OF-1 to OF-2. It is part of the standard national training.
5. The “Courses on Protection of Lesbian, Gay, Bisexual and Transgender (LGBT)” enhances the strategies to prevent and address discrimination against the LGBT community. It targets OF-1 to OF-2. It is part of the standard national training.
6. The “Courses on Prevention and Fight against Hate Crimes” are organized by the Office for Democratic Institutions on Human Rights (ODIHR) of Organization for Security and Co-operation in Europe (OSCE). The targets are OF-3 to OF-5. It is part of the standard national training.
7. The Courses for “Gender Advisor” and “Gender Field Advisor” are scheduled at the Centre for Higher Defence Studies (Centro Alti Studi per la Difesa) and at the Swedish Armed Forces International Centre (SWEDINT). The targets are officers. It is a pre-deployment phase training.

In the Armed Forces, the “Courses on Gender Perspective in Military Operations” involve Key Leader Seminar on Gender Perspectives (SWEDINT), Commanding Seminar on Gender Perspectives (SWEDINT), Comprehensive Approach to Gender in Operations (European Security Defence College (ESDC) courses in Madrid and Amsterdam). The targets are all officers. It is a pre-deployment phase training. It is part of the standard national training.

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

Gender Advisors

There are 100 trained gender advisors in the Italian Armed Forces. They attended courses and received training about UNSCR 1325 and related resolutions, Bi-Strategic Command Directive (Bi-SCD) 40-1, UNSCR 1325 and gender perspectives in the NATO command Structure, basic gender knowledge, human rights, IHL, gender-based violence, child protection, Disarmament, Demobilization and Reintegration (DDR) and about how to integrate gender perspectives at the tactical, strategic and operational levels. The Italian Defence Force has been running the “Gender Advisor Course” since 2014 targeting about 100 Italian officers. Italian gender advisors receive a special pre-deployment training: they take part, for example, in Command Post Exercises, where they engage with the Staff and the Commander by discussing gender topics and drafting planning documents such as the Gender Annex of OPLAN. So far, 2 gender advisors were deployed in Afghanistan in exclusive positions until February 2015, other 2 in dual-hatted positions and 4 gender advisors have been deployed in Lebanon as gender focal point (GFP) in dual-hatted positions. The armed forces do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Italy took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The Navy is increasing prevention and control of Sexual and Gender Based Violence (SGBV) at all levels. Cases of violence in the Navy remain very low. Actions were also taken towards implementation of the 2014 NCGP Recommendations to the MC. The equal rights policy for military personnel guarantees the same deployment, career development and opportunities for men and women without distinction of gender. Both female and male personnel work in Operational Planning and Operations.

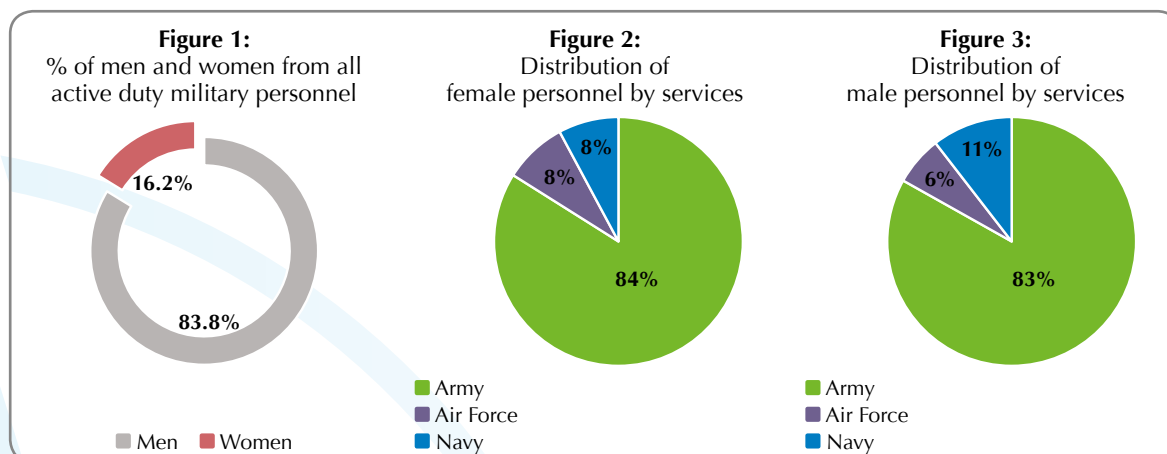
Additional Information

Qualified gender advisors provide on-call “door-to-door” services at Brigade Division HQ level in the Army to address particular gender-related training needs. A special unit that addresses the repression and prevention of stalking has been created in the Carabinieri. The CoESPU organizes courses for police personnel who will be deployed on peace-keeping operations. The “Gender Protection in Peace Support Operations” course has been held at CoESPU since 2014 and focuses on the contents of UNSCR 1325.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No new specific policies or legislation related to the implementation of gender perspectives in the Latvian Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Latvian 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. The Joint Headquarter J1 is responsible for solving all disputes related to gender matters.

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, nor are there policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. There are no financial incentives for civilian employees to enter the Reserves, National Guard or other military structures.

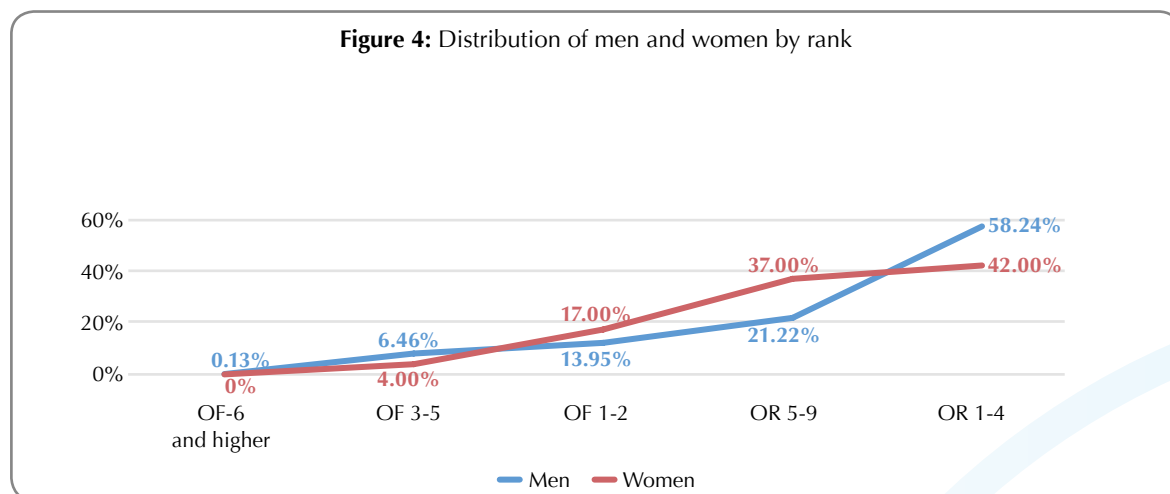
Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics (e.g. height, weight), are the same for men and women. There are different Physical Training (PT) requirements for all fitness disciplines (e.g. 1.5 km run for females and 3 km run for males). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 82 female applicants, 16 were successfully recruited. Out of 299 male applicants, 99 were successfully recruited.

Retention Policies

The Latvian Armed Forces do have retention policies: personnel who served in the military for 25 years or more enjoy additional health-care benefits and a higher salary. There are no specific retention policies for women. There are no networks to support women in the military.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

The Latvian Armed Forces do not carry out exit surveys for men and women who leave the military. In 2015, 28 women and 208 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 11.86%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 88.14%. The main reason why men and women leave the armed forces is retirement. Men also tend to leave the military because of lack of a competitive salary.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment, facilities and uniforms are adapted for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is 78 weeks and it is transferable between parents. Maternity and paternity leave is 68 weeks. There are no specific programmes to support work-life balance for military personnel, nor are there programmes to support parents when both are members of the armed forces. However, family issues are taken into consideration if both parents are in the military (e.g. simultaneous deployment of both parents may be voluntary). Part-time employment and flexible hours are not allowed. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include breastfeeding breaks.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	69.6%	13.6%
Air Force	5.3%	1.3%
Navy	880.0%	1.3%
Other	0.0%	0.0%
Total	83.8%	16.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.5%	4.0%
OF 1-2	14.0%	17.0%
OR 5-9	21.2%	37.0%
OR 1-4	58.2%	42.0%

Table 2: All Operations		
Service	Men	Women
Army	86.4%	9.1%
Air Force	3.0%	0.0%
Navy	1.5%	0.0%
Other	0.0%	0.0%
Total	90.9%	9.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	13.3%	0.0%
OF 1-2	15.0%	0.0%
OR 5-9	40.0%	100.0%
OR 1-4	31.7%	0.0%

Table 3: NATO Operations		
Service	Men	Women
Army	90.0%	10.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	90.0%	10.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	17.8%	0.0%
OF 1-2	15.6%	0.0%
OR 5-9	40.0%	100.0%
OR 1-4	26.6%	0.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	86.0%	14.0%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	86.0%	14.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.3%	0.0%
OF 1-2	2.0%	0.6%
OR 5-9	6.1%	2.0%
OR 1-4	91.6%	97.4%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse, nor are there formal procedures in place for reporting harassment of female or male victims. No cases of sexual harassment in the Latvian Armed Forces were reported in 2015.

Gender Education and Training

The Latvian Armed Forces have no gender-related training programmes. Gender is a topic in operational planning and it is included in pre-deployment training.

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors, nor are there gender focal points.

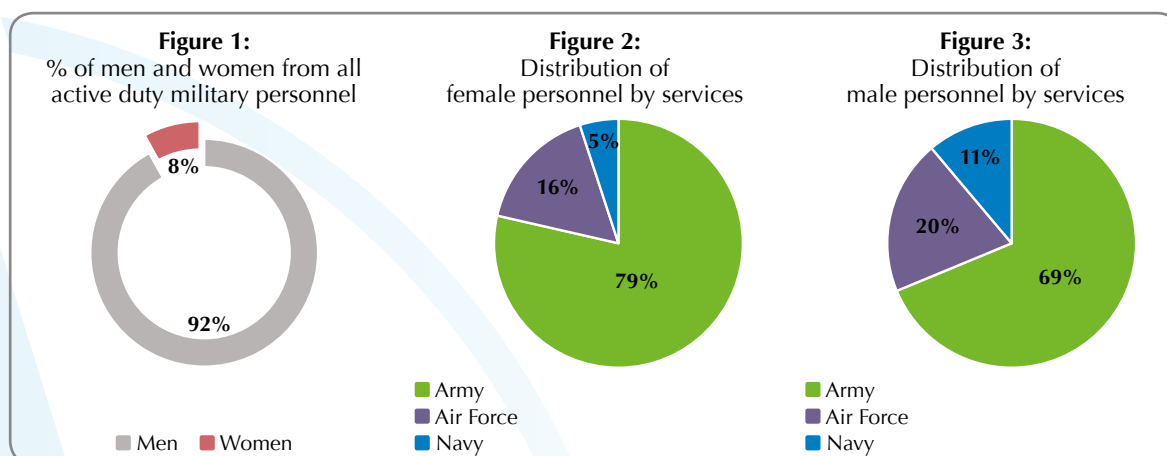
Implementation of the 2015 and 2014 NCGP Recommendations

Latvia has not taken any action towards the implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Lithuania enforced new policies and legislation related to the implementation of gender perspectives in the Lithuanian Armed Forces. Further to the National Programme on Equal Opportunities for Women and Men 2015–2021 approved by the Government of the Republic of Lithuania, the National Defence Minister drew up the Action Plan 2015–2017 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015–2021.



Quotas

There is no quota system for men or women in the Lithuanian Armed Forces.

Restrictions on the Incorporation of Women in the Lithuanian Armed Forces

There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

Reserves, National Guard and Other Military Services

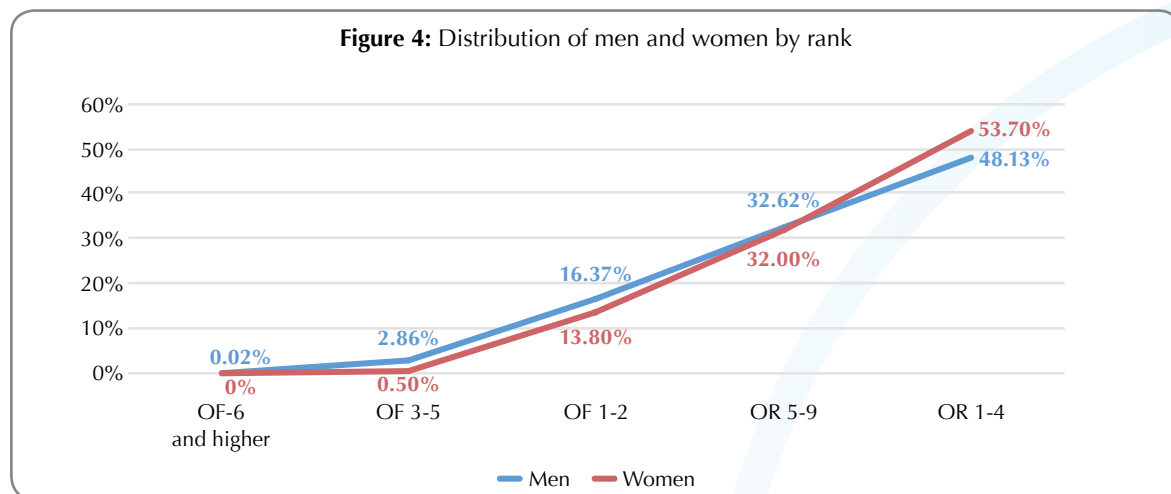
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are policies to compensate employers who hire civilians who have joined military structures. Employers who hire personnel who have completed the Mandatory Initial Military Service receive a wage subsidy for a period of up to six months. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Volunteer service personnel and conscripts in the Active Reserve drafted for exercises, training or to perform service assignments are paid the salary of a Reservist for days of service by the Ministry of Defence (MoD).

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics, and physical fitness tests are different for men and women. Requirements for the physical fitness test are less stringent for women and there is a gender-specific standard set for height and weight measurements. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 32 female applicants, 11 were successfully recruited. Out of 124 male applicants, 71 were successfully recruited.

Retention Policies

The armed forces do have retention policies. There is a separate health assessment index established for injured soldiers and soldiers who are disabled as a result of their service that allows 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 Lithuanian Armed Forces carry out exit surveys for men and women who leave the military. The General Jonas Žemaitis Military Academy of Lithuania carried out some surveys related to service personnel's retirement and integration into civilian life in 2005–2006 and 2012–2013. In 2015, 51 women and 457 men left the armed forces. The percentage of women who left the armed forces, out of the total number of women and men who left the armed forces, is 10%. The percentage of men who left the armed forces, out of the total number of women and men who left the armed forces, is 90%. The reasons why men and women tend to leave the armed forces are unknown.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and facilities are adapted for both men and women and there are no gender-specific restrictions regarding their use. Uniforms are adapted for both men and women. Women can wear skirts and military dress shoes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a newborn child. Both parents enjoy leave and benefits. Parental leave is 160 weeks in total and it is transferable between parents. Maternity leave is 156 weeks, paternity leave is 4 weeks. There are no specific programmes to support work-life balance for military personnel. Part-time employment is not allowed, nor are flexible hours. There are no special programmes to

support parents when both are members of the armed forces. There is no support for service duties to single parents, divorced parents, or widows/widowers looking after their children. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	63.2%	6.3%
Air Force	18.5%	1.3%
Navy	10.2%	0.4%
Other	0.0%	0.0%
Total	92.0%	8.0%
Ranks	Men	Women
OF 6 and above	0.02%	0.0%
OF 3-5	2.86%	0.5%
OF 1-2	16.37%	13.8%
OR 5-9	32.62%	32.0%
OR 1-4	48.13%	53.7%

Table 2: All Operations		
Service	Men	Women
Army	74.0%	3.1%
Air Force	0.0%	0.0%
Navy	22.9%	0.0%
Other	0.0%	0.0%
Total	96.9%	3.1%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	18.9%	0.0%
OF 1-2	22.1%	0.0%
OR 5-9	29.1%	100.0%
OR 1-4	29.9%	0.0%

Table 3: NATO Operations		
Service	Men	Women
Army	95.1%	4.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	95.1%	4.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	26.9%	0.0%
OF 1-2	18.0%	0.0%
OR 5-9	32.1%	100.0%
OR 1-4	23.0%	0.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	85.7%	14.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	85.7%	14.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.1%	0.0%
OF 1-2	3.9%	2.1%
OR 5-9	3.6%	1.2%
OR 1-4	92.4%	96.7%

Prevention of Sexual Harassment and Sexual Abuse

There are no specific strategies to prevent sexual harassment and sexual abuse, nor are there programmes related to the prevention of sexual harassment. There are no formal procedures in place for female or male victims to report harassment. No cases of sexual harassment in the Lithuanian Armed Forces were reported in 2015.

Gender Education and Training

The Lithuanian Armed Forces have 5 gender-related training programmes. These are the types:

1. The General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces includes a 1-hour lecture on UNSCR 1325 and related resolutions and their implementation. It is in the curriculum of the Upgrade of Individual Skills Course. It targets all officers and NCOs. It is a pre-deployment phase training.

2. The representatives of the Joint Headquarters of the Lithuanian Armed Forces attend 8 lectures (1 hour each) about UNSCR 1325 and related resolutions and their implementation in official missions and international operations at the General Adolfas Ramanauskas Warfare Training Centre of the Lithuanian Armed Forces. Lectures cover general information about gender, including its importance in international operations, the condition of women and children in military conflicts and in operation and the activities of peacekeepers. 140 soldiers about to be deployed in the framework of international operations in Afghanistan, Mali, Somalia, Kosovo and Turkey attended the lectures. It targets all officers and NCOs. It is a pre-deployment phase training.

The study programme of the General Jonas Žemaitis Military Academy of Lithuania covers the implementation of UNSCR 1325. The Military Academy offers various courses:

3. The course on “International Organizations and International Operations” introduces students to the structure, activities and major documents of the UN, content of UNSCR 1325 and implementing measures for international operations. It is part of the standard national training.
4. The course on “Fundamentals of Political Science” covers information about feminism and women movement for equal rights and international policy measures that support women’s rights and their protection. It is part of the standard national training.
5. The course on “International Conflicts and their Management” is for Bachelor and Master degree programmes. It covers UNSC resolutions, in particular UNSCR 1325 and their application in conflict zones. It is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD have 1 trained gender advisor. The gender advisor received the 2-week Gender Field Advisor Course (GFA) at the Swedish Armed Forces International Centre (SWEDINT). So far, no gender advisor has been deployed. The Lithuanian Armed Forces do not have gender focal points.

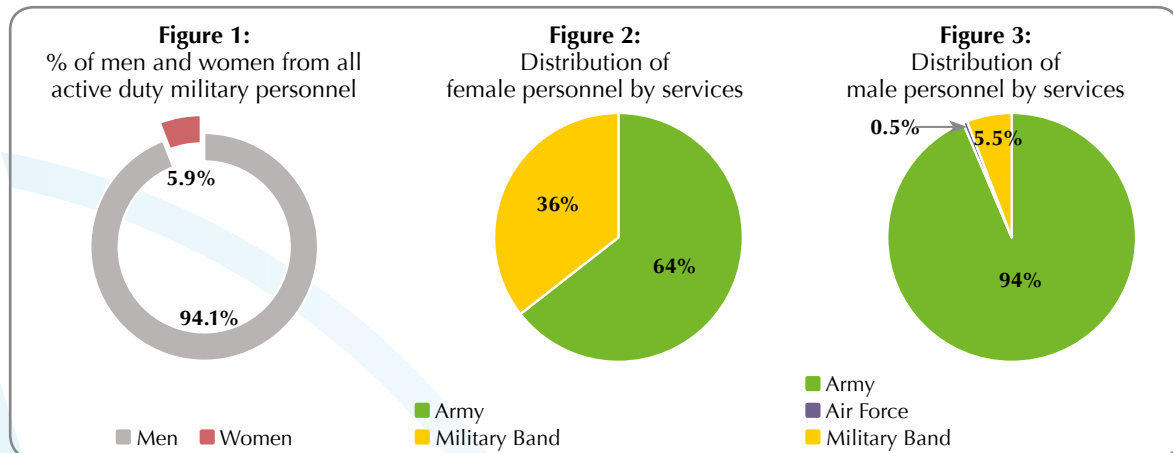
Implementation of the 2015 and 2014 NCGP Recommendations

Lithuania took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). According to the Action Plan 2015-2017 for the Implementation of the National Programme on Equal Opportunities for Women and Men 2015–2021, in the period from 2016 to 2017, one specialist will attend the Gender Training of Trainers Course (GToT) in Sweden (12 days) and one will attend the GFA Course also in Sweden (12 days). In addition, a head of the study programme of the General Jonas Žemaitis Military Academy of Lithuania is to be seconded by the Swedish and Finnish Military Academies to learn about the practices followed in these institutions and to learn about equal opportunities in the curriculum of study programmes. Lithuania also took action towards the implementation of the 2014 NCGP Recommendations to the MC. It was planned to increase the number of specialists qualified to advise and train in the area of equal opportunities for men and women and to work in international missions.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Armed Forces of Luxembourg were enforced during 2015.



Quotas

There is no quota system for men or women in the Armed Forces of Luxembourg.

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.

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

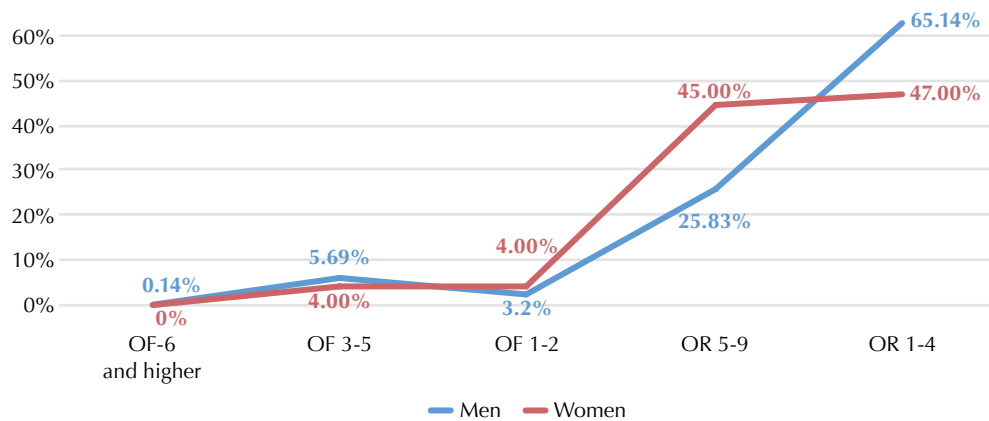
Enlistment requirements are the same for both genders. The physical fitness test is the same for men and women, but the evaluation criteria are lower for women. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015 there were no female applicants for the armed forces. Out of 15 male applicants, 6 were successfully recruited.

Retention Policies

The Armed Forces of Luxembourg do not have retention policies, nor are there specific retention policies for women. There are no networks to support women in the military.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2015, 9 women and 246 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 3.53%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 96.47%. Men and women tend to leave the armed forces mainly because of retirement and professional retraining of temporary voluntary soldiers.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment, facilities and uniforms are adapted for both men and women.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child in the form of maternity and parental leave. Maternity leave is 8 weeks before and 8 weeks after birth (total maximum is 16 weeks). Parental leave is 6 months (26 weeks) for each parent to be taken separately (total maximum 52 weeks). There are no specific programmes or policies to support the work-life balance of military personnel. Part-time employment is allowed in case of parental leave and it has to be coordinated between the parents and the employer on a case-by-case basis. Part-time employment can also be allowed for reasons other than parental leave. The law allows flexible hours, however the working schedule is not specifically adapted to parental leave. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single and divorced parents or widows/widowers looking after their children. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	88.1%	3.8%
Air Force	0.5%	0.0%
Navy	0.0%	0.0%
Other	5.5%	2.1%
Total	94.1%	5.9%
Ranks	Men	Women
OF 6 and above	0.14%	0.0%
OF 3-5	5.61%	4.0%
OF 1-2	3.20%	4.0%
OR 5-9	25.83%	45.0%
OR 1-4	65.14%	47.0%

Table 2: All Operations		
Service	Men	Women
Army	98.7%	1.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.7%	1.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	1.3%	0.0%
OF 1-2	4.0%	0.0%
OR 5-9	24.0%	0.0%
OR 1-4	70.7%	100.0%

Table 3: NATO Operations		
Service	Men	Women
Army	98.6%	1.4%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.6%	1.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	4.4%	0.0%
OR 5-9	18.8%	0.0%
OR 1-4	76.8%	100.0%

Prevention of Sexual Harassment and Sexual Abuse

The strategies to prevent sexual harassment and sexual abuse include a well-known point of contact and education in pre-deployment training. There are no formal procedures for reporting of harassment for female or male victims. No cases of sexual harassment in the Armed Forces of Luxembourg were reported in 2015.

Gender Education and Training

The Armed Forces of Luxembourg have no gender-related training programmes. Gender is not a topic in operational planning. Gender is included in pre-deployment training and exercises.

Gender Advisors

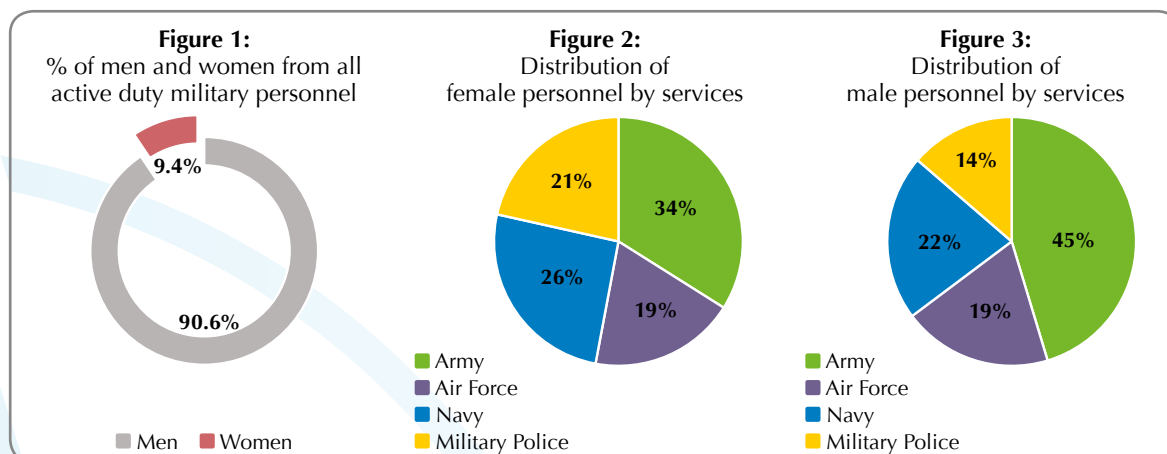
The armed forces and the Ministry of Defence (MoD) have 2 trained gender advisors. The Luxembourg Ministry of Equal Opportunities provides the gender advisors with appropriate training. So far, no gender advisor has been deployed. There are no gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Luxembourg has not taken any action towards the implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Dutch Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Dutch Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

The Ministry of Defence (MoD) is in the process of deciding on opening all positions for women in the Dutch Armed Forces. The submarines and the Royal Marines Corps are not open to women. There is a military entity that deals with the integration of gender perspectives in the armed forces. The Directorate of Operations on behalf of the Chief of Defence is responsible for the integration of gender perspectives in operations at the MoD level. The Diversity and Inclusion Policy addresses gender perspectives in personnel policies at the Principal Department of Personnel level.

Reserves, National Guard and Other Military Services

The Memorandum on Reserves 2014 addresses policies that support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The MoD is working on the intensification of Reserves' policies to increase flexible personnel as former military and civil specialists (doctors, musicians, etc.). Reserves work for the Dutch Armed Forces on a voluntary basis with a financial compensation. Another benefit is the triple win-situation for the Dutch Armed Forces, the Reserves and the civil employer. Reserves are primarily employed in supporting units of the armed forces. The MoD also employs Reserves in combat positions. The Service Centre for Employer Support Reserves manages the relations among Reserves, civilian employers and the Dutch Armed Forces. The Reservists who are hired by the Dutch Armed Forces have a temporary military status. Retired military cannot join the Reserves. There are policies to compensate employers who hire civilians who have joined military structures. The civilian employer is subsidised when his/her employee is hired as a Reserve for over 3 months. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures: training, education and the experience gained through the military, such as medical experience. No financial incentives other than a salary exist.

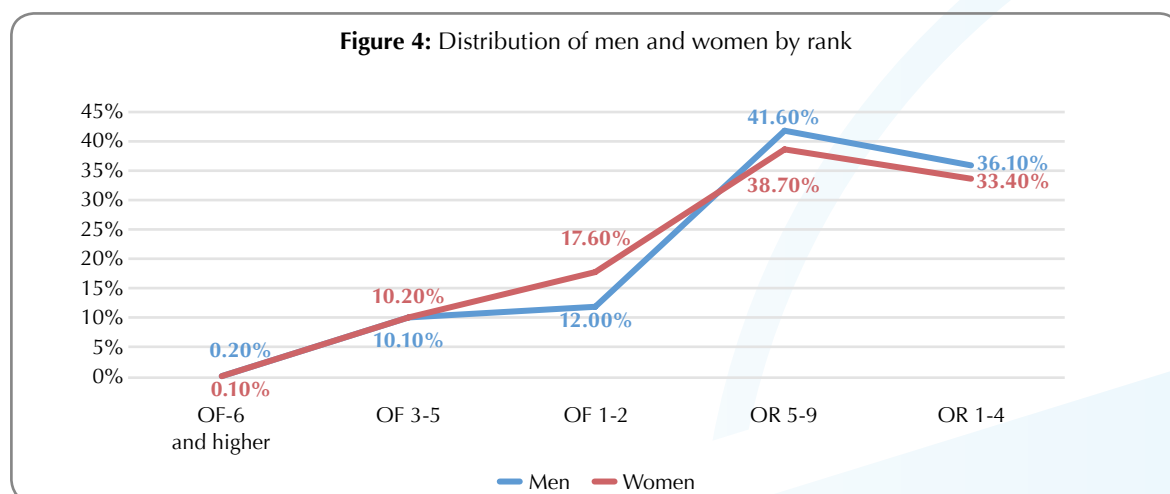
The accuracy of the information provided by national delegates is the responsibility of each nation.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test and those related to physical characteristics (e.g. height, weight), are the same for men and women. The annual fitness test has different requirements for men and women. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 2,666 appointed personnel, 285 were women and 2,381 were men. According to the Diversity Charter signed in November 2015, the goal for 2016 is to increase the number of women in the Dutch Armed forces.

Retention Policies

The Dutch Armed Forces have retention policies. Retention is essential for certain categories that lack specialists such as Information and Communications Technology (ICT), technicians, cyber-specialists, pilots, etc. There are policies to lay down financial allowances to retain scarce specialists and there are specific retention policies for women. The Defence Women Network for civil servants and military is a network that supports women in the military. The Army, Navy and Air Force have their own women's network to include post-active female military. There is also one women's network for active civil servants over the age of 50.



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. The manager invites the departing employee for an interview prior to his/her resignation, transfer or retirement. Also, the organisation sends the ex-employees a questionnaire a couple of weeks after resignation. Nevertheless, less than 40% return the completed questionnaire. The armed forces also carry out random sample employee surveys on the perception of the work situation, work-life balance, harassment etc. The surveys are conducted throughout the year and are anonymous. In 2015, 298 women and 2,912 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.7%. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family, retirement, reorganization of the family situation, career options and interesting opportunities outside the Dutch Armed Forces. Men also consider the time to travel from home to work.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women. Facilities on board of large naval vessels have been organised to accommodate men and women separately: there are bunks, showers and lavatories for women only. Military facilities have separate showers, lavatories and sleeping accommodation. Uniforms and combat dress is the same for men and women. A lighter version of the (armoured) bullet proof vests is under consideration, but not primarily to accommodate women only. Underwear for combat dress is now distributed in a men's and women's version.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Legal social support is given in several forms: pregnancy leave (6 weeks before the birth of the child), maternity leave (10 weeks after the birth of the child), paternity leave (2 days), parental leave (13 weeks for either parent to be taken before the child is 8 years old; options include a 13 weeks leave or flexible working hours and a small financial contribution is paid to the parents), calamity leave (available for employees when immediate care for a direct relative is necessary), breastfeeding rights (mothers are entitled to use facilities at the workplace to breast feed the child or express breastmilk) and exclusion from deployment for women when the child is under 5 years old (only single fathers can enjoy such right). When one of the parents is on deployment and the child requires extra care, financial allowances are available to compensate for these extra expenses. Parental leave is 29 weeks in total and it is not transferable between parents. There are specific programmes to support the work-life balance for military personnel: flexible working hours, working at home (facilitated with remote logging in) and part-time work. When both parents are members of the armed forces, the goal is not to deploy both employees at the same time when child care is required. Part-time employment and flexible hours are allowed in case of parental leave, caring for elderly or sick people and studies. When a single parent has a child under the age of 5, s/he can request to be exempted from deployments. The child-care policy includes provision protecting parent from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day. Day-care for children at the MoD and military installations has nearly disappeared since it has become more of a national responsibility (Councils).

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	41.1%	3.2%
Air Force	17.6%	1.8%
Navy	19.5%	2.4%
Other	12.4%	2.0%
Total	90.6%	9.4%
Ranks	Men	Women
OF 6 and above	0.2%	0.1%
OF 3-5	10.1%	10.2%
OF 1-2	12.0%	17.6%
OR 5-9	41.6%	38.7%
OR 1-4	36.1%	33.4%

Table 2: All Operations		
Service	Men	Women
Army	43.1%	3.3%
Air Force	28.7%	1.7%
Navy	16.8%	1.4%
Other	4.4%	0.6%
Total	93.1%	6.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	8.0%	7.8%
OF 1-2	14.9%	30.5%
OR 5-9	41.4%	30.5%
OR 1-4	35.7%	31.2%

Table 3: NATO Operations		
Service	Men	Women
Army	67.7%	14.1%
Air Force	3.2%	1.0%
Navy	5.4%	1.3%
Other	6.4%	1.0%
Total	82.7%	17.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	16.6%	11.1%
OF 1-2	20.9%	51.9%
OR 5-9	35.1%	20.4%
OR 1-4	27.4%	16.6%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	71.0%	7.1%
Air Force	7.5%	1.0%
Navy	9.7%	0.8%
Other	2.3%	0.6%
Total	90.5%	9.5%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	12.6%	7.2%
OF 1-2	16.7%	23.0%
OR 5-9	16.0%	17.0%
OR 1-4	54.7%	52.8%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programmes to prevent sexual harassment and sexual abuse that include awareness training and information and the moral dilemma training for the leadership. The Central Organisation for Integrity organizes training and workshops aimed at preventing sexual harassment by making employees more aware on the topic. Appointed personnel deal with and report sexual harassment. Formal procedures exist to report harassment for female or male victims: the manager should be the first person to contact and act upon the reporting of harassment, then there is a number of trusted persons who the victim of sexual harassment can contact within every service (they cannot proceed without the consent of the victim) and subsequently there is an online reporting system. Once a report has been filed (a witness can also file a report on the harassment observed), the formal process of a complaint on harassment is initiated. The Central Organisation for Integrity has a leading role in this process. No cases of sexual harassment in the Dutch Armed Forces were reported in 2015.

Gender Education and Training

The Dutch Armed Forces have 1 gender-related training programme:

1. The “Comprehensive Approach to Gender in Military Operations” is a joint venture between Spain and the Netherlands (MoD and Ministry of Foreign Affairs (MoFA)). The programme addresses key gender concepts, comprehensive approach in international missions, legal framework on gender in missions and operations, gender in Security Sector Reform (SSR) and Disarmament, Demobilization and Reintegration (DDR) processes, gender in the planning process, conflict related sexual violence and comprehensive approach to gender in operations. It targets officers. It is a pre-deployment phase training.

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

Gender Advisors

The armed forces and the MoD have 16 trained gender advisors. Most of them received the Gender Field Advisor training at the Nordic Centre for Gender in Military Operations (NCGM) and/or attended the Comprehensive Approach of Gender in Military Operations. So far, 18 gender advisors have been deployed, 3 in 2015. The Dutch Armed Forces do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

The Netherlands took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). There is a reporting process for harassment and Sexual and Gender Based Violence (SGBV). However, it is uncertain whether all types of harassment are actually reported. The Dutch Armed Forces are looking into developing a gender advisor framework with a new Defence Action Plan, a new implementation plan and an action plan on the increase of female military as a concrete commitment to the 2015 National Diversity Charter. The Netherlands also took action towards the implementation of the 2014 NCGP Recommendations to the MC. The country established an advisory committee for gender in the armed forces. However, in 2014 and 2015 there was no agreement on the implementation plan and the process is ongoing. The awareness campaign to inform women in the labour market between the age of 17 and 28 years about job opportunities and the national and international contributions of the Dutch Armed Forces was prepared in 2015 and will start in May 2016.

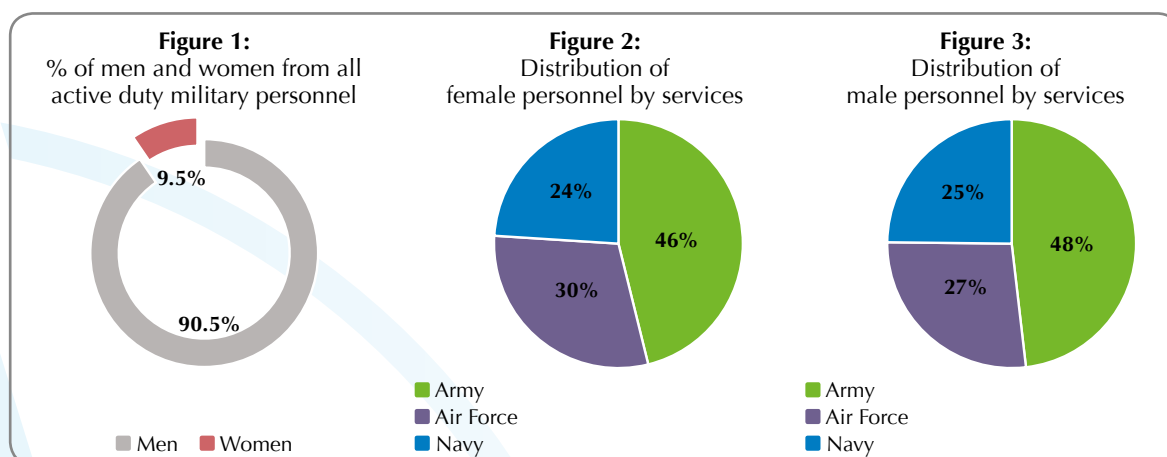
Additional Information

The Defence Action Plan (DAP) is being developed and will be completed in 2016. The DAP will provide direction and guidance for gender in military operations. A gender analysis of the services in the armed forces aimed at illustrating the DAP's progresses in terms of increase the number of women in the Dutch Armed Forces will begin in 2016.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Norway enforced new policies and legislation related to the implementation of gender perspectives in the Norwegian Armed Forces. The country established the new National Action Plan on Women, Peace and Security for the years 2015-2018.



Quotas

There is no quota system for men or women in the Norwegian 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. Military entities that deal with the integration of gender perspectives in the armed forces include the Defence Staff (one position), the Norwegian Defence University College (two temporary positions) and the Nordic Centre for Gender in Military Operations ((NCGM), one position). In addition, a few positions in the military address gender perspectives as part of their work.

Reserves, National Guard and Other Military Services

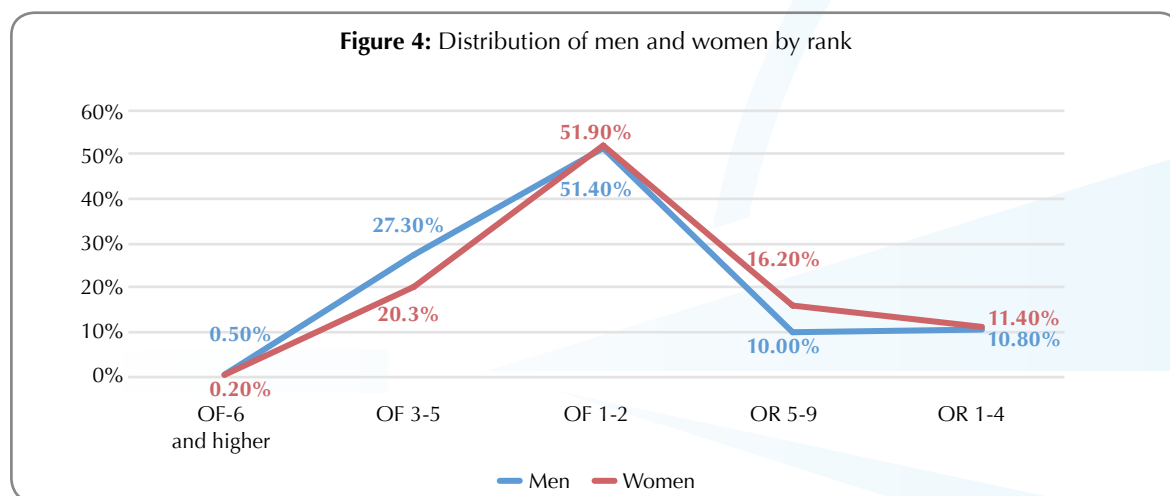
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee, nor are there policies to compensate employers who hire civilians who have joined military structures. There are no incentives for civilian employees to enter the Reserves,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

Enlistment Requirements

Enlistment requirements in the armed forces are the same for men and women. Enlistment requirements for the physical fitness test are different and include horizontal pull-ups for female soldiers and vertical pull-ups for male soldiers and different standards apply for the 3 km run. There are no differences in enlistment requirements with regard to physical characteristics. Men and women enlist at the same age. There are policies that promote the recruitment of women in the military: Compulsory Conscription (law), Government White Papers and annual budget proposal, yearly Implementation Plan for the armed forces, recruitment campaigns, research and surveys to understand future military demands and fact-finding. In 2015, out of 162 female applicants, 32 were successfully recruited. Out of 1,155 male applicants, 594 were successfully recruited.

Retention Policies

The armed forces do have retention policies. The level of pay can be used as an incentive to recruit and retain personnel that have special skills or demonstrate extraordinary effort. Pay level can also be used as an incentive if the duties for a certain job change significantly. There are no specific retention policies for women. The General Agreement is gender neutral, but pay can be increased if there is documented proof of wage differences that cannot be explained by factors other than gender. The Armed Forces Female Association is a network to support women in the military. The Association aims to strengthen the Norwegian Armed Forces and individual female personnel by increasing awareness of equality, public understanding of the armed forces in society, military career opportunities for women and their important role in the implementation of UNSCR 1325 in international operations.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military, although occasional questionnaires touched upon the reasons why personnel leave. The armed forces use research and random, non-systematic surveys to detect why military women leave the armed forces. In 2015, 22 women and 269 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 7.6%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 92.4%. The main reasons why men and women exit the armed forces are retirement and end of contract. Research on why military women tend to leave the armed forces suggests that they use the military as a stepping stone to another career, find the military culture challenging and have other personal reasons to leave.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is not adapted for both men and women. Female and male soldiers enjoy separate sanitary facilities and can choose between same-sex or mixed living quarters. Uniforms are adapted for both men and women to some degree: women can wear skirts and shirts, but not all combat gear are adapted for women.

Parental Rights

Legal social support is given to both parents of a new-born child. Maternity leave is exclusively 6 weeks after the birth of the child. Paternity leave is exclusively 10 weeks including the first two weeks after the birth of the child alongside the mother. Mothers or fathers are entitled to a total of 49 weeks leave with 100% pay, or 59 weeks in total with 80% pay. Parental leave is transferable between parents. There are specific programmes to support work-life balance for military personnel: seminars for couples (prep courses), career change programmes, retirement courses, annual visits to the place of birth, commuter programmes and housing programmes. Part-time employment and flexible hours are not a permanent arrangement but they are allowed for temporary needs in case of parental leave, caring for elderly or sick people and studies. The Norwegian Armed Forces try to accommodate personnel needs, however restrictions apply to some units and positions. Employers make a general and individual assessment of two couples' personal needs and career moves to support parents when both are members of the armed forces. There is support for service duties for single parents, divorced parents, or widows/widowers looking after their children in the form of travel subsidies for care givers. The child-care policy includes breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	43.6%	4.4%
Air Force	24.4%	2.9%
Navy	22.5%	2.3%
Other	0.0%	0.0%
Total	90.5%	9.5%
Ranks	Men	Women
OF 6 and above	0.5%	0.2%
OF 3-5	27.3%	20.3%
OF 1-2	51.4%	51.9%
OR 5-9	10.0%	16.2%
OR 1-4	10.8%	11.4%

Table 2: All Operations		
Service	Men	Women
Army	60.5%	1.9%
Air Force	11.7%	0.6%
Navy	22.8%	2.5%
Other	0.0%	0.0%
Total	95.1%	4.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	31.2%	12.5%
OF 1-2	47.4%	87.5%
OR 5-9	2.6%	0.0%
OR 1-4	18.8%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse: Human Resources (HR) policy documents state zero tolerance and there are local Action Plans and policies regarding ethics, attitudes and leadership. There are programmes related to the prevention of sexual harassment which integrate the topic into existing educational programmes and Advanced Distance Learning (ADL) training. Appointed personnel deal with and report sexual harassment. The formal procedures to report harassment of female or male victims are primarily handled in the chain of Command. In addition local labour union representatives may be involved, as well as the local Environment, Health and Safety (EHS) representative or the unit field chaplain. If this is not possible or desired, an armed forces whistle-blowing channel is available. The health services may also be of assistance. In 2015, 27 women reported cases of sexual assault (excluding rape), sexual harassment and rape. The number is the sum of reported cases in Military Police statistics and to the whistle-blowing channel and does not take guilt into account. No men reported cases of sexual harassment or sexual abuse in the armed forces in 2015.

Gender Education and Training

The Norwegian Armed Forces have 6 gender-related training programmes:

1. A 2 hour lecture on "Gender, Culture and UNSCR 1325 and Related Resolutions". It targets OR-1 to OR-4. It is part of the standard national training.
2. A 2 hour lecture on "Gender, Culture and UNSCR 1325 and Related Resolutions" as part of the Officer Candidate Schools. It targets OF-1 to OF-2. It is part of the standard national training.
3. A minimum of 2 hours lecture on "Gender, Culture and UNSCR 1325 and Related Resolutions" as part of the War College education. Depending on the college, this is also integrated in other areas such as leadership. It targets officers. It is part of the standard national training.
4. A 30 minute lecture on "Gender and Culture in Operational Planning" as part of the Norwegian Command and Staff College education. It targets OF-3 to OF-5. It is part of the standard national training.
5. A 2 hour lecture on "Gender, Culture and UNSCR 1325 and Related Resolutions" as part of the pre-deployment education. It targets all military ranks. It is a pre-deployment phase training.
6. The Integrated part of Operational Planning Exercise at the Norwegian Command and Staff College covers gender perspectives in operational planning. It targets OF-3 to OF-5. It is part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) do not have gender advisors. However, there are 22 trained gender advisors. So far, 12 have been deployed, 1 in 2015. The armed forces do not have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Norway has taken action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). Guidelines for Sexual and Gender Based Violence are being developed. Norway has also taken action towards the implementation of the 2014 NCGP Recommendations to the MC including research to conduct assessments to identify and address potential gaps in policies and programmes.

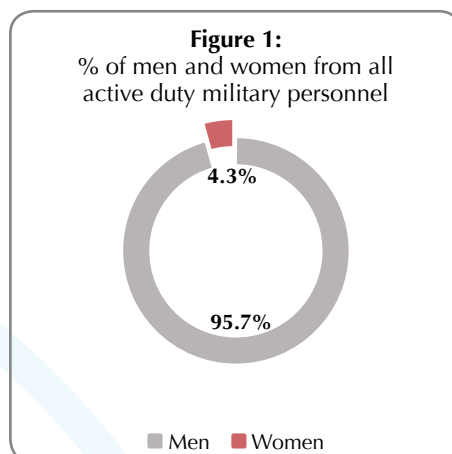
Additional Information

Realization that the gender perspective has lost momentum has sparked new initiatives in Norway in 2016 to revitalize the work. There is a constant need for attention to keep gender on the agenda.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Polish Armed Forces were enforced during 2015.



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. The Council for Women is the military entity that deals with the integration of gender perspectives in the armed forces. The President of the Council for Women is also Plenipotentiary of the Minister of National Defence for Women's Military Service. The plenipotentiary analyses the issues impacting the service of women and evaluates new laws and regulations based on their effect on the service of women. The Coordinator for Equal Treatment was appointed in 2015 and is responsible for monitoring the Ministry of Defence's (MoD's) compliance with the principle of equal treatment. The Coordinator identifies cases of discrimination and takes action to counteract them.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Soldiers of the National Reserve Forces are paid for each day of military exercise. They can also receive a one-time cash prize once during their annual contract if they receive a positive evaluation. Military service in the National Reserve Forces gives access to professional military service. There are policies to compensate employers who hire civilians who have joined military structures. Employers that employ a worker who is a National Reserve Forces' soldier are entitled to a cash benefit when the employee participates in military exercises. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Civilian employees who are at the same time military service in the National Reserve Forces are entitled to financial compensation corresponding to the difference between the employment's remuneration and the active military service's salary.

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test, are different for men and women. Women's standards in the physical test are lower than men's, they have a shorter distance to run and they have to complete fewer push-ups and slopes than men to pass. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 2,255 female applicants, 1,249 were successfully recruited. Out of 4,202 male applicants, 1,912 were successfully recruited.

Retention Policies

The Polish Armed Forces do have retention policies. After 15 years of professional military service, pension is at 40% of its base and each additional year adds 2.6%. There are no specific retention policies for women. There are networks to support women in the military such as the Council for Women's Affairs. Women can also get help through personal contact with the Plenipotentiary of the MoD for Women's Military Service.

Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2015, 91 women and 4,437 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 98%. The main reasons why men and women tend to leave the armed forces are retirement and end of contract.

Military Equipment, Facilities and Uniforms' Adaptation

Men and women use the same military equipment and military facilities are adapted for both men and women. Soldiers share common infrastructures such as offices, briefing rooms, rifle-ranges, tactical places, eating places, gyms etc. Toilets, cloakrooms and accommodation are adapted to the needs of men and women. Men and women wear the same combat uniforms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Mothers cannot work more than 40 hours per week during pregnancy. They cannot work in particularly difficult conditions and they cannot be deployed outside the place of service. Parents who are both military and have a child under the age of 4 cannot be deployed outside the place of service at the same time without their permission. Parental leave is 28 weeks in total and is transferable between parents; there are 8 weeks of additional parental leave. Maternity leave is 20 weeks and paternity leave is 2 weeks. There are specific programmes to support the work-life balance for military personnel: soldiers may be granted up to 5 days special leave in case of marriage, childbirth, funeral of a family member or personal issues. In case of personal care for a family member, if necessary, soldiers can be exempted from official duties for up to 50 days. Part-time employment is not allowed. Flexible hours are allowed in case of parental leave, caring for elderly or sick people, studies and personal issues. Single parents of a child under 4 cannot be deployed without their permission. There is a child-care policy: provision protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 2: All Operations		
Service	Men	Women
Army	85.1%	2.0%
Air Force	8.2%	0.0%
Navy	4.7%	0.0%
Other	0.0%	0.0%
Total	98.0%	2.0%
Ranks	Men	Women
OF 6 and above	2.1%	0.0%
OF 3-5	88.3%	85.7%
OF 1-2	0.3%	14.3%
OR 5-9	9.3%	0.0%
OR 1-4	0.0%	0.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	45.6%	6.1%
Air Force	7.2%	1.0%
Navy	3.2%	0.6%
Other	32.2%	4.1%
Total	82.2%	11.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	3.3%	2.0%
OR 5-9	10.5%	5.3%
OR 1-4	86.2%	92.7%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies to prevent sexual harassment and sexual abuse. The General Rules of the Polish Armed Forces contain provisions prohibiting any behaviour with sexual intentions. There are programmes related to the prevention of sexual harassment aimed at strengthening discipline and preventing of social pathologies. There are no formal procedures to report harassment for female or male victims. No cases of sexual harassment in the Polish Armed Forces were reported in 2015.

Gender Education and Training

The Polish Armed Forces have 6 gender-related training programmes:

1. The "Standard Military Training for Officer Candidates" (Minimum Requirements) addresses gender equality in the military, gender legal framework, NATO's definition of gender, the work of soldiers in multicultural environments, equality and prevention of discrimination. It targets OR-5 to OR-9. It is part of the standard national training.
2. The additional training on "Prevention and Military Discipline" addresses command in diverse gender environments. It targets all military ranks. It is part of the standard national training.
3. The "Advanced Course for Professional Preparation of Lectures" addresses gender in multicultural environments. It targets all officers and NCOs. It is part of the standard national training.

4. The training for “Programming and Introducing the Educational Preventive Treatment and Countermeasure Social Pathology in the Army for officers and NCOs” addresses mobbing in the place of work and service, signs and warnings of abnormal staff relations and the level of discrimination and mobbing in the army according to the Office of Social Research. It targets officers and OR-5 to OR-9. It is part of the standard national training.
5. The “General Education Programme for Non-Commissioned Officers” addresses legal instruments of equality between men and women, stereotypes about men and women, problems resulting from the integration of men and women in the army and behaviour classified as sexual harassment. It targets OR-1 to OR-4. It is part of the standard national training.
6. The “Psychological Cover for the Soldiers Planned to be Posted Abroad” aims at resolving interpersonal conflicts based on harassment, discrimination and others. It targets all military ranks. It is a pre-deployment phase training.

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

Gender Advisors

The armed forces and the MoD have 9 trained gender advisors. The gender advisors receive training on “A Comprehensive Approach to Gender in Operations” at the European Security and Defence College in Madrid. So far, no gender advisor has been deployed. The armed forces do not have gender focal points.

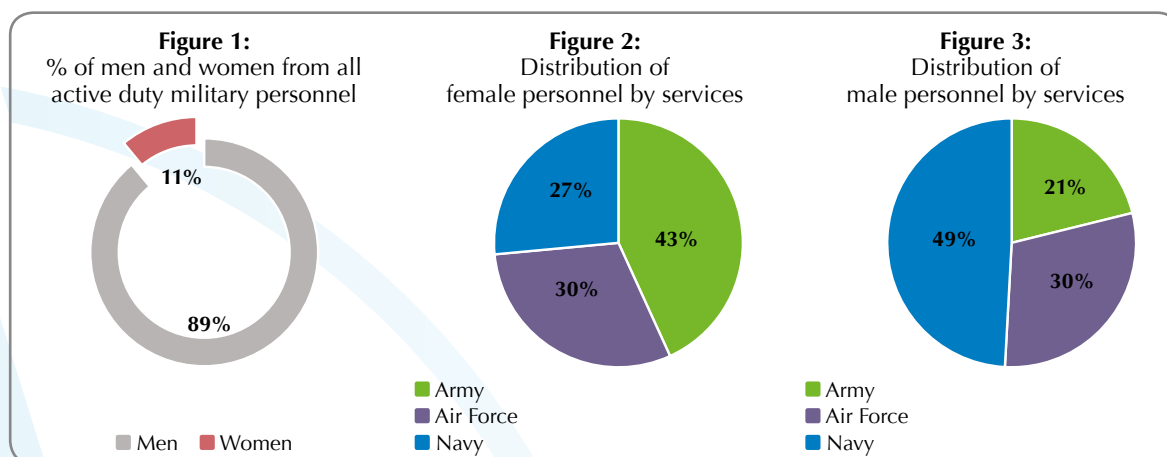
Implementation of the 2015 and 2014 NCGP Recommendations

Poland has not taken any action towards the implementation of the 2015 or 2014 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Portugal enforced new policies and legislation related to the implementation of gender perspectives in the Portuguese Armed Forces. In August 2015 the Chief of the Army General Staff approved a Directive tasking all main bodies of the armed forces to implement the Army Action Plans on Gender.



Quotas

There is no quota system for men or women in the Portuguese Armed Forces.

Restrictions on the Incorporation of Women in the Portuguese Armed Forces

There are no restrictions on the incorporation of women in the armed forces. There are military entities that deal with the integration of gender perspectives in the armed forces. Two offices work on gender perspectives' topics in the Portuguese Navy. A Consulting Team in the Bureau of Naval Personnel works mainly on matters related to gender policies and female military service issues. The Office of Gender Perspectives within the Navy Personnel Command addresses practical aspects of differences in work conditions and gender stereotypes. The Human Resources' Division of the Army General Staff has the responsibility to promote gender mainstreaming and integration of gender perspectives. A "Gender network" with Points of Contact (POC) was established in all the Main Bodies of the Army Command structure.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Ministry of Defence (MoD) is committed to encourage citizens who served in the military to access the staffing of defence industries. Military personnel who served for a minimum of 5 years can apply for internal jobs in services and bodies of the central, regional and local administration, including public institutions. This right arises after their military contract has ended and lasts for 2 years. After 2 years, there is a minimum quota of 30% of the total number of vacancies that civilian personnel in the armed forces can apply for. Former military personnel have priority. There are policies to compensate employers who hire civilians who have joined military structures. Employers who hire civilians under the age of 30 who have been in active service for at least 5 years and who are unemployed and seeking their first job, can enjoy a 1-year temporary exemption from paying social security taxes. They are also granted a non-refundable subsidy corresponding to 12 times the monthly minimum salary guaranteed by law for the creation of each job with an open-ended contract. There are no incentives for civilian employees to enter the Reserves, National Guard, or other military structures.

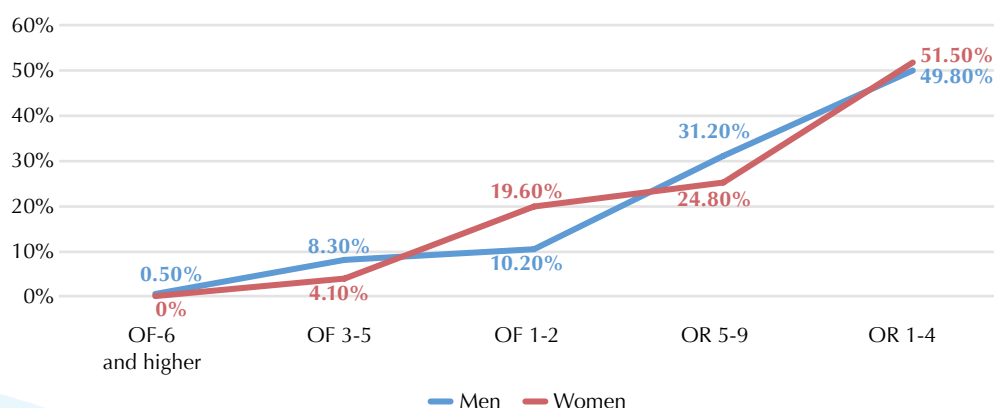
Enlistment Requirements

Enlistment requirements are different for men and women as regards height requirements. For the Navy requirements are 1.64 m for male candidates and 1.60 m for female candidates. For the Army and Air Force requirements are 1.60 m for male candidates and 1.56 m for female candidates. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 274 female applicants, 20 were successfully recruited. Out of 1,284 male applicants, 124 were successfully recruited.

Retention Policies

The Portuguese Armed Forces have a legal framework that provides a set of incentives to promote the retention of military personnel. Incentives include financial and material support for academic qualifications, access to training and professional certification, support for reintegration into the labour market and social support. This legal framework is designed so that the longer the personnel remain in the ranks, the higher they access to support. Since 2008 a Centre within the MoD has supported the transition from military to civilian life. There are no specific retention policies for women. Since 2008, the Portuguese Navy has a permanent advisory and consulting team to the Chief of Naval Personnel within the Bureau of Naval Personnel that works on matters related to women in the military in collaboration with the Gender Perspectives Office of the Personnel Naval Command. These two entities aim to provide information and support to both men and women on matters related to parental leave, working conditions, gender based discrimination and other specific matters pertaining to gender. Additional networks to support women in the military include the Gender Network, which has points of contact in all main bodies of the Army Command Structure, and the Air Force Women's Networking Group, which was established in 1993.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

The Portuguese Air Force carry out exit surveys of non-permanent personnel to understand their reasons. In 2015, 601 women and 3,473 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14.75%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85.25%. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family, injury, retirement, limited career opportunities (especially for commissioned officers), end of contract and the fact that they do not wish to have a military career after their contract has ended.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for men and women. The Portuguese Navy ships can accommodate both men and women, except for submarines. Military facilities are adapted for both men and women. Since women entered in the armed forces there has been a constant effort to adapt all existing facilities and infrastructures to better accommodate both sexes and guarantee their privacy (e.g. sanitary facilities and accommodation). There are specific uniforms for men and women, except for combat uniforms and boarding and flight suits.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Portugal passed a Law in September 2015 that increased compulsory paternity leave from 10 to 15 working days, consecutive or interpolated. This Law adds new rules to the Labour Code which dictate that the father must enjoy the leave within 30 days following the child's birth, 5 of which can be enjoyed consecutively immediately after the birth and corresponding to the payment of a parent's allowance. The legislative amendment is intended to remove obstacles and to boost birth rates by strengthening the rights of mothers and fathers. Parental leave is 21 weeks and it is transferable between parents. Maternity leave is 6 weeks and paternal leave is 3 weeks. Both parents have the right to enjoy parental leave simultaneously upon the birth of the child, which can last from 120 to 150 consecutive days so that the mother and the father have at least 15 days of leave together. If both parents work for the same company (with fewer than 10 employees), the simultaneous use of the initial parental leave depends on the employer. Employees with children under 12 or, regardless of age, disabled or chronically ill children, can either choose to work part-time or on flexi time (in which the employee may choose, within certain limits, the start and end of daily working hours), without incurring any penalty in terms of career growth. Under the "telework" regime, parents with children up to 3 may request to work at home if their job allows it and if the employer has the resources and

means to implement this labour regime. It is now considered a serious offence if an employer does not communicate to the competent authority in the field of equal opportunities for men and women, the reasons for the non-renewal of the short-term employment contract of a pregnant, postpartum or breastfeeding employee within 5 working days. This is to prevent illegal dismissals. The employee with a child under 3 may not be covered by the adaptability regimen or by the application of the hour bank⁽¹⁾ system. Specific programmes to support the work-life balance for military personnel include protocols established with external entities and the Navy Social Support Directorate's free programme for after-school activities during the summer holidays for the children of Navy personnel. Part-time employment is allowed in case of parental leave, caring for elderly or sick people, studies, workers with reduced working capacity, disabled or chronically ill persons and any other substantiated situation. Flexible hours are allowed when caring for elderly and sick people, in case of studies and when the mother is still breastfeeding. There are special programmes to support parents when both are members of the armed forces. The Services allows one of the parents to be exempted from some assignments like night shifts or afloat missions. The armed forces provide support for service duties to single parents, divorced parents, or widows/widowers looking after their children. The MoD Services are committed not to deploy both serving parents at the same time and not to appoint both to internal service at the same time. 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 and deployment which may involve prolonged absences. Child-care policies involve provisions protecting parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work and flexible working and service hours or variable start/finish times of the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	18.8%	4.8%
Air Force	26.5%	3.3%
Navy	43.7%	2.9%
Other	0.0%	0.0%
Total	89.0%	11.0%
Ranks	Men	Women
OF 6 and above	0.5%	0.0%
OF 3-5	8.3%	4.1%
OF 1-2	10.2%	19.6%
OR 5-9	31.2%	24.8%
OR 1-4	49.8%	51.5%

Table 2: All Operations		
Service	Men	Women
Army	72.1%	4.3%
Air Force	0.4%	0.0%
Navy	21.1%	2.1%
Other	0.0%	0.0%
Total	93.6%	6.4%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.9%	0.0%
OF 1-2	11.5%	0.0%
OR 5-9	27.4%	16.4%
OR 1-4	55.1%	80.6%

¹ An offsetting system known as "Banco de Horas", by which extra pay may be eliminated if a collective labour convention or collective bargaining agreement provides that the overtime worked on one day is to be offset by a reduction in the hours worked another day, provided that the hours worked during a maximum period of one year never exceed the total number of hours per week permitted under the law nor the maximum limit of ten hours per day (braziltradenet.gov.br).

Table 3: NATO Operations		
Service	Men	Women
Army	69.5%	4.7%
Air Force	0.4%	0.0%
Navy	22.9%	2.4%
Other	0.0%	0.0%
Total	92.9%	7.1%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	4.2%	0.0%
OF 1-2	8.5%	1.5%
OR 5-9	25.7%	16.7%
OR 1-4	61.5%	81.8%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	45.5%	0.1%
Air Force	19.7%	0.0%
Navy	34.7%	0.0%
Other	0.0%	0.0%
Total	99.9%	0.1%
Ranks	Men	Women
OF 6 and above	1.5%	0.0%
OF 3-5	24.5%	80.0%
OF 1-2	1.0%	0.0%
OR 5-9	61.0%	20.0%
OR 1-4	12.0%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

The Portuguese Army implemented mandatory lectures about sexual harassment and sexual abuse for all Army personnel, and specific ones for deployable personnel as a strategy to prevent sexual harassment and sexual abuse. There are no appointed personnel to deal with or whom to report sexual harassment, nor are there formal procedures for male or female victims to report harassment. No cases of sexual harassment were reported in the Portuguese Armed Forces in 2015.

Gender Education and Training

The Portuguese Armed Forces have 4 gender-related training programmes. These are the types:

1. The lectures on “Gender Perspectives for Sergeants” and “Gender Perspectives for Soldiers” address Bi-SC Directive 40-1, NATO OPLAN with a focus on the gender Annex and gender perspectives in the Code of Conduct. The targets are all NCOs. It is part of the standard national training.
2. The training on “Gender Perspectives in Military Operations” addresses Bi-SC Directive 40-1, NATO OPLAN with a focus on the gender Annex and gender perspectives in the Code of Conduct. It targets officers and all NCOs. It is a pre-deployment phase training.
3. The training on “General Concepts and Legislation on Gender Issues” addresses gender concepts, UNSCR 1325, UNSCR 1820, National Action Plans and sexual harassment. It targets all officers and NCOs. It is an in-theatre phase training.

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

Gender Advisors

The armed forces and the MoD have 7 trained gender advisors. The gender advisors attended the course “A Comprehensive Approach to Gender in Operations” at the European Security and Defence College in Madrid, Spain and in Amsterdam, the Netherlands. They are informed of general concepts and the legislation on gender issues and receive professional and behavioural training on gender violence. So far, no gender advisor has been deployed.

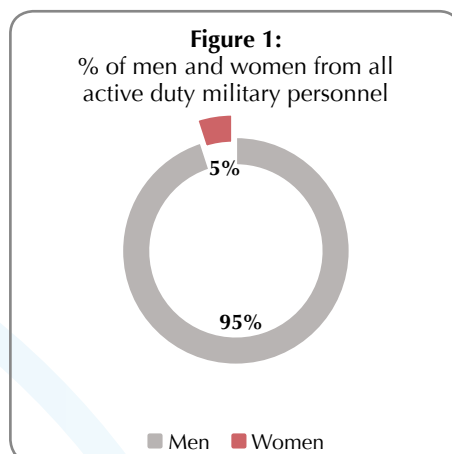
Implementation of the 2015 and 2014 NCGP Recommendations

Portugal has taken action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). There is a designated Gender Focal Point (GFP) in each of the main bodies of the Army Command structure which is connected and reports to the Army General Staff Gender Advisor. Additionally, for each contingent deployed abroad there is one officer designated as GFP in a dual-hatted function. Portugal has also taken action towards the implementation of the 2014 NCGP Recommendations to the MC. The country established a Gender Network in the Army.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No new specific policies or legislation related to the implementation of gender perspectives in the Romanian Armed Forces were enforced during 2015.



Quotas

There is no quota system for men or women in the Romanian Armed Forces. Nevertheless, the Tuition Plan for military schools and academies, annually approved by the Ministry of Defence (MoD), assigns women a quota of 13% out of the total places open for competition in each military educational institution. Yet some military educational institutions have eliminated restrictions on admission quotas for women (e.g. the Military Medical Institute and the National Defence University Carol I).

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on the incorporation of women in the armed forces. There are no programmes or disciplines in military educational institutions from which women are excluded or military specialties to which women have no access. However, depending on the MoD's needs and requirements, the recruitment and selection of candidates for military educational institutions is based on an annual Tuition Plan. The 2015 - 2016 Tuition Plan used in 2015 shows which military specialties are not open to women: paratroopers, naval electro-mechanics, constructions, fortifications and military electronic equipment and systems, weapons and launching equipment, tanks, Explosive Ordnance Disposal (EOD), Chemical, Biological, Radiological and Nuclear Defence (CBRN) equipment, logistics, naval and antiaircraft artillery, naval engines and machines, naval engines and electrical installations, reconnaissance, marine infantry, commander and mechanical conductor for tanks and automatic guns, mechanical conductor for the infantry/mountaineers fighting machines and aviation electronic warfare. The armed forces chaplaincy is not open to female personnel due to the specific dogmas of the Orthodox Church. The initial restriction does not necessarily continue during the entire military career because military personnel can change their specialty regardless of their original branch. There are plans to eliminate restrictions on the incorporation of women in the armed forces. An internal review launched in 2014 investigates the best way to allow equal access to military branches and specialties, regardless of gender, while taking into account the armed forces' operational requirements. The 2014 - 2024 MoD Permanent Gender Advisor (GENAD) is responsible for the integration of gender

The accuracy of the information provided by national delegates is the responsibility of each nation.

perspectives in the armed forces. The GENAD manages all activities related to “UNSCR 1325 and related resolutions’ Implementation Plan” and addresses national and international provisions pertaining to gender equality and the elimination of gender-based discrimination. The gender advisor ensures that the central decision-making structures are responsible for gender mainstreaming and for progressing implementation of the Women, Peace and Security (WPS) agenda. As a way to ensure effective management of the Implementation Plan, dual-hatted military personnel (gender focal point (GFP)) responsible for gender issues were assigned to all military structures from all hierarchical levels. GFP duties include: support Commanders when implementing UNSCR 1325, dialogue with the GENAD, inform higher echelons in good time of any exceptional events regarding gender issues that may have taken place within their own military institution, fully integrate gender perspectives into daily military activities, participate in gender training and incorporate it in all commanders’ working meetings and in all operations planning processes, ensure gender is present on pre-deployment training agendas, organize international days’ celebrations linked to the topic of gender and participate in all military and civilian mass-media promotional campaigns regarding the importance of women’s participation in the armed forces’ activities.

Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The 2015 Law regarding the statute of voluntary reservists will come into force in 2017. The Law establishes the concept of female and male voluntary reservist and explains the recruitment requirements for such positions and the kind of training these personnel will receive. The MoD sets the structures and numbers of each voluntary reservist’s category. The legislative framework applies to both Reservists and citizens who have not fulfilled their active military service but opt for the military Reserve Service as a voluntary Reservist. The MoD publicizes the military career via social networks, especially Facebook and Twitter, by providing information about the military system. The document “Instructions Regarding Recruitment, Selection, Training and Development of the Military Career in the Romanian Armed Forces” specifies that candidates can be men or women, insofar they meet the required criteria. According to the Voluntary Reservists’ Statute, Reservists enjoy salary and loyalty bonus rights, the right to receive equipment and food and they also have the right to access social protection and health care services. The goal is to motivate and encourage people to join the military Reserve corps. Reservists can attend free courses organized within the military system. Civilian employees, including those working outside the MoD, are encouraged to enter the voluntary reservists’ system. They enjoy a monthly remuneration when they are not involved in training or missions within the structures that employ them and they enjoy public pensions, social health insurance and unemployment insurance. There are policies to compensate employers who hire civilians. The Professional Soldiers Statute specifies that those who were retired or removed from military records, except those who had contracts that ended through resignation or for personal reasons, can enjoy retraining measures under the conditions set for active military personnel. Employers who hire discharged soldiers receive a monthly sum of money for each person employed for 1 year. The amount equals the gross minimum salary as well as the contribution owed by the employer to the unemployment insurance budget for these persons. This comes with the obligation to keep the job for at least 3 years. These rights are deducted from the unemployment insurance budget.

Enlistment Requirements

Enlistment requirements, including those related to physical fitness tests, are different for men and women. The physical fitness tests endurance running. The test comprises, inter alia, horizontal bar tractions for men or push-ups for women. The sports testing scales applied by the Territorial Selection Centres are 1 minute 40 seconds for both men and women. There are two endurance running types. Endurance running (1,000m) is 4 minutes 15 seconds for men and 4 minutes 45 seconds for women. Endurance running (2,000m) is 9 minutes for men and 10 minutes for women. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Employment within the armed forces imposes physical characteristics standards that are determined according to the medical scales approved by the MoD. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military at MoD level. In 2015, out of 2,100 female applicants, 752 were successfully recruited. Out of 9,861 male applicants, 5,557 were successfully recruited.

Retention Policies

The Romanian Armed Forces do have retention policies. All Human Resources (HR) policies, strategies and regulations regarding military careers and education include retention policies for the most qualified and skilled individuals, whatever their gender. HR policies also offer professional development opportunities for military personnel throughout their career. There are no specific retention policies for women. There are networks to support women in the military. The Public Relations Department of the MoD is continuously highlighting women's contribution to the fulfilment of successful missions and women's professionalism in the military through both the official MoD Facebook page and the Women in the Romanian Army Facebook page. The MoD GENAD and the International Cooperation for Defence Directorate support the South-East Defence Ministerial (SEDM) project to create an on-line support network for women leaders working in the security and defence environment, aimed at promoting the Female Leaders in Security and Defence (FLSD) Project and the implementation of UNSCR 1325 in SEDM countries. This on-line portal will allow the interconnection of expertise and ideas of specialists working on gender topics and will contribute to the creation of an environment for opportunities as mentioned in the White Paper: Female Leaders in Security and Defence: A Roadmap to Turn Potential into Capabilities. The goal is to increase the visibility and the importance given to the implementation of gender perspectives, post gender information in real time, share lessons learned or conferences to attend. The virtual network aims at promoting the military organization within social life as a guarantor of peace and international security by celebrating some crucial historical moments related to fighting for human rights and especially women's rights. This is done by celebrating Women's International Day or the International Day for the Elimination of Violence against Women. This on-line network encourages leaders, who are agents of change sorely needed for the development of new policies, to find innovative solutions, erase prejudice and create new opportunities, all of which are essential for the implementation of UNSCR 1325.

Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. When personnel leave the military system, especially through resignation, they have to fill out a personal standard report to explain the reasons why they left military service. Usually, when leaving the military, both men and women mainly resign and move to the Reserves. According to the law, personnel may request a transfer to other Ministries and use this way out of the military system. In 2015, about 2% of the personnel that left the armed forces opted for this move. In 2015, 1% of those who left the armed forces did so for medical reasons or because their service ended. In 2015, 504 women and 2,848 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 15%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85%. Sociological research conducted at MoD level revealed that the trend of leaving the military career is significantly linked to dissatisfaction with working conditions. Women report the lack of free time as a significant disadvantage, while work-related stress is one of the main drawbacks for men. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work-family life, retirement, the possibility of getting better-paid jobs, transfer to other Ministries and services, medical reasons and death. The personnel's main reasons for joining the Reserves are better-paid jobs and/or the desire to improve their professional skills abroad. The Statute of Military Staff allows suspension of the employment contract for a definite period of time, which makes it more attractive to request unpaid leave rather than moving to the Reserve. Data also reported that male personnel left the armed forces after receiving a final sentence for committing a criminal offence.

Military Equipment, Facilities and Uniforms' Adaptation

The military equipment used by the Romanian Armed Forces has been designed and manufactured to fit all and adapted to the requirements of the military personnel using it, regardless of their gender. Military facilities are adapted for men and women. Even though military installations were initially designed and built to be universal, they have subsequently been adapted to accommodate women. All units have separate bathrooms and locker rooms for female military personnel. During military studies and national or international missions women use separate accommodation which do not differ from men's accommodation. Both formal and combat uniforms, although essentially universal, have been slightly adapted to female military personnel by tailoring them on smaller models and by changing their design within the limits imposed by the anatomical differences between female and male. Boots and formal shoes have been radically changed for female soldiers given that formal uniforms include both trousers and skirts. Regulations regarding the wearing of uniforms have also been modified and new specifications about the proper way of wearing hair, nails or jewellery when dressed in uniform have been introduced.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Employers are obliged to take the 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 new-born child and they can benefit from maternity leave. After 42 days' leave following the birth of their child, female employees can return to work and have the right to enjoy 2-hours breastfeeding breaks of one hour each during working hours until the child is 1 year old. These 2 hours also include the time needed to reach the place where the children are and return. If the mother requests it, breastfeeding breaks can be replaced by a 2 hour daily reduction of normal working hours. Taking breaks and reducing the duration of normal working hours do not diminish the employee's salary,

as they are entirely on the payroll of the employer. Staff that in the year prior to childbirth received a 12-month salary may opt for parental leave. This also applies to adoptive parents and guardians. Parental leave is 104 weeks and it is transferable between parents. Paternity leave is 3 weeks (to be taken in the first 8 weeks after the child is born) and maternity leave is 6 weeks (to be taken immediately after the child is born). 96 weeks is the maximum period granted for child-raising. There are specific programmes to support the work-life balance for military personnel. Harmonization between private and professional life of the military personnel is always guaranteed. Husband and wife who both work in the armed forces have the right to fit positions in the same garrison or military unit and they are allowed to take their annual leave together. Nevertheless, relationships between military personnel are not governed by family bonds, but by military codes and regulations comprising all their professional rights and obligations. The Romanian Armed Forces provides accommodation or financial support (equivalent to a monthly rent) for all military personnel transferred from one garrison to another for professional reasons and ensures families are moved together whenever possible. Until they return to employment or for a maximum period of 9 months after moving to the new garrison, the wife/husband who stopped their professional activity due to relocation receives a monthly allowance equivalent to 50% of their husband's/wife's monthly pay. In order to keep a solid balance between private and professional life, both military and civilian personnel working in the military have the right to equally benefit from parental leave and a monthly allowance is given to one of the parents until the child is 2 or 3 in the case of a child with disabilities. Both parents can benefit from a special 1-month's leave if they do not opt for the traditional parental leave. Regarding childcare, military personnel can enrol their children at the MoD kindergartens, which unfortunately are not numerous enough at the moment. Military personnel can benefit from a maximum of 4 years' leave without pay if a husband/wife is deployed to another country as a member of the diplomatic staff, if the mission is longer than 6 months. Military and civilian personnel and their family members have access to psychological services whenever they need them. Part-time employment is allowed when caring for elderly and sick people and undertaking studies. Flexible hours are allowed when caring for small children to ensure their physical and psychological safety. There are special programmes to support parents when both are members of the armed forces. The Status of Military Personnel requires all personnel to participate in missions abroad whenever required, which means that both wife and husband can be simultaneously deployed. However, if either wife or husband have special family needs, they may be exempted from participating in that mission. This can happen when the wife/husband is seriously ill or has 1st or 2nd level of disability, he/she is the only financial provider of the family/child/brother/parent, he/she is a single parent or he/she has disabled parents, regardless of their age and no other sibling can take care of them. There is support for service duties to single parents, divorced parents, or widows/widowers looking after their children. In accordance with the Military Personnel Statute, single parents who are the sole providers for their children are exempted from missions outside the Romanian territory. War widows are usually granted financial assistance to cover part of their rent costs and domestic needs. Child-care policies include: provisions protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at MoD or child vouchers, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	95.0%	5.0%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 2: All Operations		
Service	Men	Women
Army	96.3%	2.7%
Air Force	0.7%	0.0%
Navy	0.3%	0.1%
Other	0.0%	0.0%
Total	97.3%	2.8%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	11.2%	8.5%
OF 1-2	11.1%	36.2%
OR 5-9	33.2%	12.7%
OR 1-4	44.5%	42.6%

Table 3: NATO Operations		
Service	Men	Women
Army	86.1%	2.2%
Air Force	8.8%	0.0%
Navy	2.2%	0.7%
Other	0.0%	0.0%
Total	97.1%	2.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	51.1%	0.0%
OF 1-2	14.3%	100.0%
OR 5-9	34.6%	0.0%
OR 1-4	0.0%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

Even if there are no policies or strategies to prevent sexual harassment and sexual abuse, this issue has been periodically monitored at MoD level. Sociological research on the topic was conducted in 2005, 2009 and 2014. The Centre for Socio-Behavioural Investigations, which is subordinated to the Human Resource Management Directorate, developed a Cultural Competencies Guide to support military missions outside Romanian territory which includes a special chapter on sexual harassment. The Guide addresses cultural differences in gender roles and gender-based violence (early marriages, honour mutilation and killings) with a case study on Afghanistan. The goal is to sensitize the Romanian military staff so that they treat local populations with dignity and respect regardless of their gender during their missions outside Romanian borders. The Guide helps military personnel show understanding and sensitivity to intercultural issues concerning women from other cultures and abstain from acts or behaviour that may generate or encourage gender violence. There are programmes related to the prevention of sexual harassment. Romania supports the strict implementation of legislative mechanisms to denounce harassment and sexual discrimination and encourages victims to report cases of harassment. Appointed personnel deal with and report sexual harassment and there are formal procedures for female or male victims to report harassment. The gender advisors operating at the Commanders' level identify and report cases of gender discrimination, sexual harassment and sexual abuse. Sexual harassment is considered an offence under the Criminal Code and investigations are carried out by military prosecutors with the help of appointed criminal investigation officers. There are no special protocols regarding the treatment of military personnel, female or male, who are victims of sexual harassment or sexual abuse. Nevertheless, the MoD can apply existing psychological treatment protocols for

persons who have suffered psychological trauma for victims of sexual harassment and sexual abuse through specialized structures at the Centre for Socio-Behavioural Investigations and with the help of the clinical psychologists in military hospitals and polyclinics. In 2015, 1 woman reported a case of sexual harassment in the armed forces. There have been no cases of sexual harassment or sexual abuse in the armed forces as regards men.

Gender Education and Training

The Romanian Armed Forces have 6 gender-related training programmes.

Several courses address the issues of gender equality, tolerance and ways of preventing discrimination, prohibition of sexual harassment and eradication of gender based violence. These are:

1. University programmes (20 hours for Bachelor students and 16 hours for Master students) also address the promotion of equal opportunities. The targets are all officers. It is part of the standard national training.
2. Continuous Development Postgraduate Programmes consist of 4 hours of studying. The targets are officers. It is part of the standard national training.
3. Postgraduate Programmes for NCO Schools consist of 12 to 16 hours of study and additionally address the elimination of all forms of gender-based violence, the protection of human and women's rights and the necessary means to ensure full and fair participation of women in all peacekeeping processes. Targets are OR-5 to OR-9. It is part of the standard national training.
4. Non University Continuous Development Programmes consist of 4 to 8 hours of study for officers aspiring to the rank of Captain and Major to be attended during career development courses at schools and centres. The programmes address International Humanitarian Law (IHL) rules related to the protection of persons and goods in areas of conflict, the provisions of UN resolutions for Women, Peace and Security (WPS) and compliance with IHL rules for the selection and engagement of targets and for armed conflicts in the Balkans, Caucasus, Middle East, Asia and Africa case studies. It targets officers. It is part of the standard national training.
5. Command Training Programmes address case studies regarding gender equality, the promotion of equal opportunities, the importance of women's contribution to peacekeeping operations, the protection of women's and children's rights in military operations and in post-conflict phases. It targets all officers and OR-5 to OR-9. It is part of the standard national training.
6. The Military Pre-Deployment and In-Theatre Training Programme addresses case studies about the operational context and the cultural specificity of deployment areas and refers to UNSCR 1325 and related resolutions, the protection of women, children and vulnerable civilians during armed conflicts, recruitment of women and children by armed groups and their participation in armed conflicts, UNSCR 2272's measures to prevent and combat gender-based violence and sexual harassment and abuse in UN and NATO missions. Romanian military personnel is part of these missions. The targets are all officers and NCOs. It is a pre-deployment phase training and an in-theatre training.

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

Gender Advisors

Gender advisors in the Romanian Armed Forces are given education and training via military courses delivered by military educational institutions. Afterwards they build experience on their deployment to in-theatre operations. The majority of them has been deployed at least once. The MoD GENAD issues informing documents and briefings which focus on new trends and developments as regards gender perspectives to implement them at the MoD level. Personnel serving as part-time advisors on gender issues at all hierarchical levels also use educational packages issued by ACT to all nations. In 2015 the MoD GENAD participated in a “Train the Trainers Course” carried on by a Mobile Education and Training Team (METT) from NCGM in Georgia. The Romanian Armed Forces have one trained MoD GENAD and there is no official data about how many gender advisors have been deployed so far due to the GFPs’ job specifications. The Civil-Military Cooperation (CIMIC)/Female Engagement Team (FET) have a gender-mixed team. The armed forces have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Romania has taken action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The country is going to publish a “Guide to Prevent and Combat Gender Discrimination and Sexual Harassment at Work” in 2016. The guide aims to organize all aspects of the “Women, Peace and Security” agenda implementation by taking into consideration the current trends and requirements of the international community. The NCGP Recommendations represent the starting point for the development and the implementation of this guide, which is almost finalized. The MoD GENAD developed the guide to prevent and combat gender discrimination and sexual harassment in the workplace. This guidance document aims to draw attention to the negative consequences of ignoring sexual harassment and discriminatory behaviour in the armed forces. It is a compendium of national legislation and an information tool for military personnel. The guide addresses the accountability of commanders at all levels as regards the mandatory steps to be taken to ensure equal treatment and opportunities for all military staff especially through the prevention and combating of all acts of discrimination and Sexual and Gender Based Violence. The guide also presents data about the implementation of gender perspectives in the armed forces of the NATO member states and international perspectives about the UN, UN Women and EU. Romania has taken action towards the implementation of the 2014 NCGP Recommendations to the MC. As regards recommendation 1, the MoD ensures that personnel promotion and recruitment is not gender-biased. This creates a positive image of the Romanian Armed Forces in civilian society. The number of women in the armed forces has increased due to the efforts invested in the harmonization of military regulations with national and international law to balance professional and personal responsibilities. When it comes to “Promoting and Informing”, both military and civilian media channels are used to publicize and promote the female military and civilian staff at all levels. Various activities take place on social media to promote the Romanian Army. The International Women’s Day was used to show the “Romanian Army at a feminine declension” to the general public, intending to present the public with mothers, wives, daughters or sisters who are trustworthy comrades in the military. Female military personnel who participate in operations and missions abroad has been widely promoted during events and in the media and press. When it comes to “Informing and Recruiting”, the MoD encourages women’s enrolment in the armed forces and provides information and instructions to be followed to enter the military through official social networks accounts and webpages. As for “Internal Informing”, the MoD created a portal dedicated to “the gender issues” on its internal computer network to allow all users to access updated documents specific to this field of interest. The aim of this portal is to mainstream the MoD’s internal efforts to apply the 2014 Plan’s provisions in the military units. As regards recommendation 2, human resources policies have improved through the amendments brought to the Statute of Military Personnel which now allow the employment contract to be suspended for a definite period of time,

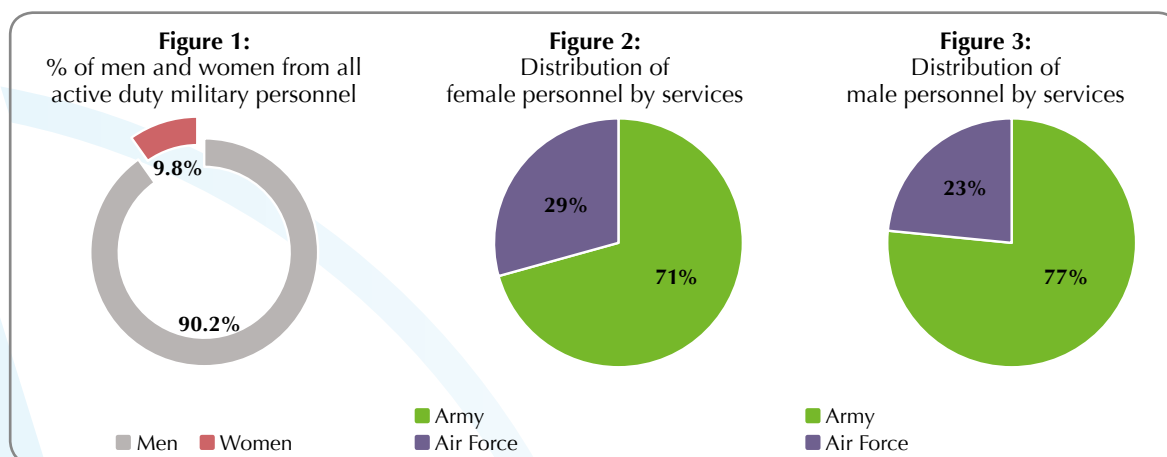


which leads to fewer requests for moving to the Reserve and to increased unpaid leave being granted. As regards recommendation 3, gender priorities are being developed at MoD level through the MoD GENAD to comply with the objectives of the “Plan to implement UNSCR 1325 and related resolutions within the MoD”.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Slovakia enforced new policies and legislation related to the implementation of gender perspectives in the Slovakian Armed forces. The Gender Equality Action Plan of the Slovak Republic 2014-2019 was updated by taking into consideration new emerging challenges.



Quotas

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

Reserves, National Guard and Other Military Services

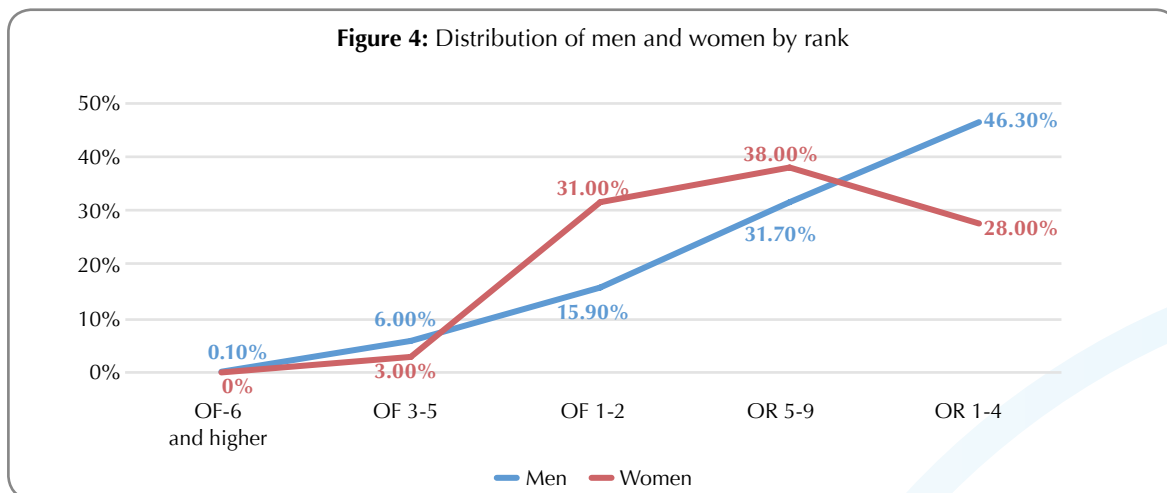
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures nor are there financial incentives for civilian employees to enter the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

Enlistment Requirements

Enlistment requirements are the same for men and women but the physical fitness test is different for women. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 133 female applicants, 18 were successfully recruited. Out of 462 male applicants, 70 were successfully recruited.

Retention Policies

The Slovakian Armed Forces have retention policies in the form of compensation allowance for special posts (i.e. pilots, medical corps) and rehabilitation. There are no specific retention policies for women. The Association of Women in the Military is a network that supports women in the military.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2015, 24 women and 474 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 4.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 95.2%. The main reason why men and women tend to leave the armed forces is retirement.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both sexes: men and women have separate showers and restrooms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Maternity leave is 6 months. Both father and mother can take up to 3 years of parental leave, which is transferable between parents. There are no specific programmes to support the work-life balance for military personnel, nor are there measures to help parents when both are members of the armed forces. Part-time employment is allowed in case of parental leave. State support for service duties is given to single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	69.0%	6.9%
Air Force	21.1%	2.9%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	90.2%	9.8%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	6.0%	3.0%
OF 1-2	15.9%	31.0%
OR 5-9	31.7%	38.0%
OR 1-4	46.3%	28.0%

Table 2: All Operations		
Service	Men	Women
Army	66.4%	1.3%
Air Force	29.4%	3.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	95.7%	4.3%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	6.2%	10.0%
OF 1-2	20.0%	50.0%
OR 5-9	32.9%	30.0%
OR 1-4	40.9%	10.0%

Table 3: NATO Operations		
Service	Men	Women
Army	94.4%	5.6%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	94.4%	5.6%
Ranks	Men	Women
OF 6 and above	not provided	0.0%
OF 3-5	not provided	0.0%
OF 1-2	not provided	50.0%
OR 5-9	not provided	50.0%
OR 1-4	not provided	0.0%

Prevention of Sexual Harassment and Sexual Abuse

The Slovakian Armed Forces have updated their strategies for the prevention of crime, sexual harassment and abuse on the basis of the Gender Equality Plans of the Military Police and General Staff. Crime prevention's plans include preventive educational activities on these topics. There are no appointed personnel to deal with or to report sexual harassment. Formal procedures for reporting harassment of female or male victims are followed by investigation. In 2015, no cases of sexual harassment or sexual abuse in the armed forces were reported.

Gender Education and Training

There are no education or training programmes related to gender. Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors

The Slovakian Armed Forces do not have gender advisors or gender focal points.

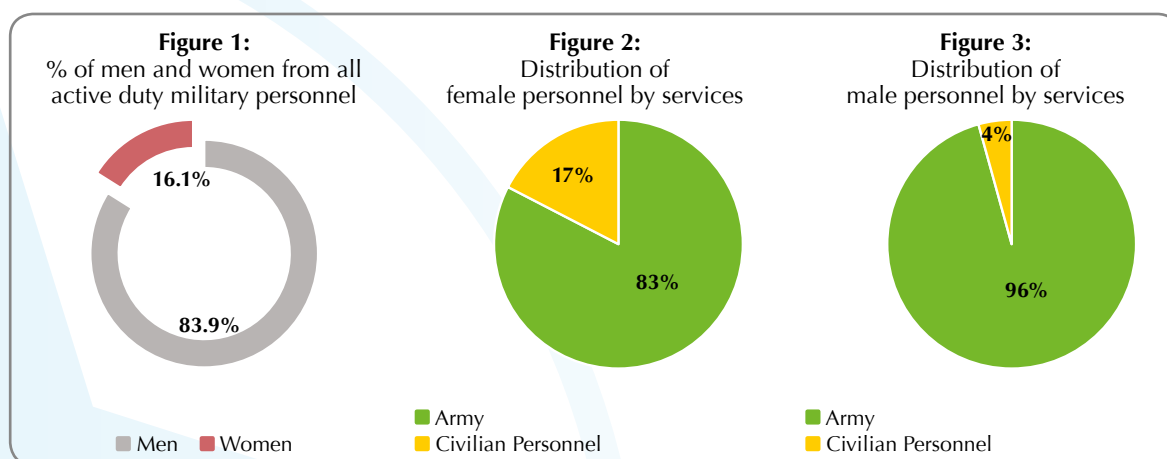
Implementation of the 2015 and 2014 NCGP Recommendations

No action was taken towards the implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Slovenia enforced new policies and legislation related to the implementation of gender perspectives in the Slovenian Armed Forces (SAF). The Resolution on the National Programme on Equal Opportunities for Men and Women for the period 2015–2020 was adopted in October 2015. For the first time, the new National Programme includes a section on foreign policy and international development cooperation and also Women, Peace and Security (WPS). The latest Periodic Plan for the implementation of “The Resolution on the National Programme on Equal Opportunities for Men and Women for the period 2015-2020” was in preparation in 2015. The Periodic Plan addresses the involvement of female SAF personnel into decision-making processes and establishes training for all SAF personnel to address WPS issues and the prevention of Sexual and Gender Based Violence (SGBV).



Quotas

There is no quota system for men or women 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. There are military entities that deal with the integration of gender perspectives in the armed forces. In addition to the first full-time gender advisor position at the SAF General Staff, the appointed National Representative and Deputy National Representative in NCGP have permanent positions.

Reserves, National Guard and Other Military Services

The Regulation on contract military service in the SAF Reserve and the Labour Relations Act support entry into the Reserves or National Guard, or other military structures, as a civilian employee and provide the basis for compensating 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.

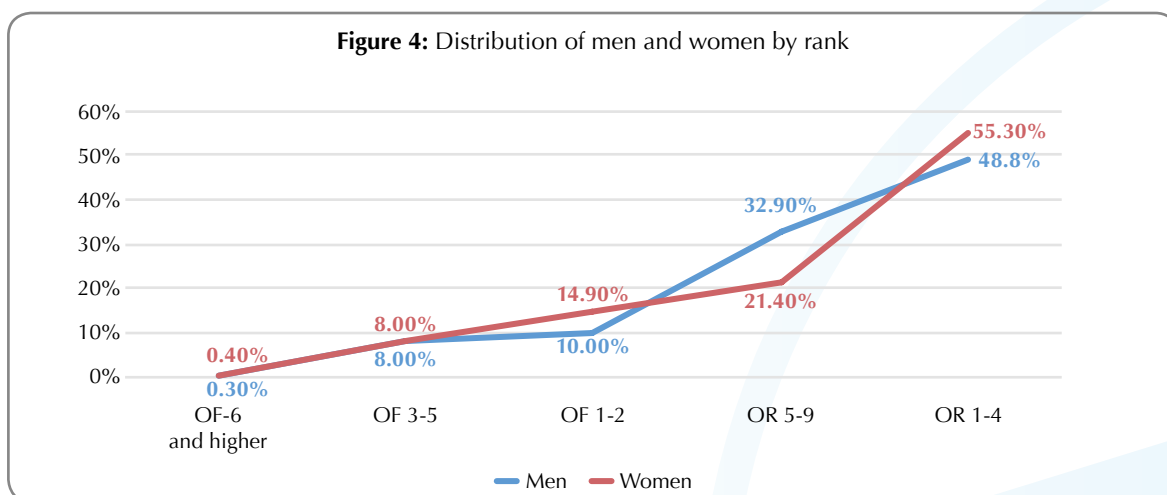
The accuracy of the information provided by national delegates is the responsibility of each nation.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight), are the same for men and women. Standards for physical performances differ according to sex and age. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 49 female applicants, 31 were successfully recruited. Out of 366 male applicants, 245 were successfully recruited.

Retention Policies

The retention policies of the SAF include: a financial award for each 10 years of service, military awards delivered by the Ministry of Defence (MoD) to MoD and SAF employees for each 5 years of service, retirement plans (such as early retirement), military apartments with low cost rent (on request by the person), military vacation/recreational facilities at a low price, some free recreational activities (also for family members) on request, organized sport camps for children of the personnel, etc. There are no specific retention policies for women. There is no network to support women in the military.



Reasons for Leaving the Military

The SAF do not carry out exit surveys for men and women who leave the military. In 2015, 47 women and 335 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 12.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 87.7%. The main reasons why men and women tend to leave the armed forces are retirement and end of contract.

Military Equipment, Facilities and Uniforms' Adaptation

Men and women have the same military equipment. Military facilities are adapted for both sexes: men and women have separate accommodation facilities, separate toilets, etc. Combat, service and gala uniforms are designed to accommodate men and women's physical differences.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. No changes were introduced from 2014 in terms of the kind of legal social support provided. Parental leave is 53 weeks and it is transferable between parents. Maternity leave is 14 weeks and paternity leave is 4 weeks. There are no specific programmes to support the

work-life balance for military personnel. Part-time employment and flexible hours are allowed in case of parental leave and caring for elderly or sick people. There are no special programmes to support parents when both are members of the armed forces. There is no support for service duties for single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include provisions protecting parents from deployment, breastfeeding breaks, policy on duty assignments, night duty, overtime work, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	80.3%	13.3%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	3.6%	2.8%
Total	83.9%	16.1%
Ranks	Men	Women
OF 6 and above	0.3%	0.4%
OF 3-5	8.3%	8.0%
OF 1-2	9.7%	14.9%
OR 5-9	32.9%	21.4%
OR 1-4	48.8%	55.3%

Table 2: All Operations		
Service	Men	Women
Army	88.1%	6.5%
Air Force	0.0%	0.0%
Navy	5.0%	0.4%
Other	0.0%	0.0%
Total	93.1%	6.9%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	5.7%	2.8%
OF 1-2	10.8%	4.4%
OR 5-9	26.9%	5.8%
OR 1-4	56.6%	87.0%

Table 3: NATO Operations		
Service	Men	Women
Army	91.4%	8.6%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	91.4%	8.6%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.6%	5.2%
OF 1-2	8.9%	10.4%
OR 5-9	25.8%	13.0%
OR 1-4	60.7%	71.4%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	97.8%	2.2%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	97.8%	2.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	0.7%	6.2%
OF 1-2	3.9%	43.8%
OR 5-9	7.3%	12.5%
OR 1-4	88.0%	37.5%

Prevention of Sexual Harassment and Sexual Abuse

The SAF Act provides strategies to prevent sexual harassment and sexual abuse: Statement on Zero Tolerance to Sexual Harassment (2006), Standard Operational Procedure (SOP) for Protecting Dignity (including SH and Mobbing), appointment of Advisors for the Protection of Dignity in the SAF (2009), Military Code of Ethics of the SAF (2009). Programmes related to the prevention of sexual harassment include the interdisciplinary workshops for the protection of human dignity, which also addresses sexual harassment issues. Appointed personnel deal with and report sexual harassment. Formal procedures exist for female or male victims to report harassment in accordance with the SOP for the Protecting of Dignity, SAF Act. No cases of sexual harassment in the SAF were reported in 2015.

Gender Education and Training

The SAF have 5 gender-related training programmes. These are the types:

1. The course of “Gender Perspectives and UNSCR 1325 in International Operations and Missions” addresses gender, UNSCR 1325, cultural awareness in the operational area and code of ethics. It targets all military ranks. It is a pre-deployment phase training.
2. The course on “Gender Perspectives and UNSCR 1325” is organized for and SAF personnel (all military ranks) and separately for Senior Staff (targets OF-3 to OF-5) and NCOs (targets OR-5 to OR-9). It addresses stereotypes, gender perspectives and UNSCR 1325. It is part of the standard national training.
3. On the occasion of the 15th Anniversary of UNSCR 1325, the NATO Secretary General’s Special Representative for Women, Peace and Security gave a lecture to the commanders of the SAF, leaders at the MoD, Defence Committee of the Parliament, Ministry of Interior, Police, Ministry of Foreign Affairs and Ministry of Labour, Family, Social Affairs and Equal Opportunities. This programme is not a regular programme. It targeted OF-6 and higher. It was an in-theatre training.

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

Gender Advisors

The armed forces and the MoD have 5 trained gender advisors. In May 2015, 5 members of the SAF attended the certified Gender Training of Trainers Course (GToT) organized by NCGM, hosted by the Centre for Security Cooperation (RACVIAC) in Croatia. These personnel are performing all gender training in the SAF. So far, 5 gender advisors have been deployed, none in 2015. The armed forces do not have gender focal points.

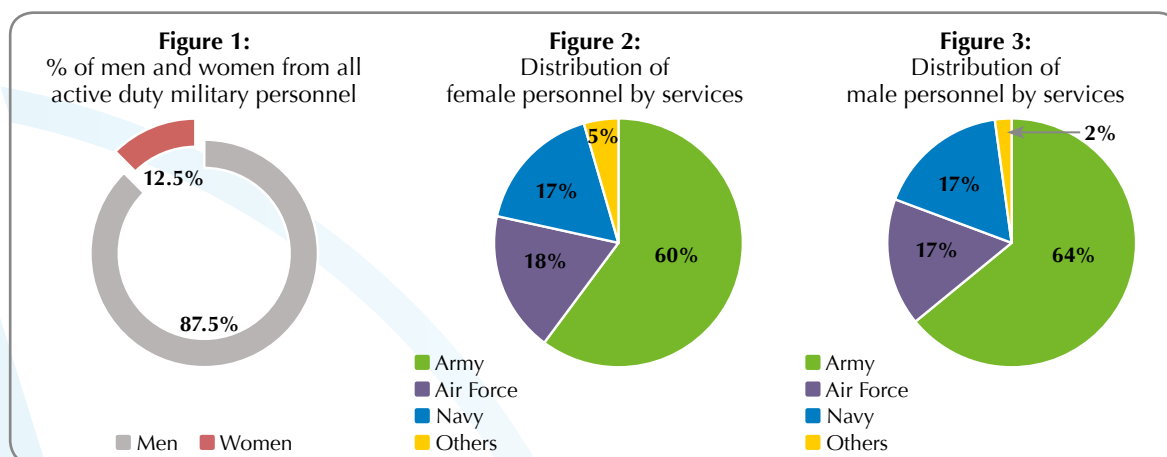
Implementation of the 2015 and 2014 NCGP Recommendations

Slovenia took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). According to recommendations 1 and 2, the SAF have credible and accountable regulations and procedures that SAF commanders and personnel have to follow. According to the recommendation 3, on 1 June 2015, the SAF appointed the first full-time gender advisor at SAF General Staff with the intention of enhancing focus on the implementation of UNSCR 1325. SAF are also building the gender capacity with the gender advisors’ network at Generals staff, Military Schools Centre and at brigade level. Slovenia also took action towards the implementation of the 2014 NCGP Recommendations to the MC. According to recommendation 1, the SAF regularly support both men and women in the armed forces. According to recommendation 2, the reasons why men and women tend to leave the SAF are not different. Policies and programmes are applied to both equally. Slovenia has not identified potential gaps between men and women. According to recommendation 3, the first full-time gender advisor position was created and five members of personnel completed GToT in 2015. This group of experts is now managing gender perspectives’ topics in the SAF.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Spain enforced new policies and legislation related to the implementation of gender perspectives in the Spanish Armed Forces. These include the Protocol Against Sexual Harassment within the Armed Forces (December 2015) and the Defence Order 253/2015 on leave, permits, reduced working hours and licenses for the members of the armed forces.



Quotas

There is no quota system for men or women in the Spanish Armed Forces. Though evaluation board considers the number of men and women to balance the gender representation in rank.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. The Military Observatory for Equality (MOE) is the military entity that deals with the integration of gender perspectives in the armed forces and includes an advisory board chaired by the Under Secretary of Defence. It is supported by the Permanent Secretariat for Equality.

Reserves, National Guard and Other Military Services

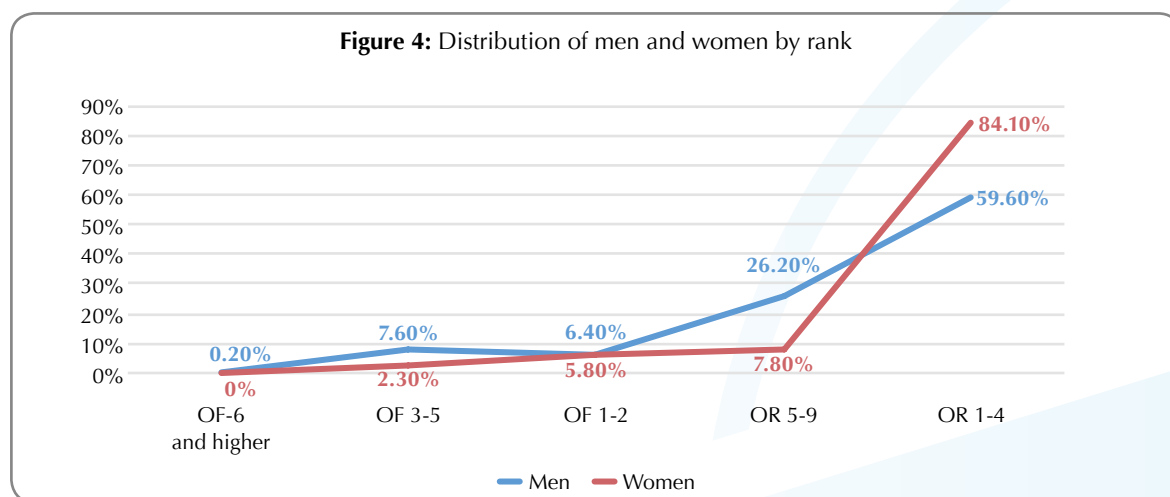
There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. Those positions, in a company or organization, that have a special interest for Defence are referred to as "Special Services". There are also special programmes for non-permanent personnel to reintegrate into civilian jobs. There are policies to compensate employers who hire civilians who have joined military structures. It is compulsory for the employer to keep the job open for Reservists when they return to the company. This is a compensation for the employee. There are no incentives or bonuses 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 those related to physical characteristics, are different for men and women. The physical fitness test is adapted to the specific capabilities of men and women. There are differences in height requirements (levelled according to the average female and male height in the country) while fitness requirements for special units are the same. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 1,149 female applicants, 123 were successfully recruited. Out of 3,862 male applicants, 752 were successfully recruited.

Retention Policies

The retention policies of the Spanish Armed Forces include work-life balance policies and regional and mobility support policies. There are specific retention policies for women. Courses and competitive exams take pregnancy into account, evaluation boards rely on a quota system and women' salary cannot be cut or reduced if their post is changed due to pregnancy. There are networks to support women in the military and the Gender Network enhances equality between men and women in the armed forces.



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military. The Spanish Armed Forces also have agreements with companies to provide jobs and offer courses to help find a new job. Additional systems to find out the reasons why female military leave the armed forces include the Hotline at the Permanent Secretariat for Equality and the Informative Conferences. In 2015, 338 women and 4,629 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 6.8%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 93.2%. The main reasons why men tend to leave the armed forces is retirement and end of contract. The main reasons why women tend to leave the armed forces is the conclusion of their contract.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is the same for both sexes. Military facilities are adapted for men and women: separate toilets and female cabins on board ships. As for uniforms, policies include special sizes for women, female designs and pregnancy uniforms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Such support includes new positions adapted to pregnancy so that women do not lose wages as well as maternity and paternity leave. Parental leave is 18 weeks in total and it is transferable between parents. Maternity leave is 16 weeks and paternity leave is 12 weeks maximum. There are specific programmes to support the work-life balance for military personnel. A strong legal framework allows flexible working hours, reduced working hours and postponement of missions. Part-time employment is allowed in case of parental leave, caring for elderly and sick people, studies and when both parents are in the military and one is deployed. Flexible hours are allowed in case of parental leave and caring for elderly and sick people. There are special programmes to support parents when both are members of the armed forces: one can postpone a mission if they are deployed at the same time. Single-parent families can request reduced working hours. Child-care policies include provisions to protect parents from deployment, extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the Ministry of Defence (MoD) and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	56.1%	7.5%
Air Force	14.5%	2.3%
Navy	15.0%	2.1%
Other	1.9%	0.6%
Total	87.5%	12.5%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	7.6%	2.3%
OF 1-2	6.4%	5.8%
OR 5-9	26.2%	7.8%
OR 1-4	59.6%	84.1%

Table 2: All Operations		
Service	Men	Women
Army	53.7%	3.2%
Air Force	10.6%	0.7%
Navy	26.1%	4.0%
Other	1.3%	0.4%
Total	91.8%	8.2%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	8.7%	4.6%
OF 1-2	11.2%	9.3%
OR 5-9	28.1%	14.0%
OR 1-4	51.9%	72.1%

Table 3: NATO Operations		
Service	Men	Women
Army	36.4%	3.2%
Air Force	10.2%	0.5%
Navy	42.6%	5.9%
Other	1.1%	0.0%
Total	90.3%	9.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	9.0%	0.0%
OF 1-2	11.0%	5.6%
OR 5-9	30.5%	8.3%
OR 1-4	49.5%	86.1%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	44.8%	10.2%
Air Force	11.9%	1.9%
Navy	18.4%	1.9%
Other	8.0%	3.0%
Total	83.0%	17.0%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	0.0%	0.0%
OF 1-2	48.7%	44.4%
OR 5-9	32.0%	32.3%
OR 1-4	19.3%	23.3%

Prevention of Sexual Harassment and Sexual Abuse

Strategies to prevent sexual harassment and sexual abuse include education and specific courses. Appointed personnel deal with and report sexual harassment. Formal procedures exist for female or male victims to report harassment. The Spanish Armed Forces have 5 Protection Units against Harassment (UPA's), one per service, plus one at the Ministry of Defence (MoD) and one at the General Staff HQ. In 2015, no cases of sexual harassment or sexual abuse in the armed forces were reported.

Gender Education and Training

The Spanish Armed Forces have 2 gender-related training programmes:

1. The international course "A Comprehensive Approach to Gender in Operations" addresses ways to recognize how conflicts affect men and women and opportunities and challenges for women to participate equally in conflict resolution, crisis management and reconstruction. The course aims to explain how to translate this into operational planning and implementation. It also promotes the need to distinguish between various security needs and points of view of the local female and male population in mission areas as an essential element to increase operational effectiveness and improve the overall security situation. It targets officers. It is a pre-deployment, in-theatre training.
2. The national course "Gender Advisor in Operations" covers the same topics but has a deeper focus on gender advisor functions. It targets officers. It is a pre-deployment training and it is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD have 195 trained gender advisors. They attend training courses, in particular: specific courses as Spanish "Gender Advisors in operation" courses, the international course on "A Comprehensive Approach to Gender in Operations" and/or the UN courses on Conflict-Related Sexual Violence. So far, 20 gender advisors have been deployed, 6 of them in 2015. The armed forces have gender focal points in the Operations Command, Joint Staff and MoD.

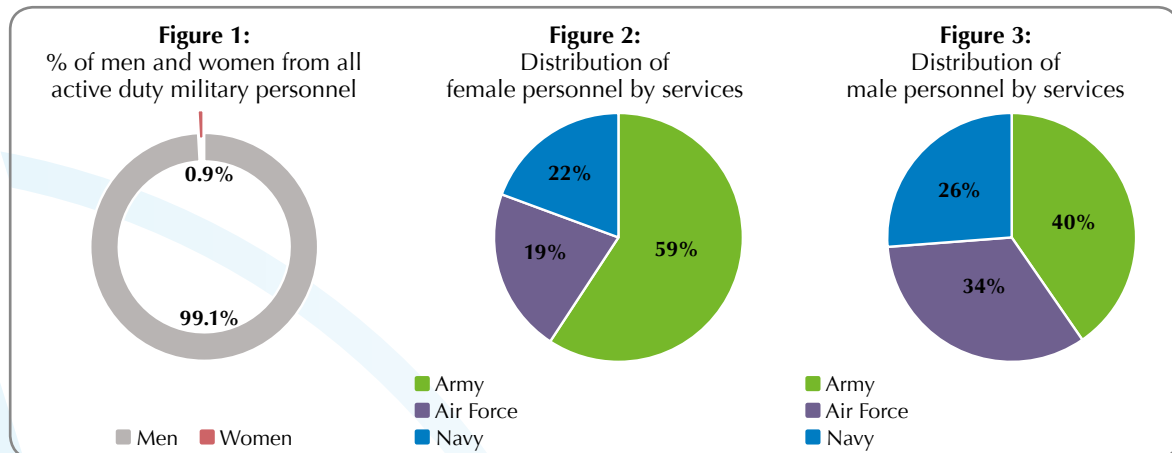
Implementation of the 2015 and 2014 NCGP Recommendations

Spain took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). In 2015, the country produced the Protocol against Sexual Harassment. In October 2015, the country made commitments to the United Nations Security Council chaired by Spain. Spain took action towards the implementation of the 2014 NCGP Recommendations to the MC. The Hotline at the Permanent Secretariat for Equality was set up to identify potential gaps and Military Observatory capacities were increased to address gender equality priorities.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No new specific policies or legislation related to the implementation of gender perspectives in the Turkish Armed Forces (TAF) were enforced during 2015.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on the incorporation of women in the armed forces. In the TAF, female personnel cannot serve in special forces, submarines, infantry and armour. There are no plans to eliminate those restrictions.

Reserves, National Guard and Other Military Services

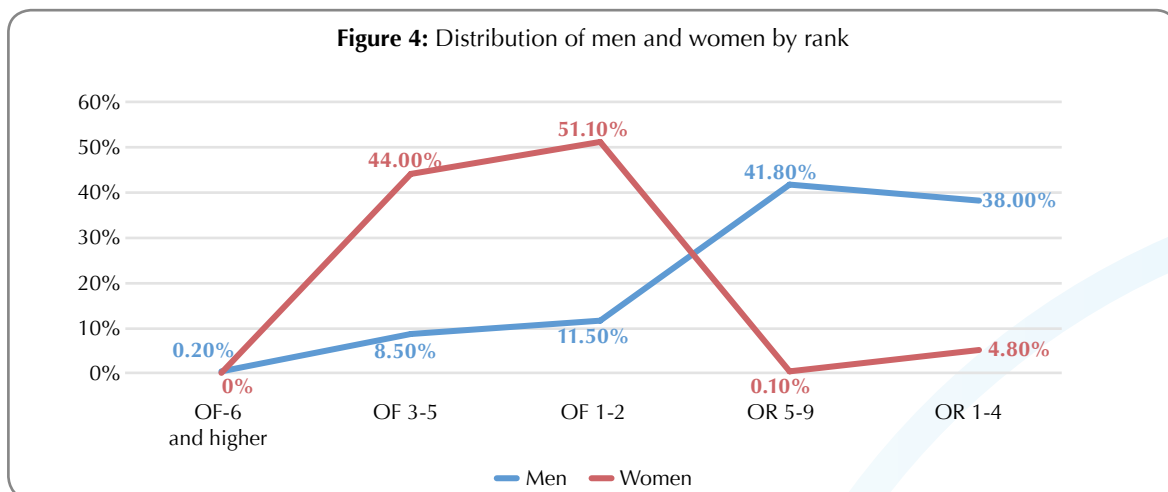
There are policies to support entry into the Reserves or National Guard, or other military structures, as an instructor in the TAF. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves, nor are there incentives for civilian employees to enter the Reserves, National Guard or other military structures.

Enlistment Requirements

Enlistment requirements are different for men and women. Female personnel are not recruited as enlisted or petty officers but only as officers and Non-Commissioned Officers (NCOs). Enlistment requirements for the physical fitness test are different for men and women: the physical test is the same but female personnel are graded differently. There are differences in the enlistment requirements related to physical characteristics. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 20,000 female applicants, 66 were successfully recruited. Out of 60,000 male applicants, 1,184 were successfully recruited.

Retention Policies

The TAF do have retention policies: both female and male officers and NCOs have to serve for a compulsory period of 10 years under current legislation, but that period can be longer for some branches (i.g. pilots) because of their additional training. This additional training period is added to their compulsory service period. There are no specific retention policies for women. In the Air Force HQ and on Air Force bases there are posts aimed at addressing and solving female officers' problems.



Reasons for Leaving the Military

The armed forces do not carry out exit surveys for men and women who leave the military. In 2015, 47 women and 2,000 men left the TAF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2.2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 97.8%. The main reason why men and women tend to leave the armed forces is retirement. Women also leave because of limited leadership opportunities.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for men and women. Some of the frigates in the Turkish Navy are adapted for both men and women. Dressing rooms, washrooms and gyms are adapted for both sexes in each military branch and facilities. All uniforms are adapted for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is 18 weeks and it is transferable between parents. Maternity leave is 16 weeks and paternity leave is 1.5 weeks. There are no specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Flexible hours are allowed in case of parental leave, caring for elderly and sick people and studies. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced parents, or widows/widowers looking after their child(ren). Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work and day-care for children the Ministry of Defence (MoD) and military installations or child vouchers.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	40.0%	0.5%
Air Force	33.0%	0.2%
Navy	26.0%	0.2%
Other	0.0%	0.0%
Total	99.1%	0.9%
Ranks	Men	Women
OF 6 and above	0.2%	0.0%
OF 3-5	8.5%	44.0%
OF 1-2	11.5%	51.1%
OR 5-9	41.8%	0.1%
OR 1-4	38.0%	4.8%

Table 2: All Operations		
Service	Men	Women
Army	70.0%	0.5%
Air Force	11.8%	0.1%
Navy	17.5%	0.2%
Other	0.0%	0.0%
Total	99.3%	0.7%
Ranks	Men	Women
OF 6 and above	1.2%	0.0%
OF 3-5	46.4%	55.6%
OF 1-2	17.9%	44.4%
OR 5-9	20.4%	0.0%
OR 1-4	14.1%	0.0%

Table 3: NATO Operations		
Service	Men	Women
Army	54.5%	0.6%
Air Force	22.2%	0.1%
Navy	22.3%	0.2%
Other	0.0%	0.0%
Total	99.0%	1.0%
Ranks	Men	Women
OF 6 and above	1.5%	0.0%
OF 3-5	45.0%	55.6%
OF 1-2	19.6%	44.4%
OR 5-9	22.7%	0.0%
OR 1-4	11.2%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse. There is no appointed personnel to deal with or to report sexual harassment and there are no formal procedures in place for female or male victims to report harassment. No cases of sexual harassment in the TAF were reported in 2015.

Gender Education and Training

The TAF have 3 gender-related training programmes. These are the types:

1. The "Gender Awareness Training" addresses gender, gender mainstreaming definitions, gender regulations and information on peacekeeping operations as well as examples. It targets all military ranks. It is a pre-deployment phase training.
2. The "Gender and SGBV Training" is offered to enlisted soldiers (compulsory military service) and addresses gender definitions and especially training for SGBV. It is part of the standard national training.

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

Gender Advisors

The armed forces and the Ministry of Defence (MoD) have 3 trained gender advisors. They attended the courses offered by the Swedish Armed Forces International Centre (SWEDINT). 3 gender advisors have been deployed so far, 2 in 2015 (in Train, Advise and Assist Command - Capital (TAAC-C) Afghanistan). There are no gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

No action was taken towards the implementation of the 2014 and 2015 NCGP Recommendations to the Military Committee.

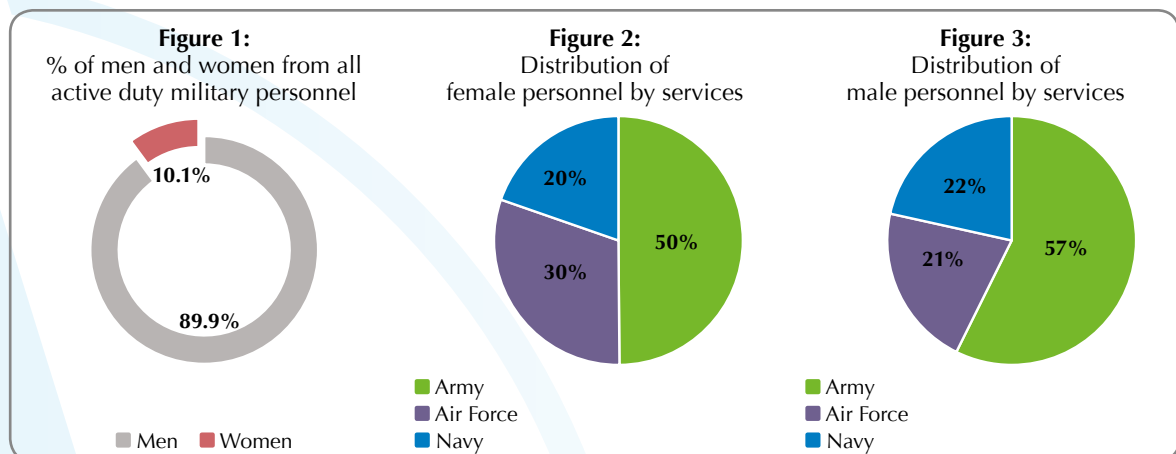
Additional Information

In the TAF, every military branch is planning to send its personnel to SWEDINT for gender advisor training. Each military branch has programmes to increase awareness of gender topics. As regards the gender advisor positions in forces, the study is ongoing.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

The UK made a number of pledges at the High Level Review of UNSCR 1325 in October 2015. Those relating to the UK Armed Forces were: by November 2016, all UK troops deployed on overseas missions will receive training on WPS and Preventing Sexual Violence; include WPS in all pre-deployment training by November 2016; ensure that all future relevant military doctrines are gender-sensitive (where appropriate and applicable); grow and strengthen the pool of gender advisors within the MoD; continue to strengthen UK overseas training of foreign troops, particularly 'Train the Trainer' packages.



Quotas

There is no quota system for men or women in the British Armed Forces.

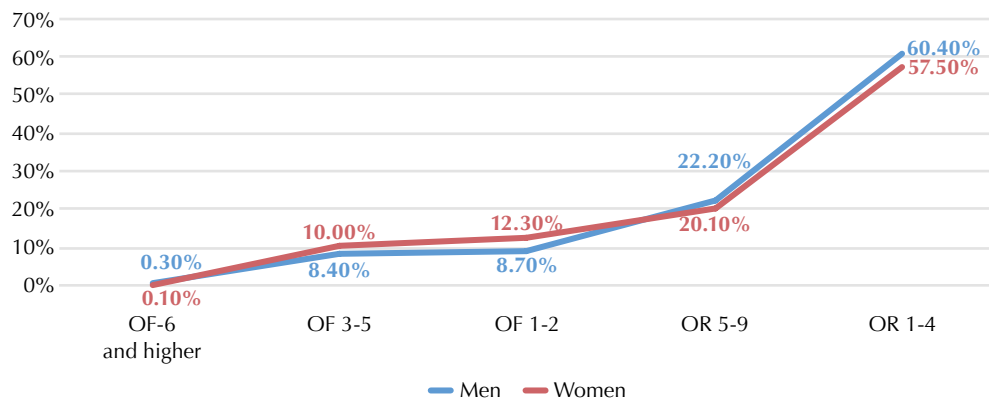
Reserves, National Guard and Other Military Services

There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee and there are policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves. Incentives for civilian employees to enter the Reserves, the National Guard or other military structures, include bounty pay.

Retention Policies

The British Armed Forces have retention policies, including specific retention policies for women. The Defence Diversity and Inclusion Programme (DDIP) targets recruitment and retention of women and other underrepresented groups and an enhanced occupational maternity scheme which tops up a woman's pay to full pay for the first 6 months of maternity leave in return for a one year return of service when they come back to work.

Figure 4: Distribution of men and women by rank



Reasons for Leaving the Military

In 2015, out of the 18,080 military that left the British Armed Forces, 1,670 were women. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 9.2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 90.8%.

Parental Rights

Parental leave is 52 weeks and it is shareable between parents.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	51.5%	5.0%
Air Force	19.0%	3.1%
Navy	19.4%	2.0%
Other	0.0%	0.0%
Total	89.9%	10.1%
Ranks	Men	Women
OF 6 and above	0.3%	0.1%
OF 3-5	8.4%	10.0%
OF 1-2	8.7%	12.3%
OR 5-9	22.2%	20.1%
OR 1-4	60.4%	57.5%

Prevention of Sexual Harassment and Sexual Abuse

There are strategies and programs to prevent sexual harassment. In 2015, 20 women and 10 men reported cases of sexual harassment and sexual abuse.

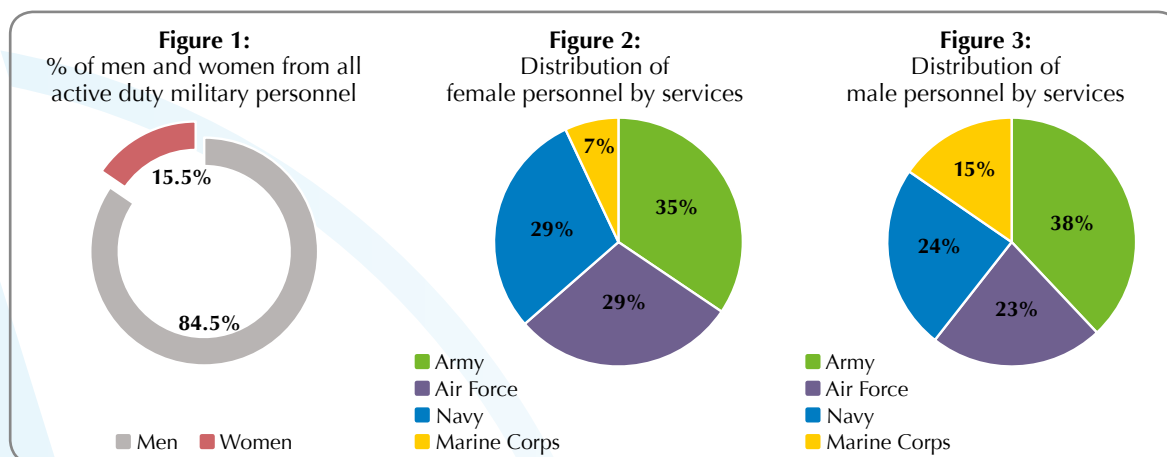
Gender Advisors

The British Armed Forces have 8 gender advisors and 12 gender focal points. In 2015, 1 gender advisor was deployed.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, the U.S.A. enforced new policies and legislation related to the implementation of gender perspectives in the US Armed Forces. In December 2015, Secretary of Defence opened all occupations, positions and units previously closed under the 1994 Direct Ground Combat Definition and Assignment Rule to women. Services were directed to take immediate steps to ensure combat equipment for female military members is properly designed and fitted.



Quotas

There is no quota system for men or women in the US 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. There are military entities that deal with the integration of gender perspectives in the armed forces. Under Secretary of Defence for Personnel and Readiness is the principal staff assistant to the Secretary of Defence for Total Force Management as it relates to readiness, National Guard and Reserve Component affairs, health affairs, training and personnel requirements and management, including equal opportunity, morale, welfare, recreation, and quality of life matters. Military Personnel Policy, Officer and Enlisted Personnel Management is the primary office of responsibility for assignment policy which includes gender related issues. Force Resiliency provides oversight for Diversity Management and Sexual Assault Prevention and Response Programs.

Reserves, National Guard and Other Military Services

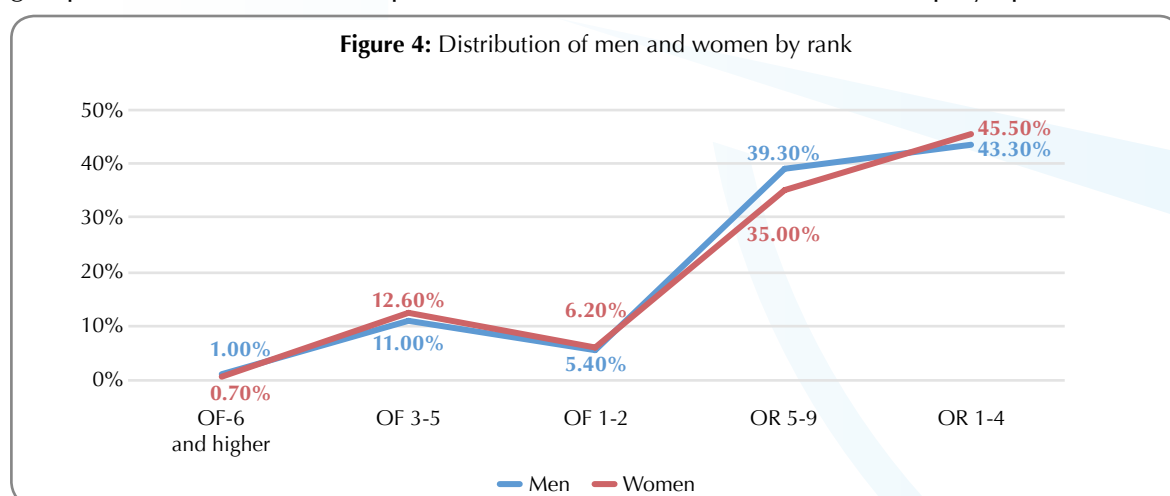
There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. According to the United States Department of Defence (DoD) Instruction on “Full-Time Support (FTS) to the Reserve Components (RC)”, RCs maintain a cadre of FTS personnel who are primarily responsible for assisting in the organization, administration, recruitment, instruction, training, maintenance and supply support to the RCs. The mix of FTS personnel includes military technicians who as a condition of their civilian employment must maintain dual status as members of the Selected Reserves of the RC and will remain qualified in both their civilian and military positions. There are no policies to compensate employers who hire civilians who have joined military structures, such as active reserves. The DoD Directive on the National Committee for Employer Support of the Guard and Reserve promotes both public and private understanding of the National Guard and Reserve programs in order to gain employer and community support for the Reserve components. The Committee provides administrative support for nonmonetary incentives for employers. There are no incentives for civilian employees to enter the Reserves, National Guard, or other military structures. The “Employer Support of the Guard and Reserve Employer Awards” programme was established to recognize employers who support their Guard and Reserve employees.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight), are the same for men and women. Each military service determines the requirements for physical fitness tests. Generally, physical fitness test requirements are based on age, gender and the amount of repetitions or time elapsed for each event. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 8,696 female applicants, 856 were successfully recruited. Out of 30,938 male applicants, 2,964 were successfully recruited.

Retention Policies

The US Armed Forces have retention policies. Each service develops retention program objectives to meet the needs of the service. There are no specific retention policies for women. There are networks to support women in the military: Women’s Military Service for America Memorial Foundation, Service Academies Social Networking, Lean in Circles (small peer groups), Sea Service Leadership Association and Joint Women’s Leadership Symposium.



Reasons for Leaving the Military

Every member who voluntarily separates from active duty is required to take a survey as part of out processing on attitudes towards military service; reasons for leaving; attitude towards leadership; pay and benefits; job satisfaction; plans for activities after service; affiliation with reserve component; other issues deemed appropriate by the service. Additionally, information obtained by the Veterans Administration is shared with DoD. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family, limited leadership opportunities, injury and retirement. Men also leave due to the fulfilment of the initial contract or service obligation.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both sexes. Men and women must meet the physical requirements for major weapons systems; Equip is field test for suitability for both men and women and retrofitted as appropriate. For berthing and privacy, military facilities are adapted for men and women. Field uniforms, protective gear, headgear and boots are adapted to both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is 12 weeks in total and it is not transferable between parents. Paternity leave is 2 weeks. The Career Intermission Program supports the work-life balance for military personnel and includes leave active duty for up to 3 years, retain health and dental care, monthly stipend and child-care delivery through multiple systems. Part-time employment is not allowed. Flexible hours are allowed in case of parental leave and caring for elderly or sick people. Commanders and supervisor have the flexibility to adjust work schedules. The Military Family Readiness and the Family Care Plans are special programmes to support parents when both are members of the armed forces. The DoD Directive on Family Care Plans establishes policy, assigns responsibilities and prescribes procedures for the care of dependent family in the event of deployment. The Plan also offers support for service duties to single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, day-care for children at defence ministries and military installations or child vouchers, flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	32.1%	5.3%
Air Force	19.1%	4.5%
Navy	20.3%	4.6%
Other	13.0%	1.1%
Total	84.5%	15.5%
Ranks	Men	Women
OF 6 and above	1.0%	0.7%
OF 3-5	11.0%	12.6%
OF 1-2	5.4%	6.2%
OR 5-9	39.3%	35.0%
OR 1-4	43.3%	45.5%

Table 2: All Operations		
Service	Men	Women
Army	35.9%	3.7%
Air Force	18.4%	3.0%
Navy	27.1%	5.4%
Other	6.2%	0.2%
Total	87.7%	12.3%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	54.5%	12.5%
Air Force	16.5%	4.8%
Navy	5.4%	1.6%
Other	4.6%	0.2%
Total	81.0%	19.0%
Ranks	Men	Women
OF 6 and above	0.9%	0.7%
OF 3-5	10.0%	10.5%
OF 1-2	4.9%	4.7%
OR 5-9	42.3%	38.2%
OR 1-4	41.9%	45.9%

Prevention of Sexual Harassment and Sexual Abuse

The 2014-2016 Sexual Assault Prevention and Response Strategy and the 2013 DoD Report on Substantiated Incidents of Sexual Harassment aim at preventing sexual harassment and sexual abuse in the US Armed Forces. As for specific programmes, the DoD Directive “Military Equal Opportunity” requires annual training on the prevention of sexual harassment. Appointed personnel deal with and report sexual harassment. There are formal procedures for reporting of harassment for female or male victims. The DoD Directive “Military Equal Opportunity” requires Services to develop complaint reporting and processing procedures. In 2015, 392 men and women reported cases of sexual harassment and 4058 women and 1234 men reported cases of sexual abuse. The crimes reported include sexual assault, sexual harassment and rape.

Gender Education and Training

The US Armed Forces have 3 gender-related training programmes:

1. The “Military Equal Opportunity Programme” addresses discrimination based on gender, including sexual harassment, race and national origin. It targets all military ranks. It is a pre-deployment phase, in-theatre training. It is part of the standard national training.
2. The “Sexual Assault Prevention and Response Program” addresses what sexual assault is, reporting and first responder support, preventive methods, accountability and legal and administrative punishment. It targets all military ranks. It is a pre-deployment phase, in-theatre training. It is part of the standard national training.
3. The training “Combating Trafficking in Persons” is an awareness training addressing reporting requirements and legal and investigative processes. It targets all military ranks. It is a pre-deployment phase, in-theatre training. It is part of the standard national training.

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

Gender Advisors

The armed forces and the MoD have 2 trained gender advisors. The gender advisors receive the trainings “Host Nation Procedures” and “Cultural Awareness”. So far, 2 gender advisors were deployed, both of them in 2015. There are no gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

The U.S.A. took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The Defence Human Goals Charter supports and reinforces leadership's commitment to uphold, the Department values a more inclusive environment and the US Armed Forces established working groups at the DoD level to review and revise current policies to reinforce accountability at all levels. The country also took action towards the implementation of the 2014 NCGP Recommendations to the MC. Actions include the DoD-wide 3-year comprehensive review of women in the services (gender integration) policies and the validation of occupational standards as gender neutral and operationally relevant. The Defence Advisor Committee on Women in the Services was established in 1951 and continues to inform and advise policies relating to the employment of female military.

9 2015 National Reports from NATO Partner Nations

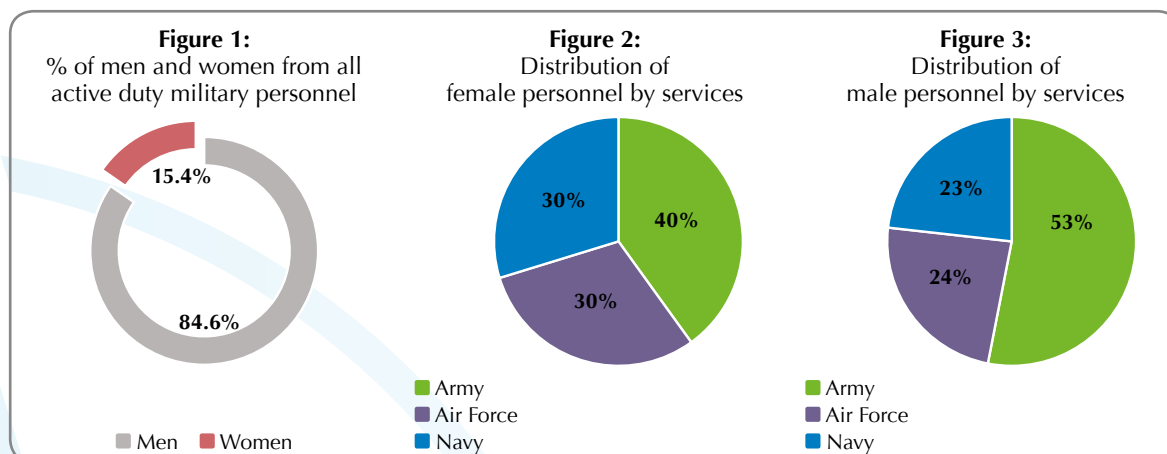
With the NATO/EAPC Policy and Action Plan, EAPC Partner Nations as well as Afghanistan, Australia, Japan, Jordan, New Zealand and the United Arab Emirates were requested to submit their National Reports to the IMS Office of the Gender Advisor (GENAD) at NATO HQ. 9 nations in total submitted their Report, and they are presented in this chapter.





Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Australia enforced new policies and legislation related to the implementation of gender perspectives in the Australian Defence Forces (ADF).



Quotas

There is a quota system for men and women in the ADF: the three services each set recruiting goals which include specific targets for enlisting women.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the armed forces. The Office of the Director of the National Action Plan for Women, Peace and Security at the departmental level and gender advisors in the Headquarters of each of the three services and at Joint Operations Command deal with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

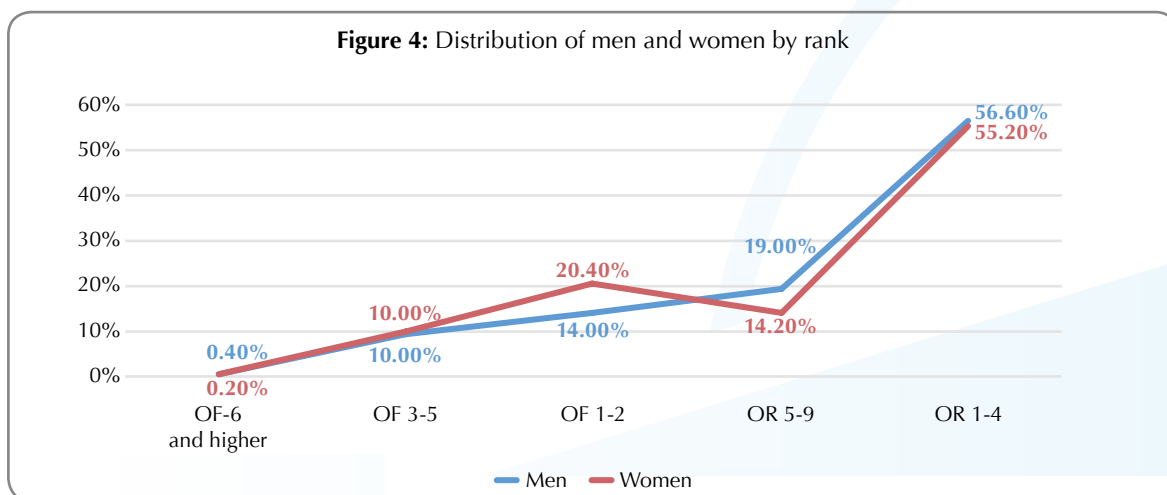
There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee: direct entry recruitment is possible into the Army and Air Force Reserves, with specific policies to support the recruitment, training, employment and career management of Reservists. Employers may be eligible for a support payment for the time employees are absent from their civilian workplace due to military service. There are incentives for civilian employees to enter the Reserves, National Guard, 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.

Enlistment Requirements

Enlistment requirements, including those related to physical characteristics (e.g. height, weight), are the same for men and women. As regards enlistment requirements for the physical fitness test different for men and women, there are different standards for men and women in all three services. Army has the highest physical standard for enlistment and to increase women's recruiting has developed a conditioning program for women who do not yet meet the fitness standard, where they can be provisionally enlisted and provided with fitness training prior to commencing their recruit course. There are certain medical tests that are specific to women (e.g. pregnancy tests). Men and women enlist at the same age. Each of the services have their own policies to promote the recruitment of women: for example, Army has the preconditioning program; a policy to prioritise recruiting women when they are ready; recruit to area – where women can agree with Army what geographic area they will be posted to prior to enlistment; and reduced minimum period of service for women in some roles. Air Force initiatives include the graduate pilots' scheme, flying scholarships. In 2015, 74 women and 208 men were successfully recruited.

Retention Policies

The ADF have retention policies. Each of the services support women's networking groups which operate at the local level but are managed and supported nationally. There are no specific retention policies for women.



Reasons for Leaving the Military

An optional survey is offered to all personnel leaving the military. In 2015, 755 women and 4,161 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 15.4%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 84.6%. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family and the desire to make a career change while still young enough. Women report low morale in the work environment and issues with day to day unit management of personnel matters. Additional reasons for men are lack of job satisfaction and better career prospects in civilian life.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is adapted for both men and women and specific female and male facilities are provided at all defence installations. All three services provide specific female and male uniforms.

Parental Rights

Legal social support is given to both parents of a new-born child in the form of paid maternity and parental leave and provision for extended periods of leave without pay. Parental leave is up to 52 weeks, of which 14 are paid, and it is not transferrable between parents. Paternity leave is 2 weeks. The Defence has a flexible work policy that is available to all military personnel: part-time employment and flexible hours are allowed in case of parental leave, care of elderly or sick people and studies. There is no restriction on the circumstances for which a member can apply for part time leave or variable working hours without pay. There are special programmes to support parents when both are members of the armed forces and there is support for service duties to single parents, divorced parents, or widows/widowers looking after their children in the form of flexible working arrangements, including variable working hours and working from home. Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, day care for children at defence ministries and military installations or child vouchers and flexible working and service hours or variable start/finish times of the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	44.9%	6.1%
Air Force	20.1%	4.6%
Navy	19.7%	4.6%
Other	0.0%	0.0%
Total	84.6%	15.4%
Ranks	Men	Women
OF 6 and above	0.4%	0.2%
OF 3-5	10.0%	10.0%
OF 1-2	14.0%	20.4%
OR 5-9	19.0%	14.2%
OR 1-4	56.6%	55.2%

Table 2: All Operations		
Service	Men	Women
Army	37.7%	4.7%
Air Force	31.8%	5.2%
Navy	16.8%	3.8%
Other	0.0%	0.0%
Total	86.3%	13.7%
Ranks	Men	Women
OF 6 and above	1.0%	0.6%
OF 3-5	20.2%	20.4%
OF 1-2	2.4%	6.4%
OR 5-9	38.6%	32.1%
OR 1-4	37.8%	40.5%

Table 3: NATO Operations		
Service	Men	Women
Army	81.1%	8.7%
Air Force	5.2%	1.4%
Navy	2.4%	1.1%
Other	0.0%	0.0%
Total	88.7%	11.3%
Ranks	Men	Women
OF 6 and above	2.5%	4.2%
OF 3-5	19.1%	29.6%
OF 1-2	2.2%	4.2%
OR 5-9	26.1%	29.6%
OR 1-4	50.1%	32.4%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	53.0%	8.4%
Air Force	16.8%	4.2%
Navy	13.8%	3.8%
Other	0.0%	0.0%
Total	83.6%	16.4%
Ranks	Men	Women
OF 6 and above	0.7%	0.2%
OF 3-5	15.7%	13.0%
OF 1-2	12.8%	17.6%
OR 5-9	18.2%	15.9%
OR 1-4	52.6%	53.3%

Prevention of Sexual Harassment and Sexual Abuse

The Sexual Misconduct Prevention and Response Office provides training and other strategies to prevent sexual harassment and sexual abuse. Programmes related to the prevention of sexual harassment include the Sexual Ethics Education in Defence Learning Strategy, which aims to ensure all Australian Defence Force (ADF) personnel have the required knowledge, skills and attitudes to make sound ethical decisions in their sexual relationships. Appointed personnel deal with or to report sexual harassment and formal procedures exist for reporting of harassment for female or male victims. Procedures are detailed in Defence Instruction (General) Personnel 35-4 'Reporting and Management of Sexual Misconduct including Sexual Offences'. In 2015, 181 women and 51 men reported cases of sexual assault, sexual harassment and rape. The ADF do not collect data separately classifying stalking incidents.

Gender Education and Training

The ADF have 7 gender-related training programmes:

1. The ADF Peace Operations Training Centre provides a WPS training module to all personnel deploying to United Nations (UN) missions. The training addresses WPS, gender in military operations and reporting requirements. It targets officers and all NCOs. It is a pre-deployment phase training.
2. The Defence provides pre-deployment training on gender in military operations to personnel deploying to NATO, Middle East, and UN operations. The training addresses WPS, gender in military operations and reporting requirements. It targets all military ranks. It is a pre-deployment phase training.
3. A joint service working group is currently examining the inclusion of WPS into operational training for all new officer and NCOs, and it is anticipated that this training will commence in 2016. The training covers WPS, gender, Children and Armed Conflict (CAAC) and reporting. It targets all military ranks. It is part of the standard national training.
4. The Australian Defence Force Academy has integrated WPS modules into its Military Education and Training continuum to be delivered across the three year study cycle of officer cadets. The topics are WPS and gender in military operations. It target OF-1 to OF-2. It is part of the standard national training.
5. Training is provided to senior officer staff courses at the Centre for Defence and Strategic Studies (OF-5 level) and Australian Command and Staff Course (OF-4 level). The training addresses WPS, gender in military operations and planning considerations. It targets OF-3 to OF-5. It is part of the standard national training.
6. The Australian Civil Military Centre conducts Civil-Military Interactive Workshops with national and foreign security sector personnel, and pre-deployment training for the Australian Federal Police. The workshops address WPS, gender in military operations and planning considerations. It targets all officers and OR-5 to OR-9. It is part of the standard national training.
7. WPS has been incorporated into training delivered through the Defence Co-operation Liaison Office, and also to Defence Attaché courses. The training and courses address NAP, WPS and engagement. It targets officers and OR-5 to OR-9. It is a pre-deployment phase training.

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

Gender Advisors

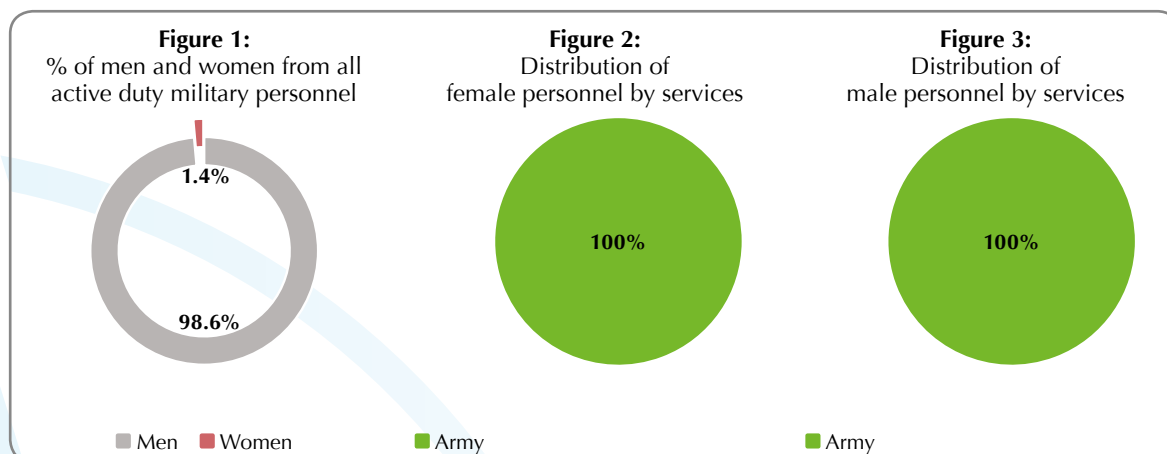
The gender advisors of the ADF attend the NATO gender advisor course and/or have operational and have joint exercise experience as a gender advisor. The ADF have 10 trained gender advisors. So far, 15 gender advisors have been deployed, 4 in 2015, including GENAD to Commander of Australian Forces in the Middle East. The ADF have gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Australia has taken action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The ADF has done a lot of work over the last four years to strengthen values and to create an environment free from harassment and Sexual and Gender Based Violence (SGBV), under the auspices of the cultural reform agenda 'Pathway to Change'. The Sexual Misconduct Prevention and Response Office was created to provide policy; training; data collection and reporting; advice; and a channel for victims to report sexual harassment and SGBV. The ADF has created a gender advisor network, as part of implementation of Australia's National Action Plan, which works to build capacity on gender perspectives. The country took action towards the implementation of the 2014 NCGP Recommendations to the MC. Defence has worked to increase the representation of women in the armed forces, including setting targets for women in the fulltime forces of 15% for Army and 25% for each of Navy and Air Force by 2023. To achieve this, the organisation has reviewed and modified policies relating to flexible work and sexual misconduct reporting and management; and has taken action to ensure that barriers to women joining or remaining in the armed forces are removed.

Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies or legislation related to the implementation of gender perspectives in the Austrian Armed Forces (AAF) were enforced during 2015.



Quotas

Austria has a quota system for men and women in the armed forces. According to the General Women's Advancement Plan of the Federal Ministry of Defence and Sports the overall goal is to reach 50% of female personnel.

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. There is no military entity that deals with the integration of gender perspectives in the armed forces.

Reserves, National Guard and Other Military Services

The Federal Act for Equality for the Federal Government sets up policies to support entry into the Reserves or National Guard, or other military structures, as civilian employees. There are no policies to compensate employers who hire civilians who have joined military structures, such as Active Reserves, nor are there incentives for civilian employees to enter the Reserves, National Guard or other military structures.

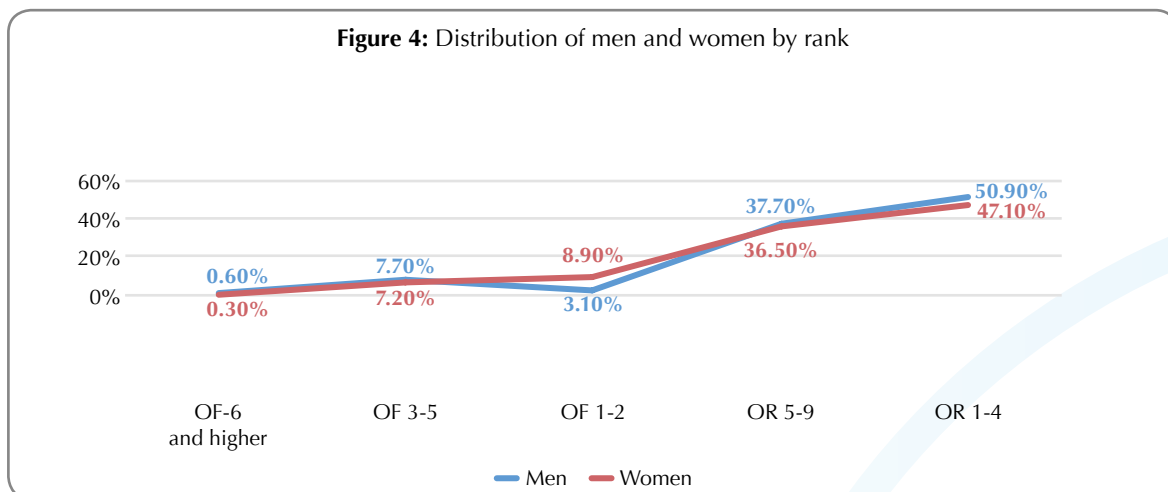
Enlistment Requirements

Enlistment requirements are different for men and women as regards physical fitness tests. Different parameters apply to various physical tests such as running (longer), push-ups and pull-ups (smaller numbers). Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women enlist at the same age. Austria has policies that promote the recruitment of women in the military: special recruitment activities include the annual "Girl's Day" and special open door days in the barracks. In 2015, out of 2 female applicants, 1 was successfully recruited. Out of 55 male applicants, 25 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The AAF do have retention policies. Since Austrian soldiers, female or male, are officials, all soldiers have a life-time duty until they start drawing their pension. There are no specific retention policies for women. As regards ways to support women in the military, once a year there is a 3-day meeting aimed at facilitating networking between female soldiers. Each year the armed forces assess and review the situation of female soldiers in the AAF. In addition, a female mentoring programme has been set up.



Reasons for Leaving the Military

The AAF conduct special exit interviews for men and women who leave the military. In 2015, 21 women and 996 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 98%. The main reasons why women tend to leave the armed forces are difficulties in balancing work and family, limited leadership opportunities and difficulties in meeting physical requirements. The main reasons for men are difficulties balancing work-family life and injury.

Military Equipment, Facilities and Uniforms Adaptation

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both men and women with separate dorms and washrooms.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Working is prohibited for mothers eight weeks before and eight weeks after childbirth, but they are fully entitled to regular payment. The father can voluntarily take up to four weeks' leave from the birth of his child. Parents can share the responsibilities for the care of the child and the parent who takes care of the child receives a child care allowance from the State for the period of childcare. Parental leave is 104 weeks and it is not transferable between parents. Mothers have to take a minimum of 16 weeks leave around the time of the child's birth. Programmes to support the work-life balance of military personnel include the Women's Advancement Plan, kindergartens and child-care services in summer provided by internal structures. Training periods are organized to better meet child-care needs. According to the Federal Act for Government Employees, part-time employment and flexible hours are allowed for all employees. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced

parents, or widows/widowers looking after their children. Child-care policies involve extra weeks of subsidized maternity/paternity leave, day care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times of the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	98.6%	1.4%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.6%	1.4%
Ranks	Men	Women
OF 6 and above	0.6%	0.3%
OF 3-5	7.7%	7.2%
OF 1-2	3.1%	8.9%
OR 5-9	37.7%	36.5%
OR 1-4	50.9%	47.1%

Table 2: All Operations		
Service	Men	Women
Army	98.1%	1.9%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	98.1%	1.9%
Ranks	Men	Women
OF 6 and above	0.7%	0.0%
OF 3-5	13.5%	11.4%
OF 1-2	8.2%	19.8%
OR 5-9	59.5%	46.2%
OR 1-4	18.1%	22.6%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	99.4%	0.6%
Air Force	0.0%	0.0%
Navy	0.0%	0.0%
Other	0.0%	0.0%
Total	99.4%	0.6%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.5%	3.1%
OF 1-2	7.9%	18.7%
OR 5-9	24.6%	31.3%
OR 1-4	61.9%	46.9%

Prevention of Sexual Harassment and Sexual Abuse

As part of the awareness raising activities for social interaction, the AAF have strategies to prevent sexual harassment and sexual abuse. There are no programmes related to the prevention of sexual harassment, nor are there appointed personnel to deal with or to report sexual harassment. Formal procedures exist for female or male victims to report harassment. No cases of sexual harassment in the AAF were reported in 2015.

Gender Education and Training

The AAF have 1 gender-related training programme:

1. The "Gender Mainstreaming Seminar" addresses basic knowledge of gender mainstreaming in military operations and updates on modern lecturing and training methods. It targets all officers and NCOs. It is part of the standard national training.

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

Gender Advisors

The AAF have 8 trained gender advisors who received training only for deployment abroad. So far, 3 gender advisors have been deployed, 1 in 2015. The armed forces have gender focal points.

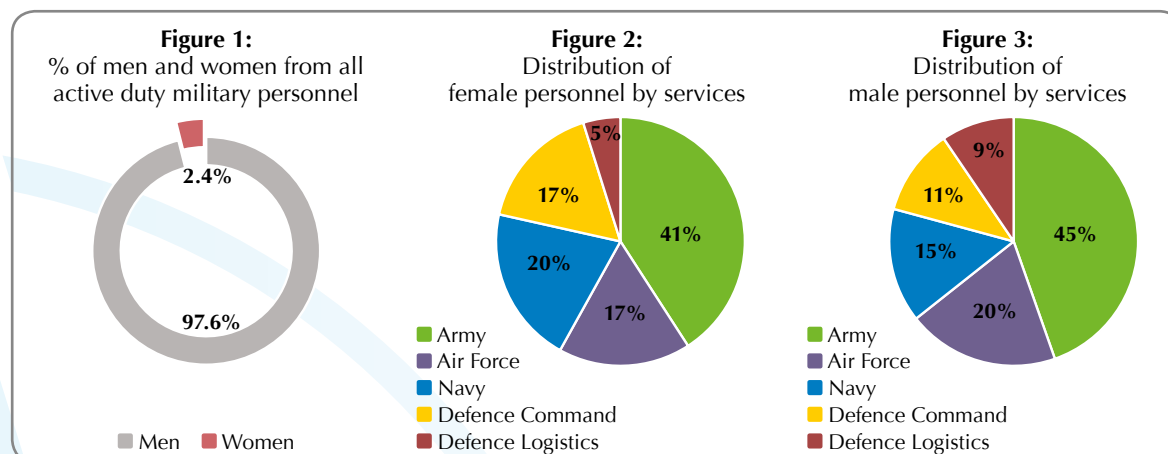
Implementation of the 2015 and 2014 NCGP Recommendations

Austria has not taken any action towards the implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No specific policies nor legislation related to the implementation of gender perspectives in the Finnish Defence Forces (FDF) were enforced during 2015.



Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the FDF, nor are there restrictions that apply only to operations. A specific unit within the Division of Training and Exercises of Defence Command deals with the integration of gender perspectives in the FDF. The unit produces administrative regulations and advises on the topic.

Reserves, National Guard and Other Military Services

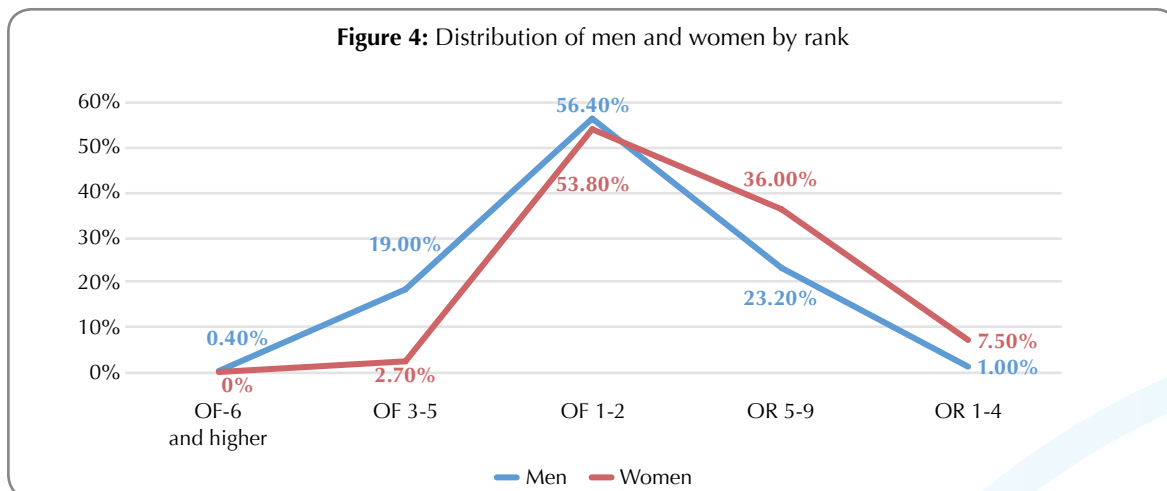
There are no policies to support entry into the Reserves or National Guard or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures, such as active Reserves, nor are there incentives for civilian employees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

Enlistment Requirements

Enlistment requirements, including those related to the physical fitness test, are the same for men and women. Men and women enlist at the same age. The FDF organises different recruitment campaigns to promote women's employment in the military. The FDF also works hard to promote gender equality in conscription and hire both civilian and military personnel. In 2015, out of 29 female applicants, 3 were successfully recruited. Out of 420 male applicants, 160 were successfully recruited.

Retention Policies

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



Reasons for Leaving the Military

The FDF carry out exit surveys for men and women who leave the military and the personnel who exit the military also have a conversation with their unit. In 2015, 359 women and 1,124 men left the FDF. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 24.2%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 75.8%. The main reasons why men and women tend to leave the armed forces are retirement and the opportunity to have new careers outside the military.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and uniforms are not adapted for both men and women. Both sexes have their own military facilities.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is 52 weeks and it is transferable between parents. Mothers have free health care during pregnancy and receive a total of one month of paid leave before the due-date. Paternity leave is 4 weeks. Policies to support the work-life balance of military personnel are written down in the Personnel Strategy which involve flexible work time arrangements. Part-time employment and flexible hours are allowed in case of parental leave, caring for elderly or sick people and studies. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced parents or widows/widowers looking after their children. Child-care policies include extra weeks of subsidized maternity/paternity leave. Public day-care services are well organised in Finland and military personnel also use these services.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	43.5%	1.0%
Air Force	19.3%	0.4%
Navy	14.5%	0.5%
Other	20.3%	0.5%
Total	97.6%	2.4%
Ranks	Men	Women
OF 6 and above	0.4%	0.0%
OF 3-5	19.0%	2.7%
OF 1-2	56.4%	53.8%
OR 5-9	23.2%	36.0%
OR 1-4	1.0%	7.5%

Table 2: All Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	98.6%	1.4%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	24.3%	0.0%
OF 1-2	49.3%	60.0%
OR 5-9	26.1%	40.0%
OR 1-4	0.3%	0.0%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	95.5%	4.5%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Prevention of Sexual Harassment and Sexual Abuse

The FDF have a National Plan on Gender Equality and Non-Discrimination that aims at incorporating the principles of equality and non-discrimination in all planning, actions, and leadership. Bullying and sexual harassment are strictly forbidden. Each administrative unit must elaborate a local plan to explain how the problems that have arisen in the unit have been dealt with. The FDF National Plan on Gender Equality and Non-Discrimination contains instructions on how to draw up the local plans and on how to prevent harassment and bullying in conscription. The FDF also have administrative regulations to prevent and handle cases of indiscreet behaviour and inappropriate treatment of personnel. The National Plan contains instructions for those cases of inappropriate behaviour to support the victims. If superiors can't solve the problem, then health and security authorities take action. Programmes related to the prevention of sexual harassment include education and training for employed personnel and conscripts. Appointed personnel deal with and report sexual harassment. Formal procedures exist for female or male victims of report harassment: victims report to their superiors and if this is not possible, they contact safety authorities who can forward the case to civilian police and civilian courts. As the FDF don't have military courts, all cases are handled in civilian courts. In 2015, 19 women and 10 men reported cases of sexual harassment and stalking.

Gender Education and Training

The FDF have 3 gender-related training programmes that address UNSCR 1325 and gender topics:

1. The pre-deployment training for crisis management personnel targets all military ranks which receive basic education on gender via lessons and practical training.
2. The Finnish Defence Forces International Centre (FINCENT) organises different courses for leaders and specialists in crisis management. The courses target all officers and they are pre-deployment phase courses.
3. The Defence University offers education and training to cadets in their Bachelor or Master studies. The targets are OF-1 to OF-2. It is part of the standard national training.

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

Gender Advisors

The FDF have 35 trained gender advisors. All gender field advisors (GFA) and gender advisors attend the Nordic Centre for Gender in Military Operations (NCGM) courses in Sweden. So far, 6 gender advisors have been deployed, 2 of them in 2015 (including one GFA at the United Nations Interim Force in Lebanon). There are no gender focal points.

Implementation of the 2015 and 2014 NCGP Recommendations

Finland has not taken any action towards the implementation of the 2015 and 2014 NCGP Recommendations to the Military Committee.

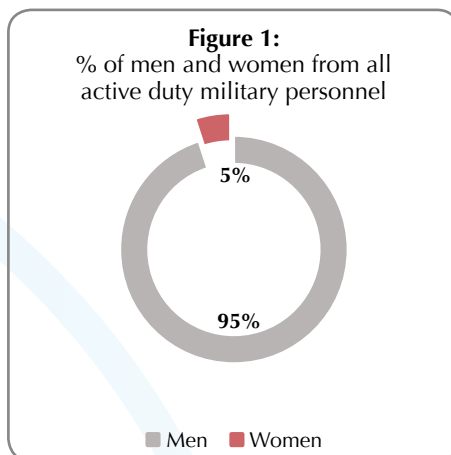
Additional Information

Finland has a conscript military. Around 25,000 young men (75% of all men of the age range) do conscript service every year and there are around 400 volunteer women annually. Service lasts 6, 9 or 12 months after which time conscript personnel enter the Reserve for several decades. In times of peace all officers and NCOs work as trainers. The FDF consist of 250 employed soldiers and 5,000 hired civilians, 2,300 of whom are women. In times of war the military is around 230,000 soldiers and almost all are Reservists.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Georgia enforced new policies and legislation related to the implementation of gender perspectives in the Georgian Armed Forces (GAF). Based on the Ministry of Defence's (MoD) "Gender Equality Strategy", the Gender Equality Monitoring Team Regulation has been developed. The Regulation describes the competencies and responsibilities of the team members and gender advisors.



Quotas

There is no quota system for men or women in the Georgian 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. The Gender Equality Monitoring Group is responsible for integrating gender perspectives in the armed forces. The Monitoring Group coordinates activities such as training on the integration of UNSCR 1325 into pre-deployment training for international peacekeeping missions. The Ministry of Internal Affairs of Georgia (LEPL) David Agmashenebeli National Defence Academy of Georgia provides training and lectures to Bachelor students and Military Career School listeners.

Reserves, National Guard and Other Military Services

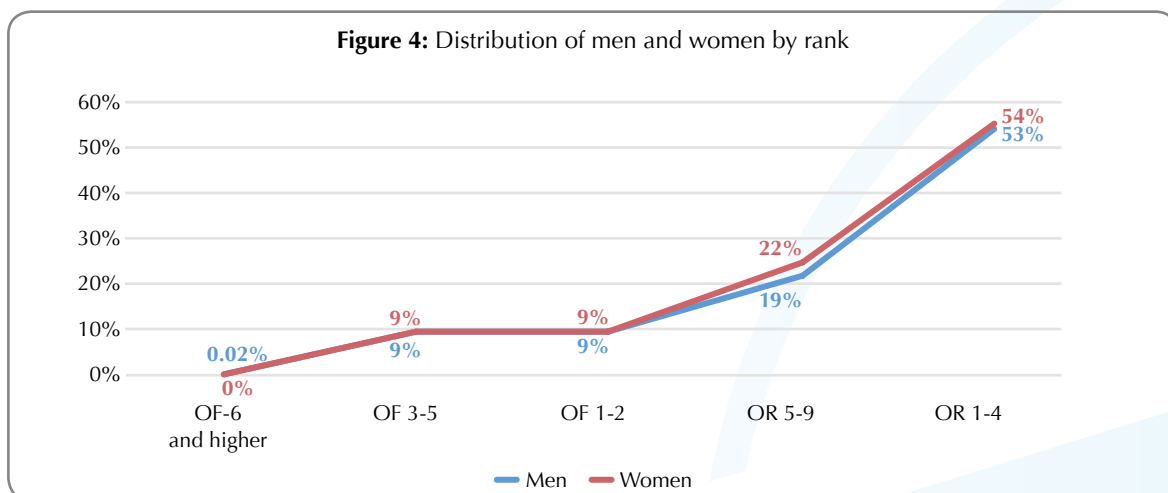
There are no policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. There are no policies to compensate employers who hire civilians who have joined military structures nor are there incentives for civilian employees to enter the Reserves,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

Enlistment Requirements

Enlistment requirements, including those for the physical fitness test, are the same for men and women, but women have lower physical fitness requirements. There are no differences in enlistment requirements related to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, 4 out of 14 female applicants at the Bachelor School and 4 out of 5 female applicants at the Officers Training Candidate School were recruited. 105 out of 271 male applicants at the Bachelor School and 66 out of 113 male applicants at the Officers Training Candidate School were recruited.

Retention Policies

The Georgian Armed Forces do have retention policies. Exit surveys are conducted twice a year. After the data is analysed, scarce specializations and vacancies are identified with plans to fill them by taking into consideration future demands of the armed forces. There are no specific retention policies for women.



Reasons for Leaving the Military

The Georgian Armed Forces carry out exit surveys twice a year for men and women who leave the military. Interviews are conducted 1 year and 6 months before the contract ends. The main reasons why men tend to leave the armed forces are difficulties in balancing work-family life, limited leadership opportunities and retirement.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment and uniforms are the same for men and women. Military facilities are adapted for both sexes: female and male personnel have separate accommodations, toilets and bathrooms.

Parental Rights

Legal social support is given to mothers during pregnancy. Paid maternity leave is 6 months and it is not transferable between parents. There are no specific programmes to support the work-life balance for military personnel. Part-time employment and flexible hours are not allowed. There are no special programmes to support parents when both are members of the armed forces, nor is there support for service duties to single parents, divorced parents, or widows/widowers looking after their children or child-care policies.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	95.0%	5.0%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 2: All Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	98.3%	1.7%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Table 3: NATO Operations		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	98.3%	1.7%
Ranks	Men	Women
OF 6 and above		
OF 3-5		
OF 1-2		
OR 5-9		
OR 1-4		

Prevention of Sexual Harassment and Sexual Abuse

The “Gender Equality Strategy” defines the measures to prevent sexual harassment and sexual abuse. There are no programmes related to the prevention of sexual harassment or formal procedures in place for female or male victims to report harassment. However, appointed personnel deal with and report sexual harassment. No cases of sexual harassment in the Georgian Armed Forces were reported in 2015.

Gender Education and Training

The GAF have 9 gender-related training programmes.

The training courses offered by the LEPL National Defence Academy Gender Trainers address gender equality principles and UNSCRs. They target:

1. Bachelor School students and Military Career Schools listeners with the ranks of officers and NCOs. It is an in-theatre phase training.
2. Pre-deployment military personnel with the ranks OF-1 to OF-2 and NCOs. It is a pre-deployment phase training.

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

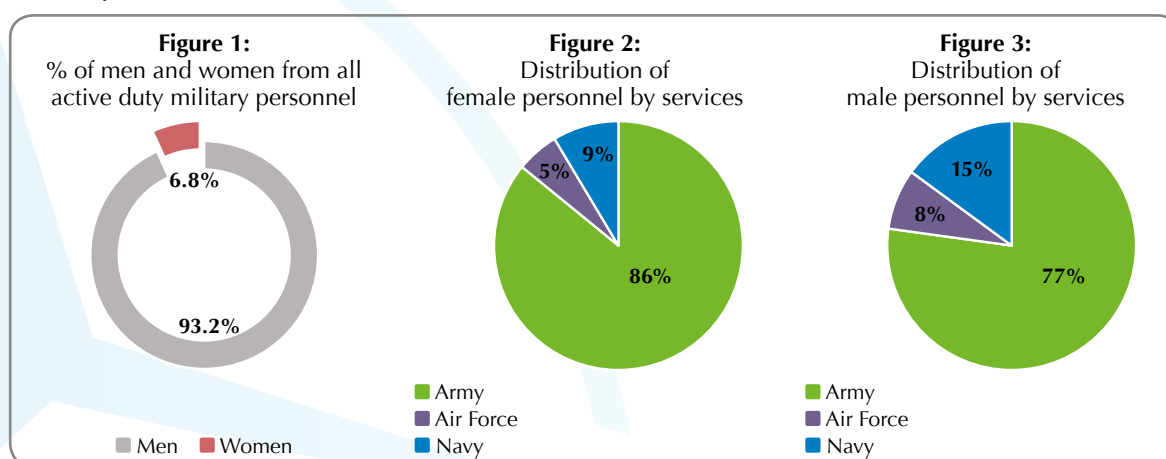
Gender Advisors

The armed forces and the MoD have 42 trained gender advisors. They received training regarding gender equality issues and UNSCR 1325 and related resolutions. So far, 42 gender advisors have been deployed, all of them in 2015. There are no gender focal points.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Defence Forces Enforced during 2015

In 2015, Ireland enforced new policies and legislation related to the implementation of gender perspectives in the Irish Defence Forces. Ireland's Second National Plan on Women, Peace and Security was published in 2015, the defence forces were listed as actors across all four pillars and were given 4 key tasks out of a total of 18 tasks. The aim of the Defence Forces Action Plan is not only to meet the requirements of the National Action Plan but also to plan the Who, What, Why, When and Where of the implementation of UNSCR 1325 into the defence forces. In an attempt to increase the participation of females within the defence forces, job sharing of a number of overseas appointments was initiated. These appointments are designated as family friendly appointments and are open to both female and male applicants. It is hoped the availability of these shorter deployments will appeal to females and encourage them to serve overseas more often and that this will also help to increase retention rates among female personnel.



Quotas

There is no quota system for men or women in the Irish Defence Forces.

Restrictions on the Incorporation of Women in the Defence Forces

There are no restrictions on the incorporation of women in the defence forces. All roles are open on an equal opportunities basis to men and women. Personnel are selected for various appointments and promotion on competency and merit. The Gender, Equality and Diversity Advisor is responsible for the integration of gender perspectives in the defence forces under the guidance of the General Staff.

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, nor are there policies to compensate employers who hire civilians who have joined military structures, such as active reserves. There are incentives for civilian employees to enter the Reserves, National Guard or other military structures. Members of the Reserves will receive more points than civilian applicants when applying to join the permanent defence forces.

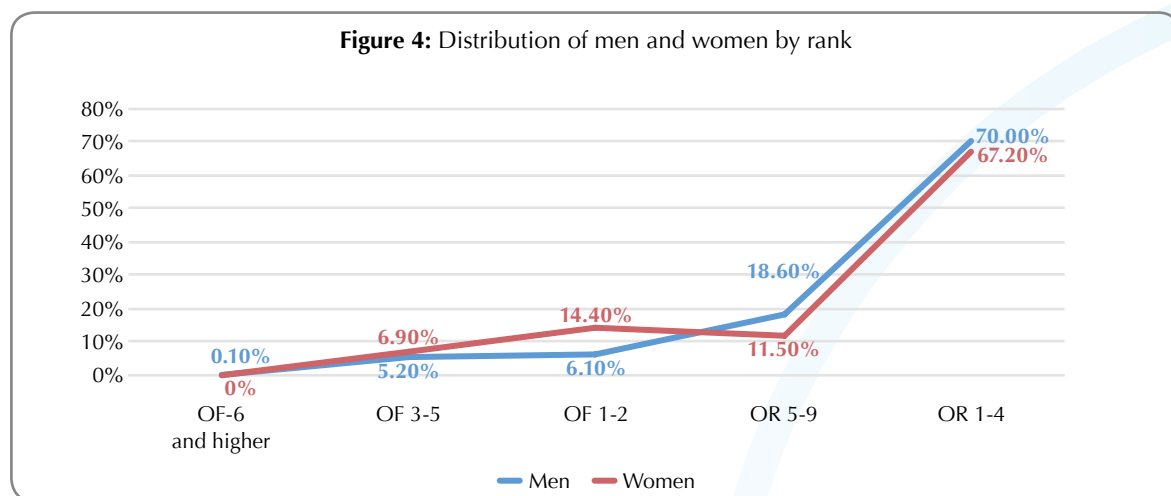
The accuracy of the information provided by national delegates is the responsibility of each nation.

Enlistment Requirements

As regards recruitment, all positions are open for women in the defence forces. Enlistment requirements are different for men and women; specifically, females can do modified push ups (on knees), and have an additional 1 minute and 30 seconds to complete a 1.5 mile run (males 11'40's, females 13'10's). Enlistment requirements related to physical characteristics (e.g. height, weight) are the same for both sexes. Men and women enlist at the same age. There are no specific policies that promote the recruitment of women in the military.

Retention Policies

The Irish Defence Forces do not have retention policies, nor are the specific retention policies for women. There is a pilot project of a Women's Network in an overseas environment currently being conducted. The possibility of establishing a defence forces wide Women's Network is currently being investigated.



Reasons for Leaving the Military

The Irish Defence Forces do not carry out exit surveys for men and women who leave the military. There is currently an independent academic institution carrying out a climate survey in relation to human resource matters such as retention and the reasons personnel may exit the organisation.

Military Equipment, Facilities and Uniforms Adaptation

Military equipment is fit for both men and women. Additionally, dress and combat uniforms/boots tailored for women are being procured. The service dress has also been fitted/tailored for women. Military installations have been adapted to both sexes; specifically the introduction of female toilets and female-only accommodation.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. The Defence Forces Maternity Policy has been updated to include female personnel not being deployed for two years after giving birth if that is their wish. Maternity leave is 42 weeks and is not transferable between parents. There is an overseas family friendly policy where personnel can submit a business case to deploy for a shorter mission due to family circumstances and is applicable to non-command appointments. Part-time employment is not allowed. It is at the discretion of the unit commander to decide whether a specific personal case may require flexible hours for a specified period if it is possible depending on their

appointment. Personnel Support Services are available to help personnel access services that are applicable to their individual situation. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	71.9%	5.9%
Air Force	7.4%	0.4%
Navy	13.9%	0.6%
Other	0.0%	0.0%
Total	93.2%	6.8%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	5.2%	6.9%
OF 1-2	6.1%	14.4%
OR 5-9	18.6%	11.5%
OR 1-4	70.0%	67.2%

Prevention of Sexual Harassment and Sexual Abuse

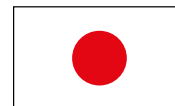
There are strategies and programmes to prevent sexual harassment and sexual abuse. The Defence Forces Policy and Procedures dealing with sexual harassment, harassment and bullying are a best practice, and has a robust accountability mechanism to deal with discrimination, sexual harassment and bullying against men and women in the defence forces. There is also a network of Designated Contact Persons (DCPs) who can inform and support victims of harassment. Military Police receive specialised training for the investigation of sexual assaults and also on how to deal with victims. All inductees receive specialised briefings related to harassment, sexual or otherwise. All personnel on career promotion courses receive further training during the course. Unit commanders are obliged to brief troops regularly on regulations pertaining to harassment. Harassment investigators and advisers are available, however, no protocol for victims is currently in place. All personnel receive training and briefings on the Defence Forces Discipline and conduct procedures during induction, career, courses, pre-deployment, and at various phases in their careers. A DCP's programme is also in place. All units have DCP's to assist personnel who may have experienced harassment or bullying. Appointed personnel deal with and report sexual harassment. Formal procedures exist for reporting of harassment for female or male victims.

Gender Education and Training

The Irish Defence Forces have 4 gender-related training programmes. The "Gender Awareness/SEA/GBV" briefings are given during all military courses for all officers and NCOs. These briefings include: gender awareness, sexual exploitation and abuse, gender based violence, human trafficking, UNSCR 1325 and related resolutions, Ireland's NAP on WPS and the defence force's action plan on UNSCR. Gender is a topic in operational planning, and included in pre-deployment training and/or exercises.

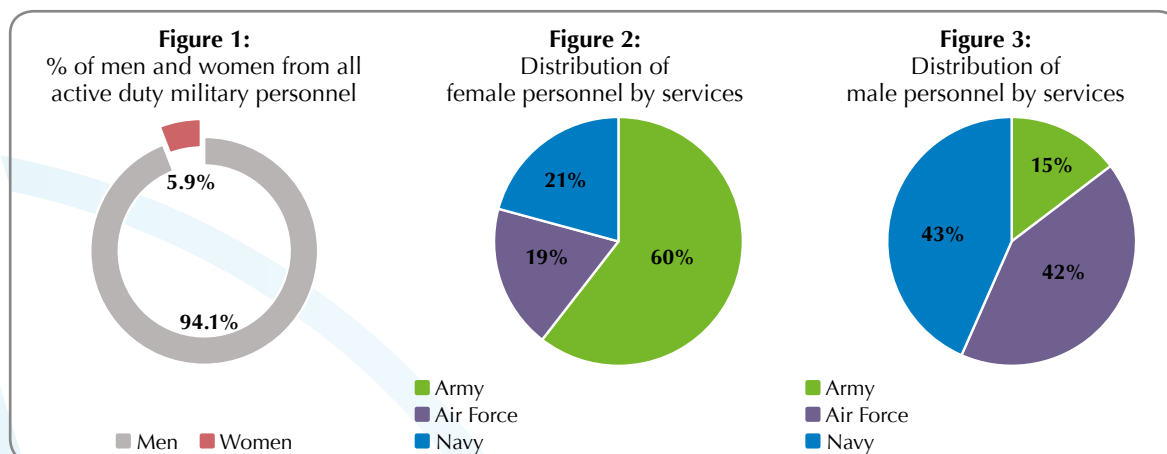
Gender Advisors

The Ireland Defence Force has 14 trained gender advisors. All 14 have completed the Defence Forces Gender Focal Point course and have attended the Comprehensive Approach to Gender in Operations courses run by ESDC and are trained in the Nordic Centre for Gender in Military Operations. So far, 6 gender advisors have been deployed, 3 of which in 2015. The Irish Inf Gp in UNIFIL have a gender advisor as part of the unit. The Irish Naval Service Migrant Rescue Operation in the Mediterranean have a gender advisor onboard the ship. The Irish Defence Forces have gender focal points. Each unit in the defence forces have Gender Focal Points who are trained by qualified gender advisors.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Japan Self-Defence Forces Enforced during 2015

In 2015, Japan enforced new policies and legislation related to the implementation of gender perspectives in the Japan Self-Defence Forces (JSDF).



Quotas

There is a quota system for men and women in the JSDF. According to the Ministry of Defence (MoD), more than 9% of JSDF personnel must be women by 2030. In order to reach that target, the MoD expects that more than 10% of the newly recruited JSDF personnel will have to be women after 2017. The MoD also aims at increasing the percentage of JSDF female personnel with the rank of Major or higher compared to the current ratio (3.1%) by 2020.

Restrictions on the Incorporation of Women in the Japan Self-Defence Forces

There are restrictions on the incorporation of women in the armed forces. Submarines are open to men only. The HR offices of each Force deal with the integration of gender perspectives in the JSDF and the "Work Life Balance Office" in the MoD is in charge of women's empowerment.

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 policies to compensate employers who hire civilians who have joined military structures. Companies that provide Reserves receive 42,500 yen per month (510,000 yen per year) for each Reservist. There are no incentives for civilian employees to enter the Reserves, National Guard, or other military structures.

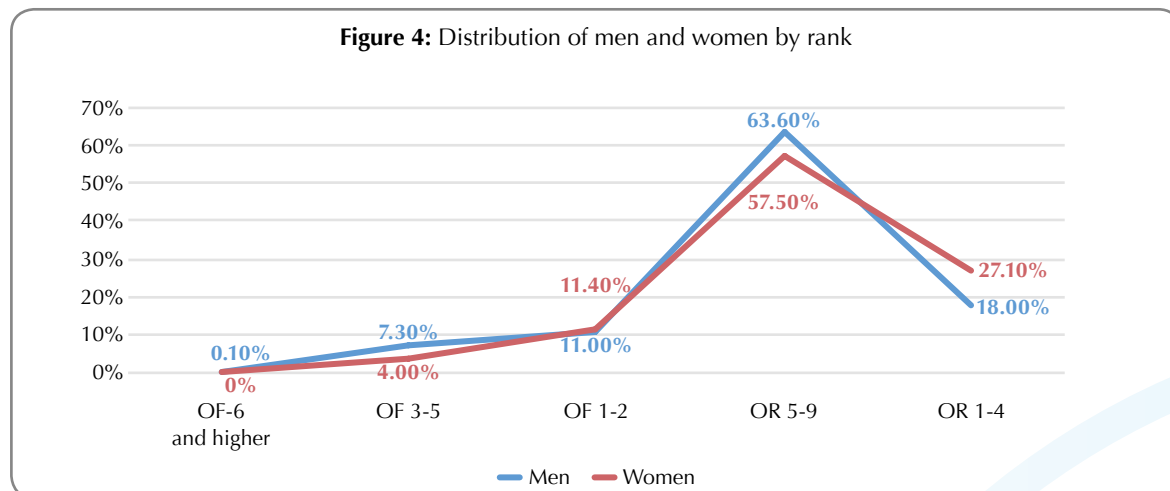
Enlistment Requirements

Enlistment requirements, including those related to physical characteristics, are different for men and women as regards height, chest size and weight. Enlistment requirements for the physical fitness test are the same for both sexes. Men and women enlist at the same age. There are no policies that promote the recruitment of women in the military. In 2015, out of 4,633 female applicants, 51 were successfully recruited. Out of 12,496 male applicants, 492 were successfully recruited.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Retention Policies

The JSDF do have retention policies, including specific retention policies for women. There are networks to support women in the military.



Reasons for Leaving the Military

The JSDF carry out exit surveys for women and men who leave the military. The main reasons why men and women tend to leave the armed forces are difficulties in balancing work and family life and retirement. An additional reason for men to leave the SDF is job change.

Military Equipment, Facilities and Uniforms' Adaptation

Military equipment is not adapted for men and women. Military facilities and uniforms are adapted for both sexes.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. There are several policies related to parental rights such as the Act on Child-care Leave for National Public Officers, as well as regulations for expectant officers and nursing mothers. Parental leave is 163 weeks and it is not transferable between parents. Maternity leave is 162 weeks: mothers enjoy 6 weeks of paid leave before the birth of the child, 8 weeks of paid leave after the birth of the child and 148 weeks of unpaid leave for childcare. Paternity leave is 157 weeks; fathers also have exclusive special 2 day of leave when the child is born and 5 day special leave for child care. There are specific programmes to support the work-life balance for military personnel. Part-time employment is not allowed. Every officer, including those who provide child and family-care, can enjoy flexible hours. There are special programmes to support parents when both are members of the armed forces. There is no support for service duties to single parents, divorced parents, or widows/widowers looking after their children. Child-care policies include extra weeks of subsidized maternity/paternity leave, breastfeeding breaks, policy on duty assignments, night duty, overtime work, day-care for children at the MoD and military installations or child vouchers and flexible working and service hours or variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	6.1%	3.6%
Air Force	17.6%	1.1%
Navy	18.2%	1.2%
Other	0.0%	0.0%
Total	94.1%	5.9%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	7.3%	4.0%
OF 1-2	11.0%	11.4%
OR 5-9	63.6%	57.5%
OR 1-4	18.0%	27.1%

Table 4: Reserve Force Personnel		
Service	Men	Women
Army	90.5%	6.6%
Air Force	1.4%	0.1%
Navy	1.4%	0.1%
Other	0.0%	0.0%
Total	93.3%	6.7%
Ranks	Men	Women
OF 6 and above	0.0%	0.0%
OF 3-5	4.2%	1.6%
OF 1-2	11.7%	1.7%
OR 5-9	64.7%	56.5%
OR 1-4	19.4%	40.2%

Prevention of Sexual Harassment and Sexual Abuse

Strategies and programmes to prevent sexual harassment and sexual abuse include the “Instruction on Prevention of Sexual Harassment” 1999 by the Defence Agency and the Circular Notice “Operation of the Instruction on Prevention of Sexual Harassment”. Appointed personnel deal with and report sexual harassment. Formal procedures exist for female or male victims to report harassment, including the Defence Agency “Instruction on Prevention of Sexual Harassment”. No cases of sexual harassment in the JSDF were reported in 2015. Japan does not disclose the sex of those who report sexual harassment or sexual assault or details of the cases.

Gender Education and Training

The JSDF have 1 gender-related training programme that includes 23 courses. The programme consists of education for personnel who will be/may be deployed in peacekeeping operations as well as education in JSDF facilities such as schools and hospitals. In general, the training addresses gender equality, Sexual Exploitation and Abuse (SEA) and Sexual and Gender Based Violence (SGBV). The targets are OF-3 to OF-5, OF-1 to OF-2, OR-5 to OR-9. It is a pre-deployment training and it is part of the standard national training.

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

Gender Advisors

Japan has one advisor working for the NATO Secretary General’s Special Representative for Women, Peace and Security (WPS).

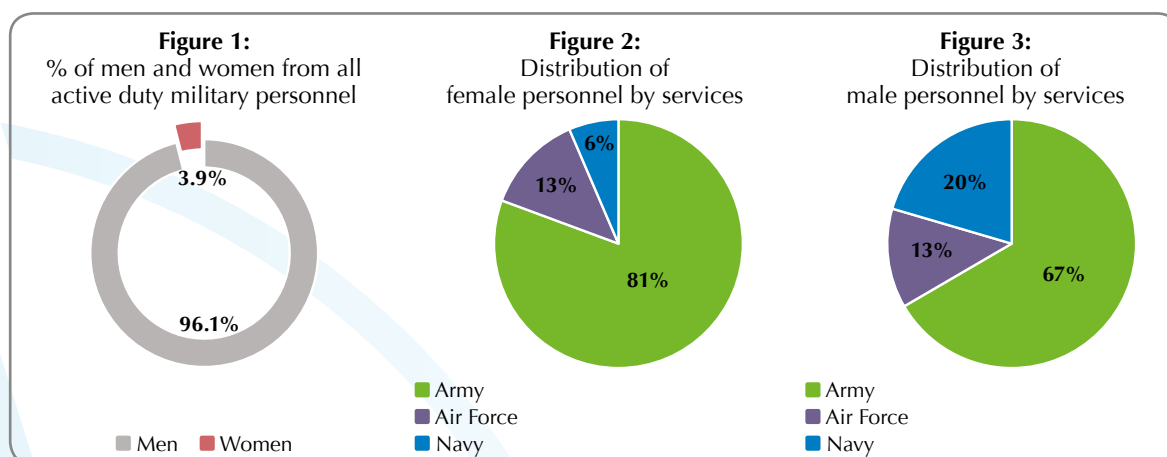
Additional Information

The MoD will take a firm approach to gender topics as set by the Action Plan on WPS and its recommendations for the Ministry’s role in this regard.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015, Montenegro enforced new policies and legislation related to the implementation of gender perspectives in the Military of Montenegro. The new Strategy for Human Resources Management includes a separate policy on gender equality.



Quotas

There is no quota system for men or women in the Montenegrin Armed Forces.

Restrictions on the Incorporation of Women in the Armed Forces

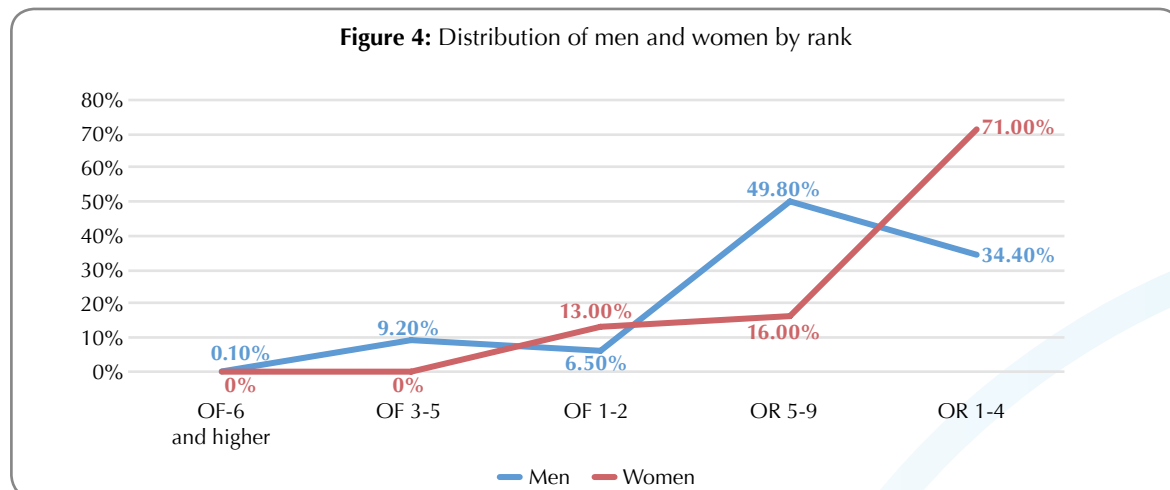
There are no restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations. Military entities that address gender equality and deal with the integration of a gender perspective in the armed forces include two coordinators for gender equality at the Ministry of Defence (MoD) and for the armed forces and one officer for the G1 (Chief of the Human Resources section) of the General Staff.

Enlistment Requirements

Enlistment requirements are the same for men and women with the exception of different physical fitness tests for running, push-ups and sit-ups. There are no differences in enlistment requirements with regard to physical characteristics (e.g. height, weight). Men and women enlist at the same age. There are policies that promote the recruitment of women in the military: during the selection process, if a man and a woman obtain the same results, the woman may be given priority in accordance with the military recruitment strategy. In 2015, out of 6 female applicants, 0 were successfully recruited. Out of 34 male applicants, 10 were successfully recruited.

Retention Policies

The Strategy for Human Resources Management and the Action Plan for the Implementation of the Strategy is under way and accounts for retention policies. There are no specific retention policies for women. Networks to support women in the military include a point of contact and coordinator for gender equality in the armed forces and a Female Officer Network that was established in 2015.



Reasons for Leaving the Military

The armed forces carry out exit surveys for men and women who leave the military and collect official written reports on the reasons why personnel decide to leave the military. In 2015, 4 women and 24 men left the armed forces. The percentage of women who left the armed forces, out of the total number of men and women who left the armed forces, is 14.3%. The percentage of men who left the armed forces, out of the total number of men and women who left the armed forces, is 85.7%. The main reasons why men and women tend to leave the armed forces are retirement and other job opportunities.

Military Equipment, Facilities and Uniforms Adaptation

Men and women use the same military equipment. Military facilities include separate changing rooms and sanitary facilities for men and women, while everything else is shared. While men and women have the same uniforms, some parts of the female working uniforms are different.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. The Labour Law establishes a period of one year for official parental leave. The mother must take leave 28 days before and 45 days after the birth of the child. After this period, parental leave is transferable between parents. There are no specific programmes or policies to support the work-life balance for military personnel. However, the Labour Law and the Law regulating the armed forces govern these matters. Part-time employment and flexible hours are not allowed. There are no special programmes or measures to support parents when both are members of the armed forces. The Montenegrin Armed Forces offer support and facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children: for example, the Rule of Service of the Armed Forces states that single parents cannot be on 24-hour duty (night duties) until their child is at least 7 years old. There is no child-care policy.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army	64.0%	3.2%
Air Force	12.4%	0.5%
Navy	19.7%	0.3%
Other	0.0%	0.0%
Total	96.1%	3.9%
Ranks	Men	Women
OF 6 and above	0.1%	0.0%
OF 3-5	9.2%	0.0%
OF 1-2	6.5%	13.0%
OR 5-9	49.8%	16.0%
OR 1-4	34.4%	71.0%

Table 2: All Operations		
Service	Men	Women
Army	82.8%	0.0%
Air Force	0.0%	0.0%
Navy	17.2%	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	8.6%	0.0%
OF 1-2	17.3%	0.0%
OR 5-9	51.7%	0.0%
OR 1-4	22.4%	0.0%

Prevention of Sexual Harassment and Sexual Abuse

National laws in Montenegro address and present strategies to prevent sexual harassment and sexual abuse and also apply to the military. The Montenegrin Armed Forces organize training related to the prevention of sexual harassment for the military. Appointed personnel deal with and report sexual harassment and formal procedures exist for female or male victims to report harassment. The Law on the Armed Forces regulates the issue of sexual harassment and recognises it as a disciplinary offence. The Law also provides further instructions on the steps that should be taken when such cases occur. In 2015, 1 women reported a case of verbal sexual harassment in the armed forces.

Gender Education and Training

The Armed Forces of Montenegro have 3 gender-related training programmes:

1. The pre-deployment training for units engaged in peacekeeping missions addresses gender perspectives in peacekeeping operations and in the military and UNSCR 1325 and related resolutions from a military perspective. It targets all Officers and NCOs. It is a pre-deployment phase training.
2. The national training for the military units of the Armed Forces of Montenegro addresses UNSCR 1325 and related resolutions, gender equality at international and national level, legal frameworks related to gender and gender equality in the military. The training targets all Officers and NCOs. It is part of the standard national training.
3. The gender training for commanding personnel officers addresses UNSCR 1325 and related resolutions, NATO Bi-SC Directive 40-1, gender perspectives in the military and international and national frameworks regarding gender equality. It targets all officers and it is part of the standard national training.

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

Gender Advisors

There are no trained gender advisors in the Montenegrin Armed Forces and Ministry of Defence (MoD). Since the armed forces have six gender trainers, Montenegro is planning to send them to attend courses at the Swedish Armed Forces International Centre (SWEDINT) to become gender advisors. The military in Montenegro has 2 coordinators for gender equality and Gender Focal Points (GFPs). The GFPs and gender trainers have been engaged as trainers and syndicate leaders through international cooperation with several countries like the United Kingdom, Georgia and Serbia.

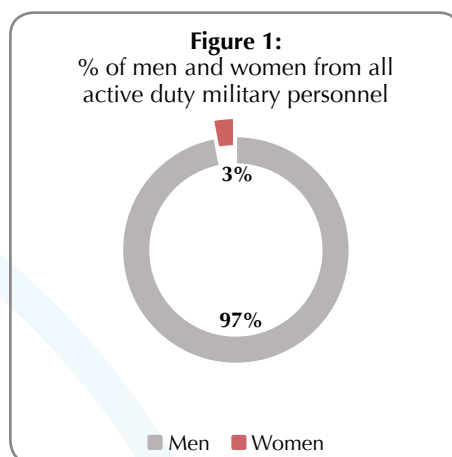
Implementation of the 2015 and 2014 NCGP Recommendations

Montenegro took action towards the implementation of the 2015 NCGP Recommendations to the Military Committee (MC). The country created new policies to increase the number of courses related to gender, include training about sexual harassment, and has planned to create a pool of certified gender advisors in 2016. Action was also taken towards the implementation of the 2014 NCGP Recommendations to the MC. The country has made some improvement with regard to public advertisements , campaigns, open days for the military and so on in order to make the military more attractive to women. Also, more courses for the military and participation in three international projects on gender gave concrete results on this matter.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

No new specific policies or legislations related to the implementation of gender perspectives in the Swiss Armed Forces have been enforced in 2015. Switzerland is planning to have the information event for national service to become mandatory for men and women, albeit not military service per se.



Restrictions on the Incorporation of Women in the Armed Forces

There are no longer any restrictions for women in the armed forces and Switzerland's first female fighter pilot will be promoted in 2017.

Enlistment Requirements

Enlistment requirements are the same for men and women. There are no specific regulations for the recruitment of women in the Swiss Armed Forces.

Retention Policies

The Swiss Armed Forces do not have retention policies but military service is mandatory for men and voluntary for women. The "Women Officers' Association" promotes and supports women who are serving in the armed forces by helping them coordinate family life and civilian career and by addressing gender specific challenges in the military (i.e. maternity wear).

Reasons for Leaving the Military

The instruments in place to detect why men and women tend to leave the armed forces show that both men and women leave the armed forces for personal reasons.

Military Equipment, Facilities and Uniforms Adaptation

Military equipment is adapted for both men and women. Military installations have female-only accommodation and appropriate sanitary facilities. The design and tailoring of uniforms allow for gender specific differences.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Parental Rights

Legal social support is given to mothers during pregnancy. Maternity leave is 16 weeks and it is not transferable between parents. There are no specific programmes or policies to maintain the work-life balance of military personnel. Part-time employment is not anticipated. Child-care policies include extra weeks of paid maternity/paternity leave, policy on duties assignment, night duties and overtime work, flexible working and service hours and variable start/finish times during the working day.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	97.0%	3.0%

Prevention of Sexual Harassment and Sexual Abuse

Strategies and programmes to prevent sexual harassment and sexual abuse include education, information and training such as mandatory E-learning courses. Appointed advisors and investigators deal with and report sexual violence and formal protocols exist for female or male victims to report harassment. Cases of sexual harassment and sexual abuse were reported in 2015.

Gender Education and Training

The Swiss Armed Forces have 3 gender-related training programmes:

1. Pre-deployment training,
2. National training,
3. Training on gender in operations.

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

Gender Advisors

The Swiss Armed Forces have 10 trained gender advisors whose training is based on case studies. So far, 5 gender advisors have been deployed. Every command level is trained in gender-specific topics.

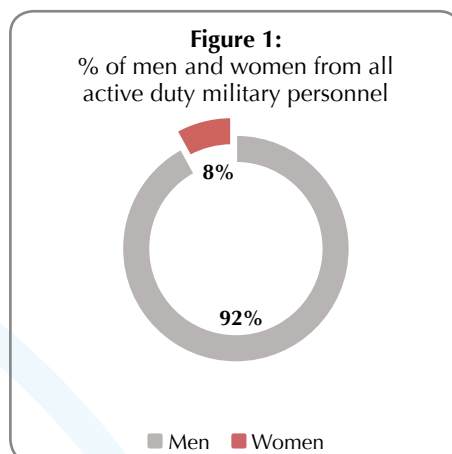
Additional information

The information provided for this Report applies mainly to professional armed forces. Therefore, the comparability of numbers and statistics provided is limited. The Swiss conscription system means it is mandatory to train for three up to seven weeks per year, making it difficult to collect and deliver the data required to complete this survey. The limited number of women in the Swiss Armed Forces makes it hard to collect and analyse statistics in percentages. In practice, the Swiss Armed Forces address gender topics in a direct but sensitive way. Given the small number of women in the armed forces, an individual problem-solving approach can be provided at the various levels.



Specific Policies and/or Legislation Related to the Implementation of Gender Perspectives in the Armed Forces Enforced during 2015

In 2015 Ukraine started to work on its 1st National Action Plan on the implementation of UNSCR 1325 which was adopted in February 2016.



Quotas

The Ukrainian Armed Forces have a quota system set up by the “List of positions that can be occupied by women” approved by the Ministry of Defence (MoD).

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on the incorporation of women in the Ukrainian Armed Forces. Restrictions include submarines, mine clearance, Special Forces and divers and are identified in the “List of positions that can be occupied by women”.

Enlistment Requirements

Enlistment requirements are the same for men and women. There are no specific policies to promote the recruitment of women.

Retention Policies

Ukraine has legal and social policies for the protection of military personnel and members of their families. There are no networks to support women in the military. The MoD has started to review retention policies to encourage more personnel to join the army, especially in the Eastern part of the country.

Military Equipment, Facilities and Uniforms Adaptation

Military equipment and installations are the same for both sexes. Daily service uniforms are adapted for women and include different headgear. Combat uniforms are the same for men and women.

The accuracy of the information provided by national delegates is the responsibility of each nation.

Parental Rights

Legal social support is given to mothers during pregnancy and both parents of a new-born child. Parental leave is optional and it is transferable between parents. It is up to three years after the birth of the child and it is partially paid. When the child is born, parents receive financial support from the State. Maternity leave is three months and mothers enjoy an additional four weeks' leave after the birth of the child. There are no specific programmes or policies to support the work-life balance of military personnel. Part-time employment is not allowed and there are no specific measures to support parents when both are members of the armed forces. Single parents receive support for service duties. Child-care policies include provisions to protect parents from deployment, extra weeks of paid maternity/paternity leave and policy on duty assignment, night duties and overtime work.

Table 1: All Active Duty Military Personnel		
Service	Men	Women
Army		
Air Force		
Navy		
Other		
Total	92.0%	8.0%

Prevention of Sexual Harassment and Sexual Abuse

There are no strategies or programmes to prevent sexual harassment and sexual abuse. There is no personnel to deal with and report sexual harassment, but investigators are available. In 2015, no cases of sexual violence were reported in the Ukrainian Armed Forces.

Gender Education and Training

The Ukrainian Armed Forces have no gender-related training programme. Gender is a topic in operational planning and it is included in pre-deployment training and exercises.

Gender Advisors

Ukraine has no trained gender advisors.

ACRONYMS

A

A5 - Adriatic Charter
AAF - Albanian Armed Forces
ACT - Allied Command Transformation
ADF - Australian Defence Force
AF - Armed Forces
AoO - Area of Operations

B

BAAINBw - Federal Office of Bundeswehr Equipment, Information Technology and In-Service Support
BMI - Body Mass Index
BUAFWA - Bulgarian Armed Forces Women Association
Bundeswehr - Federal Defence of Germany

C

CAAC - Children and Armed Conflict
CAF - Canadian Armed Forces/Croatian Armed Forces
CASD – Centro Alti Studi per la Difesa (Centre for Higher Defence Studies)
CBRN - Chemical, Biological, Radiological and Nuclear Defence
CERP - Compensation for Employers of Reservists Program
CFIM - Tri-Service Basic Training Centres
CHOD - Chief of Defence
CIDP - Centre for International Defence Policy
CIMIC - Civil-Military Cooperation
CIS - Communication and Information Systems
CPTMs - Core Pre-Deployment Training Materials
CR SGBV - Conflict-Related Sexual and Gender Based Violence
CSMV - Voluntary Military Service Centres
CSRT-SM - Canadian Armed Forces Strategic Response Team on Sexual Misconduct

D

DAP - Defence Action Plan
DDIP - Defence Diversity and Inclusion Programme
DDR - Disarmament, Demobilization and Reintegration
DHRD - Directorate of Human Rights and Diversity
DND - Department of National Defence
DOD - Department of Defence
DRDC - Defence Research and Development Canada
DWAO - Defence Women's Advisory Organization

E

ED - Emergency Department
EHS - Environment, Health and Safety
EOD - Explosive Ordnance Disposal

F

FCA - Family Care Assistance
FCP - Family Care Plan
FET - Female Engagement Team
FLSD - Female Leaders in Security Defence
FTS - Full-Time Support
FYROM - Former Yugoslav Republic of Macedonia

G

GAC - Global Affairs Canada
GBV - Gender Based Violence
GD HR - General Directorate Human Resources
GENAD - Gender Advisor
GFA - Gender Field Advisor
GFP - Gender Focal Point
GleBmil - Military equal opportunities officers
GPOI - Global Peace Operations Initiatives
GToT - Gender Training of Trainers Course

H

HDF - Hungarian Defence Force
HR - Human Resources
HQ - Headquarters

I

ICE - Integrated Clothing Ensemble
ICT - Information and Communications Technology
IHL - International Humanitarian Law
IMS - International Military Staff

J

J1 - Manpower, Personnel and Administration
JICCS - Joint Individual Common Core Skills Training
JSDF - Japan Self-Defence Forces

K

KFOR - Kosovo Force

L

LEPL - Ministry of Internal Affairs of Georgia
LGBT - Lesbian, Gay, Bisexual and Transgender

M

MC - Military Committee
MELs - Medical Employment Limitations
METT - Mobile Education and Training Team
MFRCS - Military Family Resource Centres
MFSP - Military Family Services Program
MoD - Ministry of Defence
MOE - Military Observatory for Equality
MoFA - Ministry of Foreign Affairs
MSVS - Medium Support Vehicle System
MTT - Mobile Training Team

N

NAP - National Action Plan
NATO - North Atlantic Treaty Organization
NCGM - Nordic Centre for Gender in Military Operations
NCGP - NATO Committee on Gender Perspectives
NCM - Non-Commissioned Member
NCO - Non-Commissioned Officer
NGO - Non-Governmental Organization

O

OEM - Original Equipment Manufacturers
OF - Officer
OPLAN - Operation Plans
Ops - Operations
OR - Other Ranks

P

PfP - Partners for Peace
PKO - Peace Keeping Operations
POC - Points of Contact
PR - Public Relations
PSO - Peace Support Operations
PSOTC - Peace Support Operations Training Centre
PSTC - Peace Support Training Centre

R

RACVIAC - Regional Arms Control Verification and Implementation Assistance Centre
RAP - Readiness Action Plan
RC - Reserve Components
RSM - Resolute Support Mission

S

SAF - Slovenian Armed Forces
SEA - Sexual Exploitation and Abuse
SEDM - South-East Defence Ministerial
SEESAC - South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
SGBV - Sexual and Gender Based Violence
SGleiG - Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr
SOAT - Special Operations Advisory Team
SOP - Standard Operating Procedure
SSBN - Sub-Surface Ballistic Nuclear Submarine
SSBNs - Sub-Surface Ballistic Nuclear Submarines
SSR - Security Sector Reform
SWEDINT - Swedish Armed Forces International Centre

T

TAAC-C - Train, Advise and Assist Command - Capital
TAF - Turkish Armed Forces

U

UK - United Kingdom
UN - United Nations
UN Women - United Nations Entity for Gender Equality and Women's Empowerment
UNDP - United Nations Development Program
UNDPKO – United Nations Department for Peacekeeping Operations
UNSCR - United Nations Security Council Resolution
UPA - Protection Units against Harassment

W

WPS - Women, Peace and Security

