

2021 SUMMARY

OF THE NATIONAL REPORTS

OF NATO MEMBER AND PARTNER NATIONS



**The NATO
Committee on
Gender Perspective**



Summary of the National Reports 2021

Introduction

Since 2014, the Annual Summary of the National Reports (SNR) of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) has been compiled from data provided voluntarily from Nations related to integrating the gender perspective and increasing gender equality. By transparently sharing this information and best practices, NATO highlights its ongoing commitment to United Nations Security Council Resolution (UNSCR) 1325 and to the integration of Women, Peace, and Security agenda within the Military Instrument of Power. The SNR provides a comprehensive analysis of how Member and Partner Nations have integrated the gender perspective within their military structures and operations, contributing to a more diverse and effective NATO.

Following the 2021 Brussels Summit, NATO recognized the critical importance of women's full, equal, and meaningful participation in all aspects of peace and stability and the disproportionate impact that conflict has on women and girls. By committing to implement the Women, Peace and Security Agenda, NATO will be better prepared to address future security challenges. Across NATO, a robust Gender Advisor (GENAD) and Gender Focal Point (GFP) network support the delivery of this agenda at strategic and operational levels by providing guidance to military leadership on the planning, execution and evaluation of the gender perspective throughout all activities, missions and operations. During 2021, a range of developments across NATO demonstrated the integration of the gender perspective in action. NATO Defence Ministers endorsed NATO's 2021-2025 Action Plan on Women Peace and Security. The Alliance continued to adopt gender-inclusive language by changing the term "manpower" to "workforce" and the term "chairman" to "chair" for NATO's Military Committee. NATO's new Climate Change and Security Action Plan also accounted for the differential impact that climate change can have on women.

Empowering women throughout our Alliance is the surest way to protect our security and defend our values and our people.

Lieutenant General Janusz ADAMCZAK
Director General of the NATO's International Military Staff

Summary of the National Reports 2021

Executive Summary

This eighth edition of the Summary of the National Reports provides an overview of the NATO Member and Partner Nations efforts to mainstream gender into their Armed Forces. For the 2021 Report, **26 NATO Members and 10 Partner Nations** submitted data regarding the implementation of United Nations Security Council Resolution 1325 and the NATO Women, Peace and Security Agenda. By making this analysis publically available to a broad audience of governments, national armed forces, academic researchers, international organisations, and key stakeholders, this Report provides decision makers information on how to respond to issues regarding integration of the gender perspective at strategic, operational and tactical levels for their own Armed Forces.

The Summary of National Reports is part of the NATO International Military Staff Office of the Gender Advisor's (IMS GENAD) mission to provide information and advice on gender issues to the Alliance and the NATO Committee on Gender Perspective in order to support military readiness, situational awareness, and mission success. The key findings of the 2021 Summary of the National Reports are the following:

- The NATO Member average of women in armed forces increased by 0.3% percentage points to a total of 12.51% compared to 2020.
- 72% of NATO Member and Partner Nations reported having a National Action Plan.
- 20 NATO Nations reported an increase of women in their armed forces.
- 83% of Member and Partner Nations have a sexual harassment, sexual assault, and sexual abuse policy.
- In 2021, 54% of Member and Partner Nations' approved or implemented new policies or programmes on gender and these practices represent the larger trend of NATO Member and Partner Nations' commitment to the Women, Peace and Security Agenda.

As NATO's largest compilation of gender statistics, the Summary of the National Reports represents a continuous effort to strengthen the Alliance's operational effectiveness and mainstream the gender perspective into its armed forces. This collection of data, which has been provided to the NATO Committee on Gender Perspectives since 1998, will continue to advise on best practices and increase the number of women in national armed forces. Complete and meaningful participation of women, as well as their visibility across the Alliance, are central to NATO's work on UNSCR 1325 and related resolutions.



Summary of the National Reports 2021

Methodology

Areas of Interest and Scope

The Scope of the Summary of National Reports was determined by two factors: the content and themes of previous summary publications, and new areas of interest at NATO. As the Summary of National Reports is conducted and published yearly, it is vital to maintain similar lines of research throughout the years for overall consistency.

Data Collection

Data collection and analysis occurred between January 2022 and August 2023. In total, 26 Member Nations and 10 Partner Nations voluntarily submitted information to the IMS Office of the GENAD. Contributing Nations included: Albania, Belgium, Bulgaria, Canada, Croatia, Czech Republic, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Montenegro, Norway, Poland, Portugal, Republic of North Macedonia, Romania, Slovakia, Slovenia, Spain, Türkiye, United Kingdom, United States of America, Australia, Austria, Bosnia and Herzegovina, Colombia, Finland, Georgia, Moldova, Serbia, Sweden, and Ukraine. Iceland does not have a military, therefore is not represented in this report.

In line with previous years, the Summary collected both quantitative and qualitative data on the Nations through the use of a survey. The survey was developed and distributed in English with JotForm, an online platform for creating and administering online surveys. Qualitative data was analysed in Microsoft Excel and Power BI. Data was then analyzed and compared to the previous year's submission and is indicated by the percentage point change from one value to another. This was done by subtracting the 2021 percentage value from the 2020 percentage value. As well, the NATO average of women in the armed forces is calculated to represent the mean of the number of women in armed forces of NATO member nations that submitted data during the year of 2021.

Limitations

Planning and data collection of this report took place during the Covid-19 pandemic, there were delays in all stages of collection, reporting, and analysis.

All data collected from Nations is voluntary and self-reported, as data sharing is not required by NATO. As such, data reported to the GENAD Office cannot be verified. These factors may lead to some inconsistencies, as the same Nations may not volunteer to report the same data every year or may choose to respond to different questions. In addition, some Nations report generic data rather than specifics which can limit the analysis. As the data is voluntarily given, and not all NATO Nations contribute, thus this report cannot be taken as the complete picture for the integration of gender perspective across NATO.

Each Member and Partner Nation organises its military in a unique way and has differing languages and terminology. While this was regarded and mitigated as much as possible through the use of the NATO common language (NATO Term), there are certain words or phrases that do not have a standardised definition. Finally, the structure of the military, and thus definitions used, vary greatly from nation to nation which can create inconsistencies. Due to these issues around language and terminology, there were limitations in data collection.

Summary of the National Reports 2021

NATO Member Nations

Overview

In 2021, the NATO Member States Armed Forces average was 12.5% women and 87.5% men. This is a 0.3% increase from the previous year. The 2021 Brussels Summit led to the agreement of the NATO 2030 Agenda which includes a substantial increase to defence spending. An increase in common funding, as a small fraction of overall defence spending, will support more joint training and exercises, stronger cyber defence, cutting-edge capabilities, and more capacity-building for our partners. NATO's new policy on Preventing and Responding to Conflict-Related Sexual Violence was endorsed and plans were discussed to update policies on Combatting Trafficking in Human Beings, Children and Armed Conflict, and the Human Security Agenda.

Key Success:

- An increase in the number of women deployed on NATO Operations, compared to 2020.
- An increase in the number of women serving in officer ranks, compared to 2020.

Work Life Balance

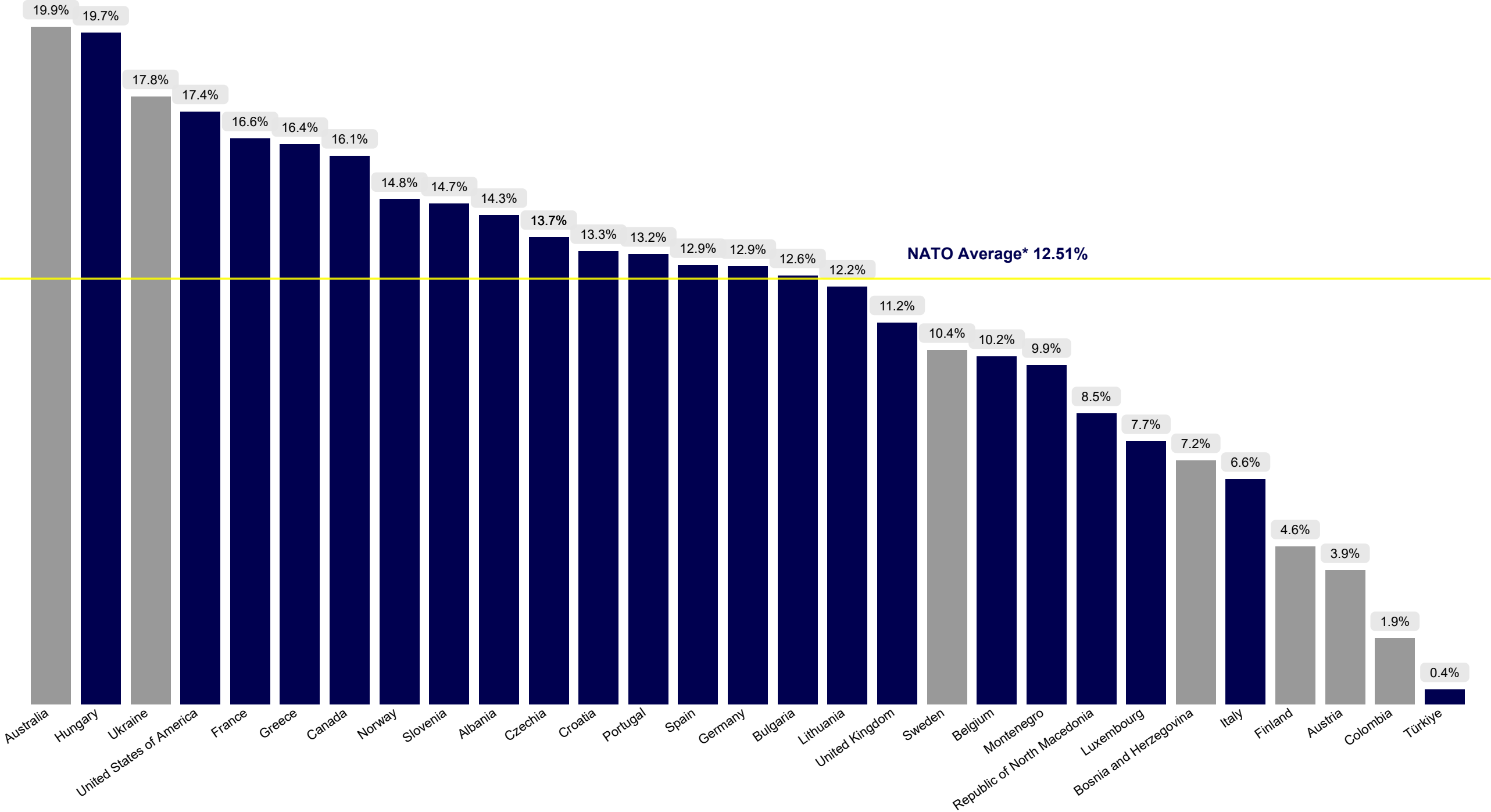
57.7% of NATO Nations reported the specific policies or programmes to support work-life balance for military personnel. Several Nations achieved greater flexibility through teleworking and mobile working, and others are developing procedures to support work-life balance of military personnel, to guarantee the standardisation of criteria and procedures regarding work-life balance of military personnel across the three services.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

50% NATO Nations reported the use of specific policies and/or legislation related to integrating gender perspectives in their national armed forces enforced during 2020. 84.6% NATO Nations reported that there are policies that exist to prevent sexual harassment.

Recruitment and Retention

In 2021, the average number of women successfully completing recruitment was 79%, which is an 11.2% increase compared to the previous year. 1 NATO Nation has the same standard of recruitment for both men and women in the armed forces. 46% of NATO Nations have policies and campaigns that promote the recruitment of women into their armed forces through targeted campaigns and marketing strategies. 46% of NATO Nations have a support network or a point of contact for women in the military.



*This represents the mean of NATO Member Nations who submitted data in 2021

SUMMARY OF NATIONAL REPORTS 2021

Member State

NATO



NATO

12.5%

of NATO Armed Forces are Women

87.5%

of NATO Armed Forces are Men

22.2%

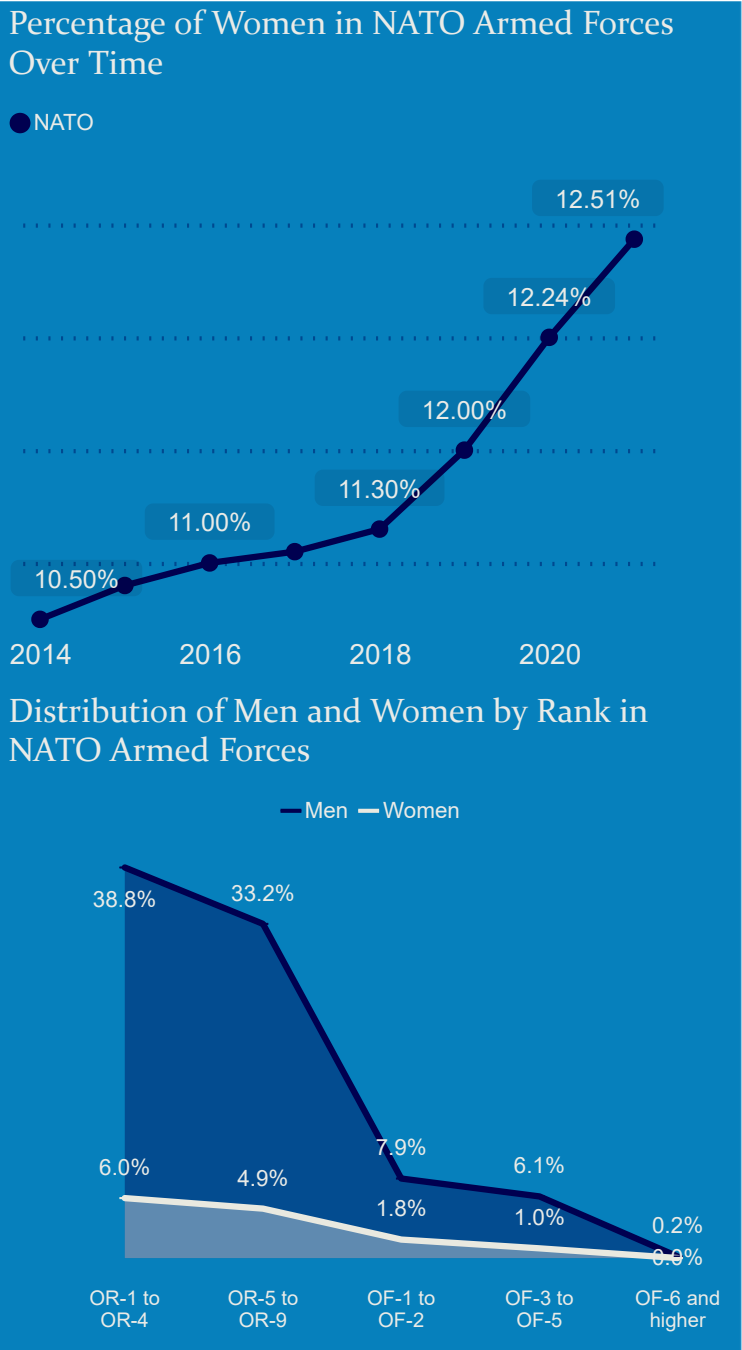
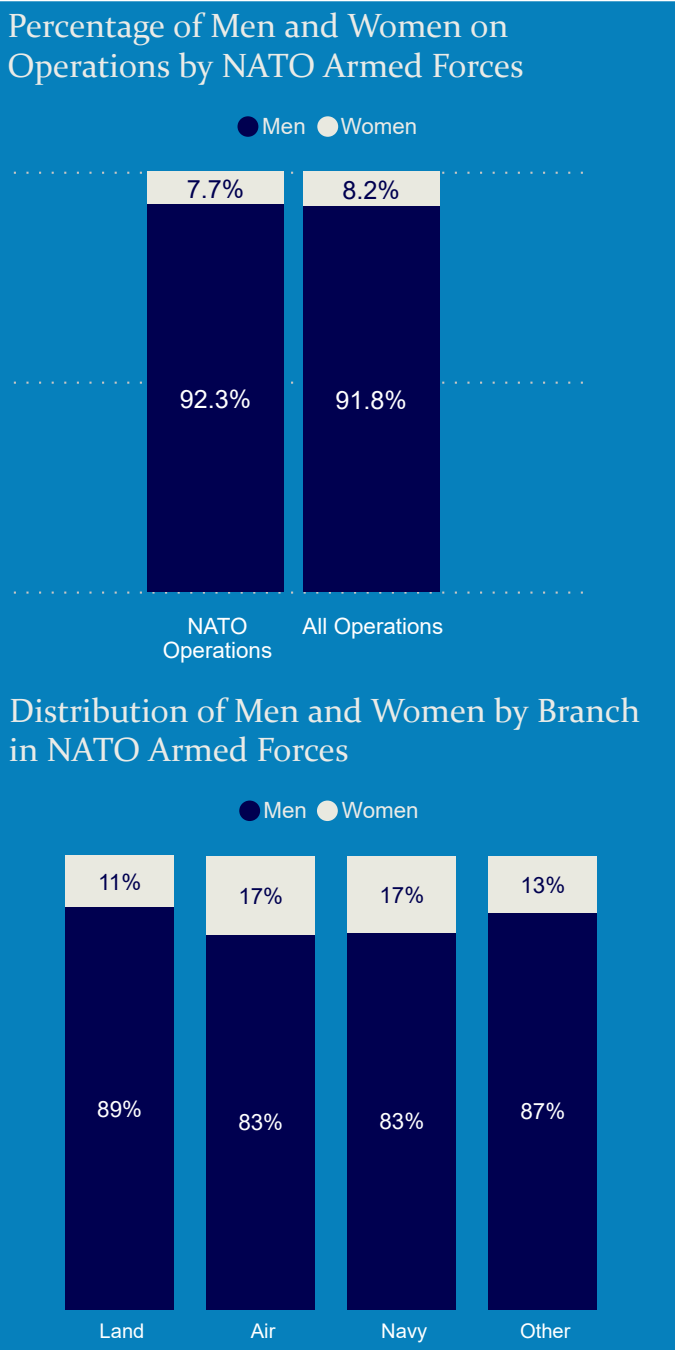
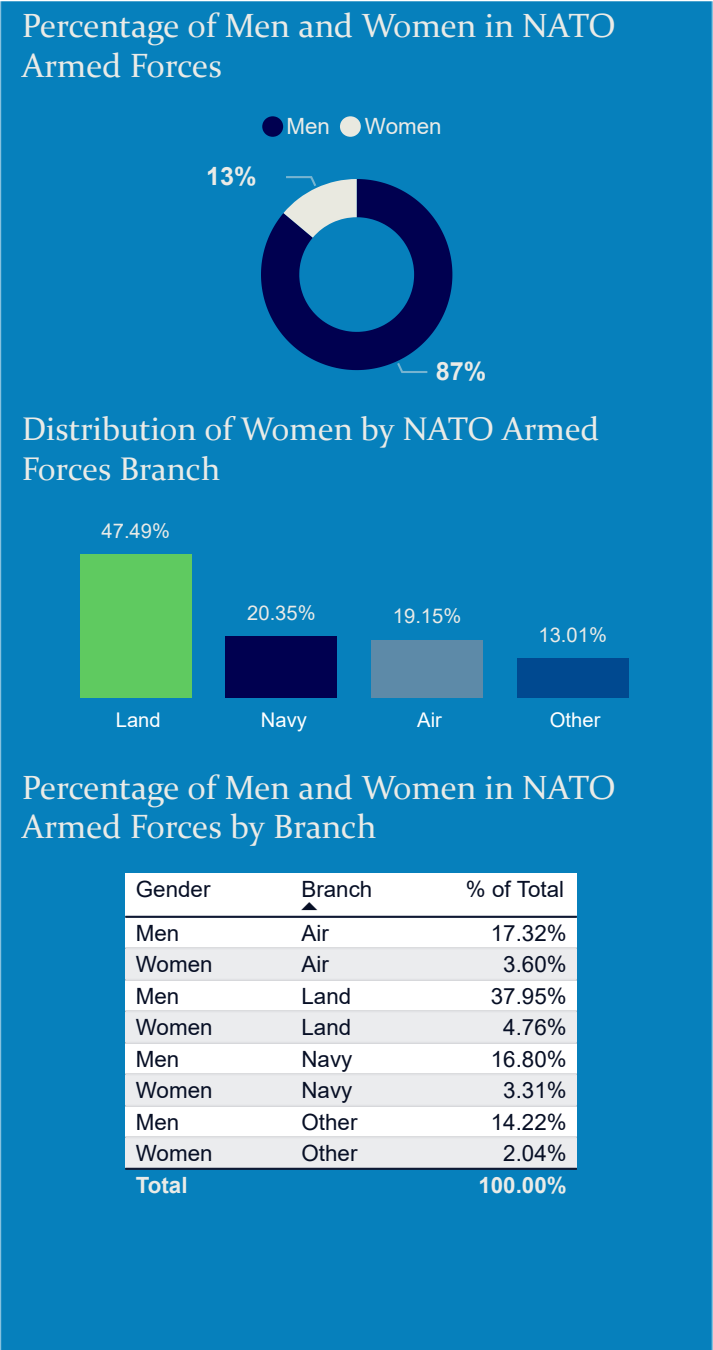
of Applicants are Women

12.9%

of Women Applicants were Recruited

79.0%

of Women Completed Basic Training



Please note for NATO Quantitative Data, Other = Combined different branches of service based on Member Nation data

Summary of the National Reports 2021

Albania

Overview

In 2021, the Albanian Armed Forces (AAF) were composed of 14% women and 86% men. During 2021, Albania's previous National Action Plan (NAP) expired and the new NAP 2022-2030 was being drafted. The year was defined by new policy, including the Minister of Defence directive for 2021, MOD instruction nr.756 on procedures and criteria relating to recruitment, the MOD directive for 2021 and additional campaigns to promote recruitment. Compared to 2020, Albania had a 0.9% decrease in number of women in their Armed Forces.

Key Success

- Implementing new policies to promote the recruitment of women in the AAF.
- Drafting new policies on eliminating harassment and sexual harassment in the workplace in the Ministry of Defence (MoD) and Armed Forces structures.

Work Life Balance

The AAF provide parental rights and benefits and part-time employment options for childcare. In response to the COVID-19 Pandemic, the AAF implemented policy towards work-life balance for families working remotely while children were distance learning and provided child care options while schools were closed but military members had to report in person.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

In March 2020, a new policy on procedures for the Elimination of Violence, Harassment and Sexual Harassment in the Workplace in the Ministry of Defence (MoD) and Armed Forces Structures was drafted. There are formal procedure in place to report incidents of sexual harassment, sexual abuse and/or sexual exploitation Policies and procedures for the elimination of violence, harassment and sexual harassment in the work environment of the Ministry of Defense and Armed Forces structures. Within the AAF, appointed personnel overseeing allegations of sexual offences include direct superiors, Human Resources, personnel specialists and the military police. In 2021, the AAF plan to review the training programmes for university students.

Recruitment and Retention

The AAF have targeted policies and campaigns to promote the recruitment of women as well as mentoring, training or professional development opportunities. Under the Directorate of Human Resource there is also monitoring and analysis, recommendations to authorities, and tasks and surveys aimed towards the recruitment and retention of women in the AAF.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Albania



ALB

14.3%

of Armed Forces are Women

85.7%

of Armed Forces are Men

10.3%

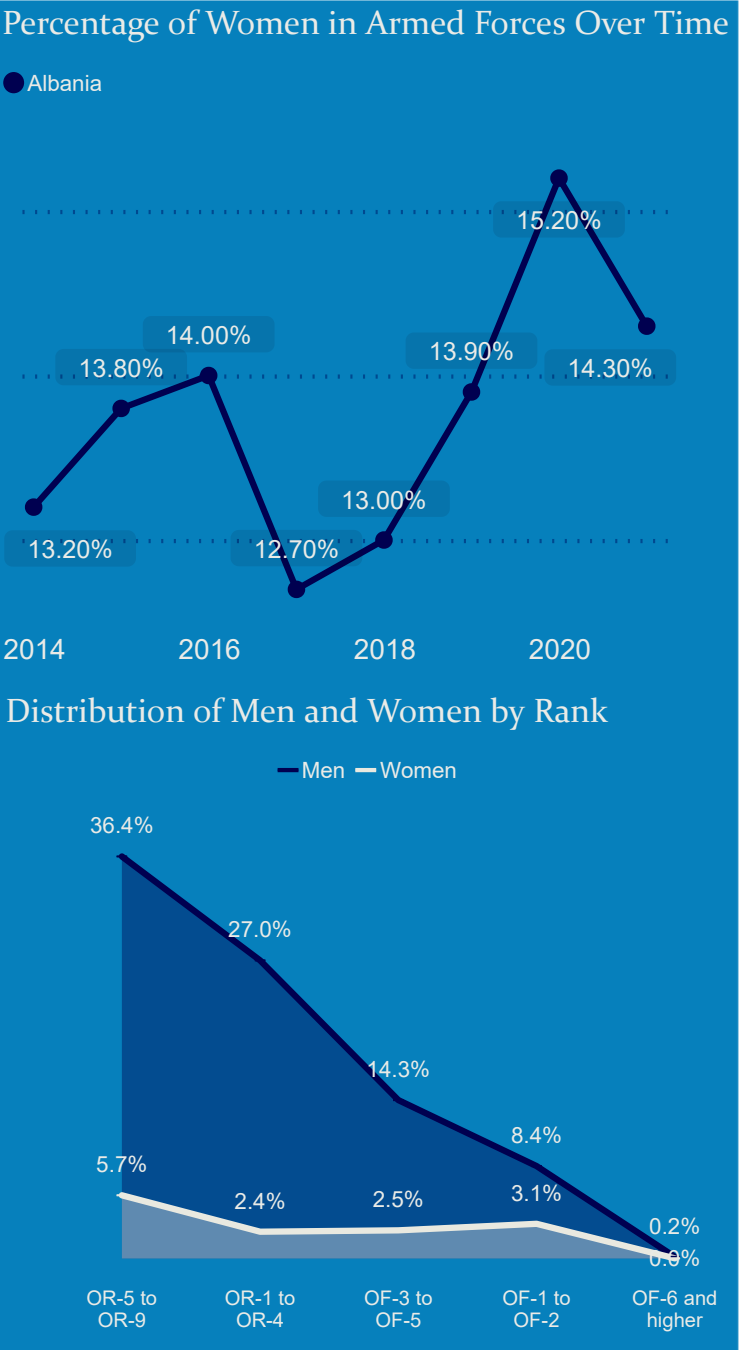
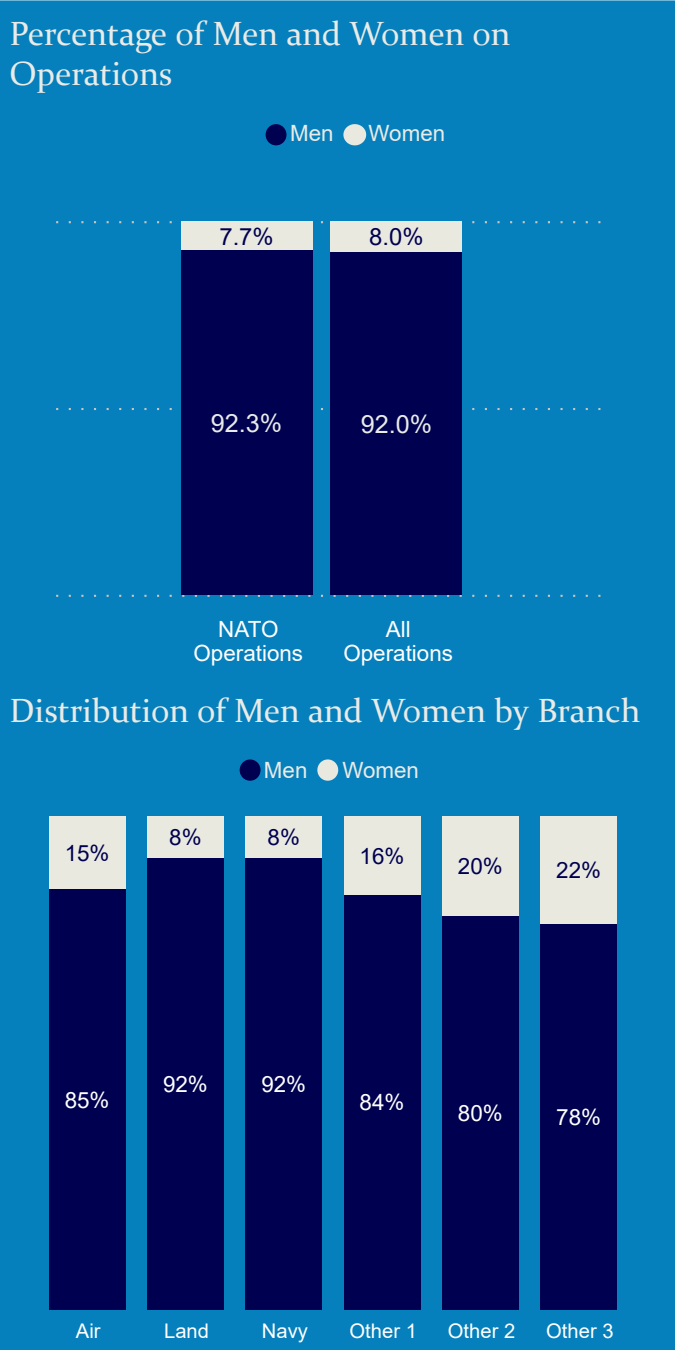
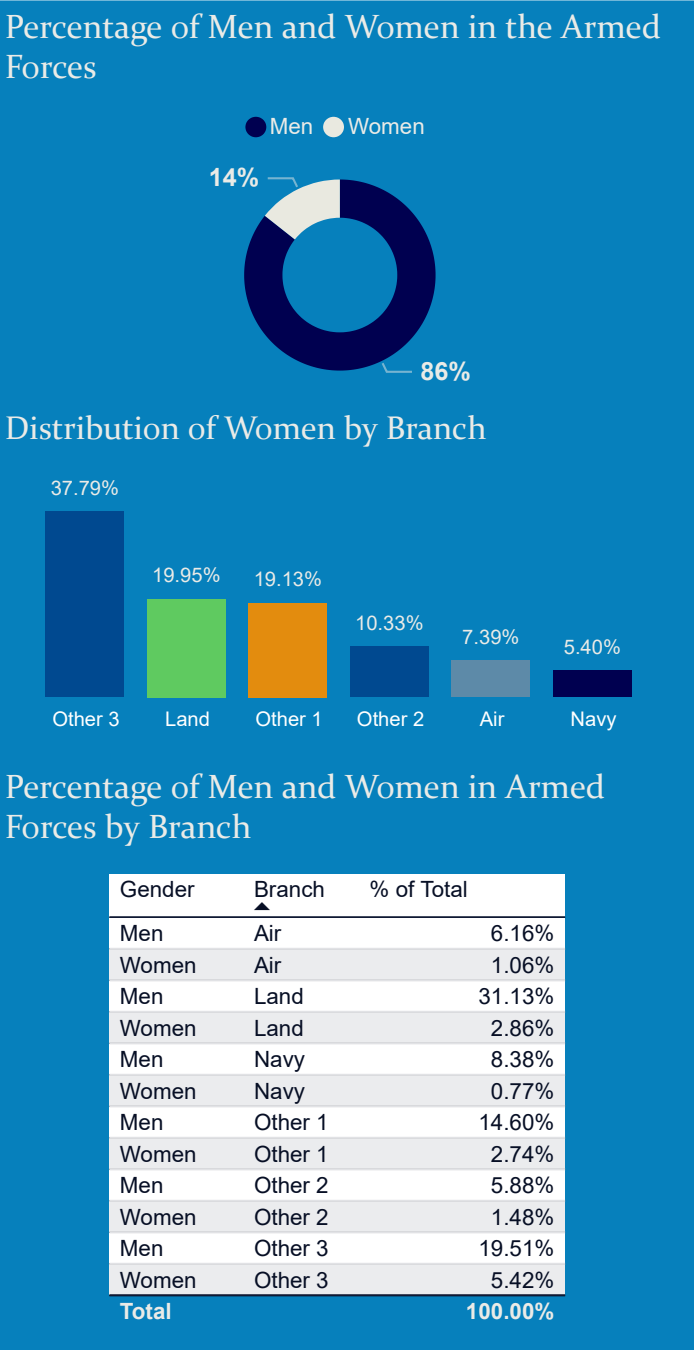
of Applicants are Women

56.4%

of Women Applicants were Recruited

93.5%

of Women Completed Basic Training





Summary of the National Reports 2021

Belgium

Overview

In 2021, the Belgian Armed Forces (BAF) were composed of 10% women and 90% men. Belgium's third action plan was ongoing in 2021 with a new action plan from 2022. In 2021 the New Federal Plan on Gender Mainstreaming was also established and defined a number of specific actions for the Armed Forces. Compared to 2020, Belgium had a 0.76% increase in number of women in their Armed Forces.

Key Success

- Implementation of the new Federal Plan on Gender Mainstreaming

Work Life Balance

The BAF provide parental rights and benefits, childcare availability and a family leave program. The BAF also provide breastfeeding breaks, day care for children at military installations or the Ministry of Defence, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work and provisions protecting parent from deployment. In response to the COVID-19 pandemic, the BAF also provided additional childcare availability while schools were closed but military members had to report in person.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The BAF have formal procedures in place for women and men to report incidents of sexual harassment, sexual abuse and/or sexual exploitation. Reports can be made through the Directorate Health & Well Being policy and the Inspector General for complaints. The BAF also provide and facilitate options for intakes with a counselor, reconciliation attempts and intervention with a third party. Members of the BAF can also submit a request for a formal psychosocial intervention for violence, bullying or sexual harassment at work with a PsySoc prevention advisor. In 2021 the BAF received 7 reports from women of sexual harassment, abuse or exploitation and 3 reports from men.

Recruitment and Retention

The BAF have specific policies or campaigns that promote the recruitment of women in the military as well as an informal Facebook group to provide a network for women in the armed forces.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Belgium

▼



BEL

10.2%

of Armed Forces are Women

89.8%

of Armed Forces are Men

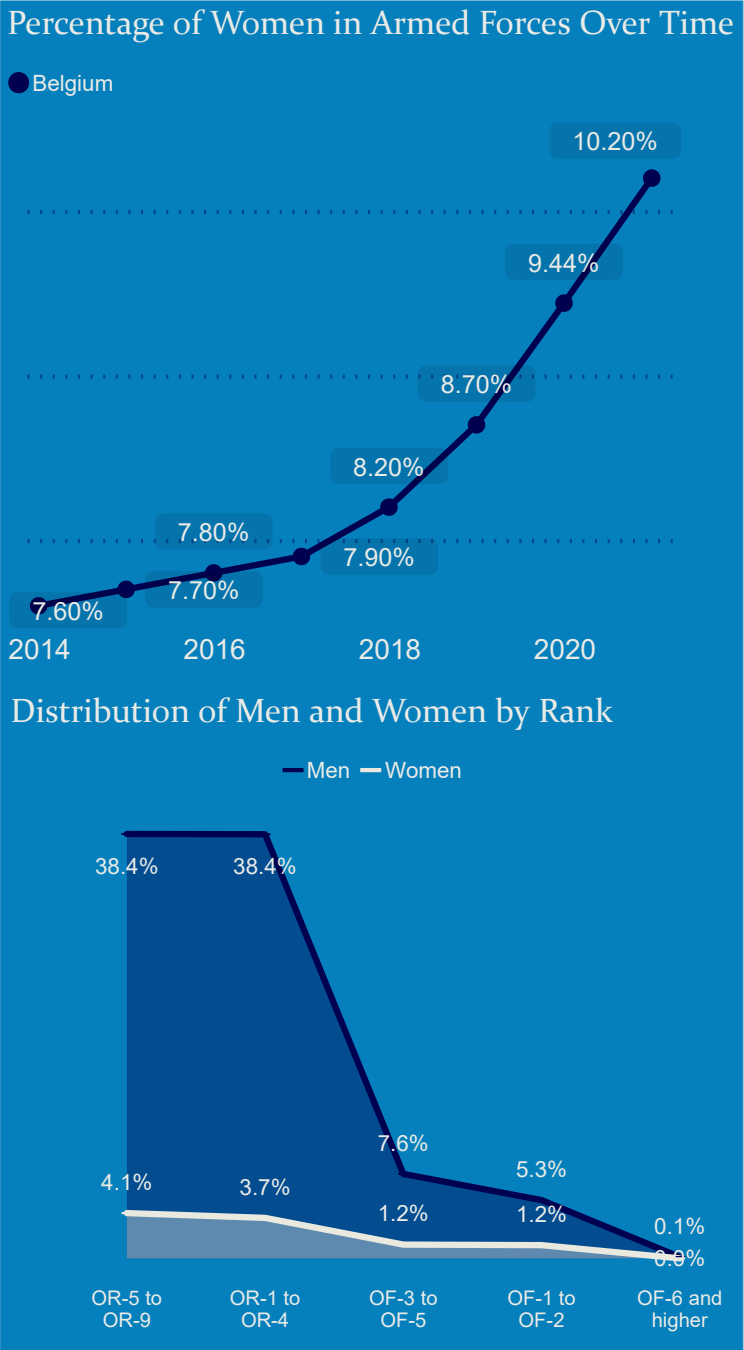
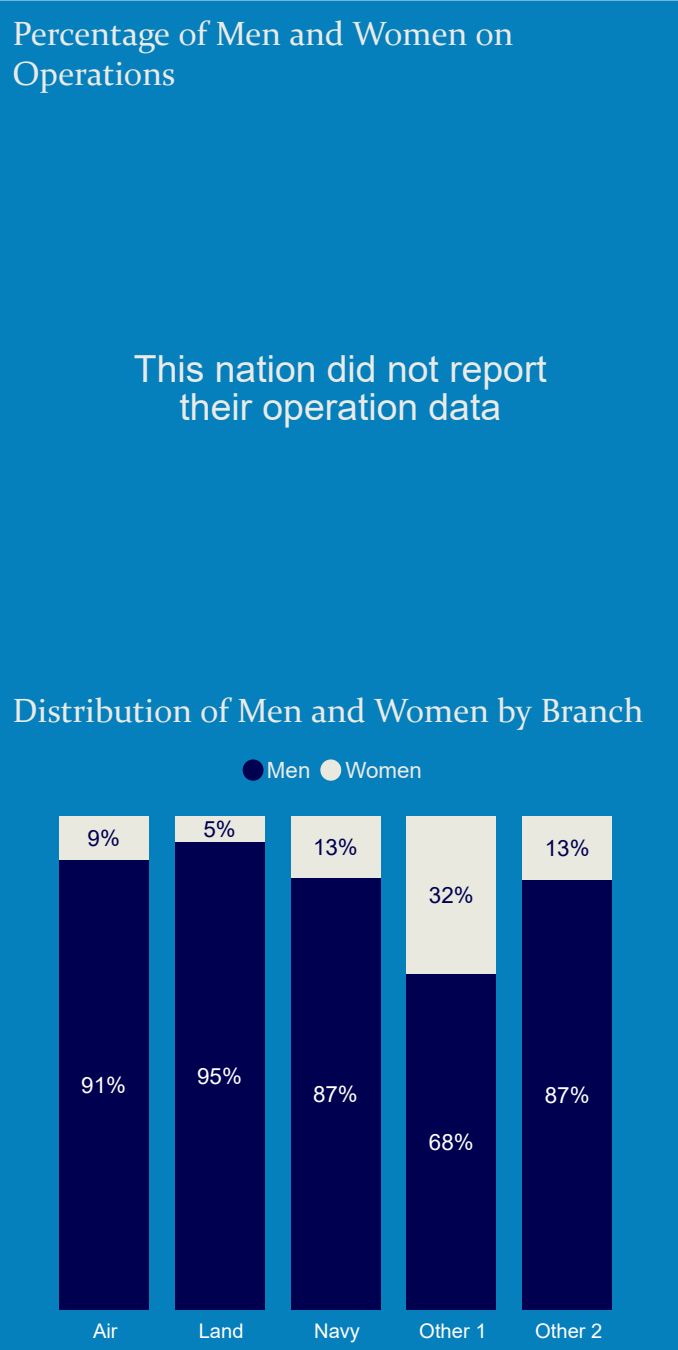
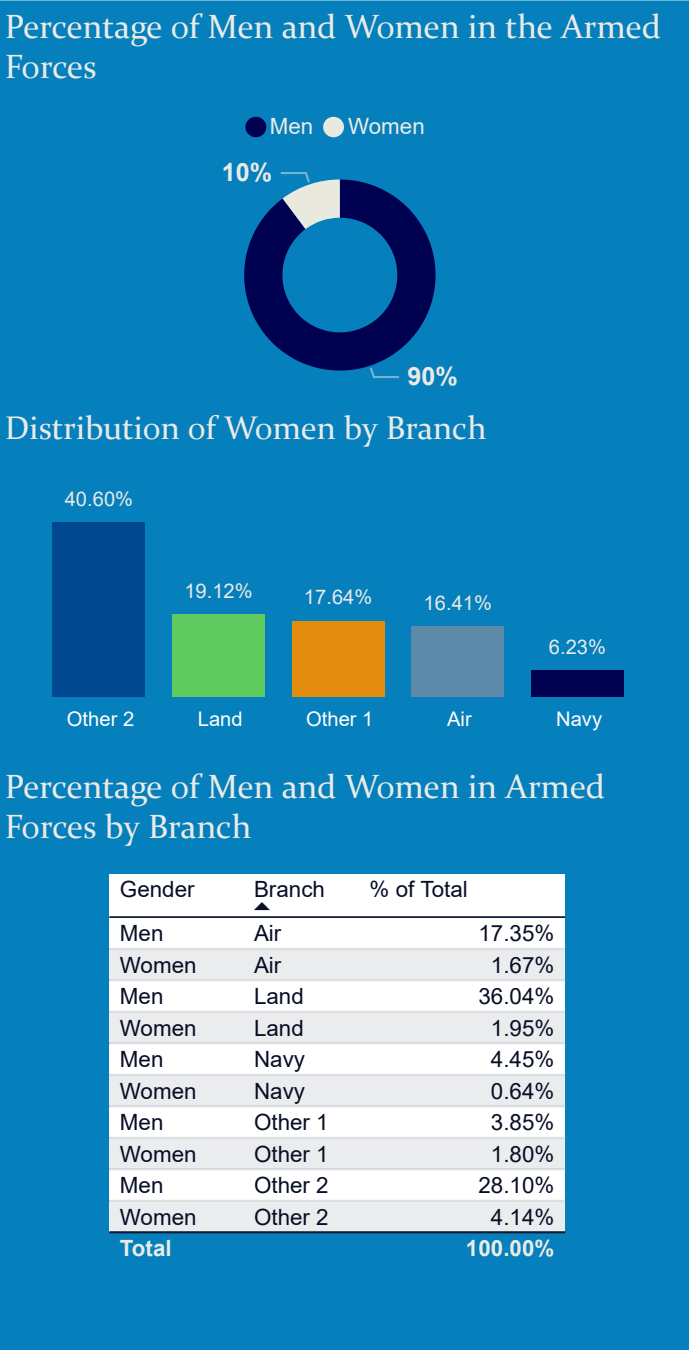
15.4%

of Applicants are Women

29.0%

of Women Applicants were Recruited

This nation did not report their recruitment data



Summary of the National Reports 2021

Bulgaria

Overview

In 2021, the Bulgarian Armed Forces (BGRF) were composed of 17% women and 83% men. During 2021, BGRF had a valid National Action Plan. Within the Ministry of Defence, the Social Policy Directorate is responsible to assist the Minister in carrying out the gender policy, equality, protection of human rights and fundamental freedoms in the armed forces. In 2021 the BGRF submitted a sex and age disaggregated data (SADD) Social-psychological questionnaire report to the minister. The BGRF further included SADD into a new exit survey and in the dissemination of an initial Professional Stress questionnaire. Compared to 2020, Bulgaria had a 0.5% increase in number of women in their Armed Forces.

Key Success

- The inclusion of Sex and Age Disaggregated Data into the Social-psychological Questionnaire report to the Ministry of Defense.

Work Life Balance

The BGRF provide a variety of parental rights and benefits, childcare availability, family leave programs and gendered health care services. These provisions include breastfeeding breaks, day care for children at military installations or the Ministry of Defence, education allowances for child's primary/secondary schooling, extra weeks of subsidised maternity/paternity leave, flexible working and service hours or variable start/finish times of working day and policy on duties assignments, night duties and/or overtime work. Flexible working hours are available for child care, sick and elderly care and educational studies. The BGRF provide measures to support dual service couples, including the endeavour not to deploy both serving parents simultaneously, which also applies for single parents and elderly care. Service personnel also have the right to additional financial support for their family in case of illness or other emergencies. Single parents, divorced or widowed persons are given priority for assistance with additional finances. In response to the COVID-19 pandemic, the BGRF provided child care availability while schools were closed but military members had to report in person.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Sexual harassment, sexual abuse/assault and all forms of violence are crimes under the Penalty Code and the gender perspective are included for these topics as part of educational programs or modules in higher military academies and colleges. Complaints by personnel can be directed through several channels: the Chain of Command, the Ministry of Defence Inspectorate, the Military Police, the National Commission for Protection against Discrimination, the Military Prosecutor or the civilian courts. The Military Police and the Ministry of Defence gender experts both provide a 24-hour hotline giving advice and support. Informal complaints can be made through the Bulgarian Armed Forces' Women's Association (BUAFWA) which works with non-governmental organizations to respond to the needs of personnel who experience sexual discrimination, harassment or abuse or domestic violence such as confidential legal advice and psychological support for victims, male and female. The BUAFWA furthermore actively monitors the progress of official complaints. In 2021 the BGRF received 7 reports of sexual harassment, 5 reports of sexual abuse, 2 reports of sexual assault and 2 other cases of this nature from women and 1 other case of this nature from a man.

Recruitment and Retention

The BUAFWA acts as a network to support women within the military. The BGRF also have informal processes of activities to foster the advancement of women into military leadership positions. The BUAFWA has a mentoring program to encourage women to participate in international education and training programs, most of them at prestigious universities and colleges. In addition, these specializations are certified by international organizations. These efforts are to build confidence and certainty in their specialty and to meet other female officers from different countries.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Bulgaria



BGR

17.3%

of Armed Forces are Women

82.7%

of Armed Forces are Men

26.1%

of Applicants are Women

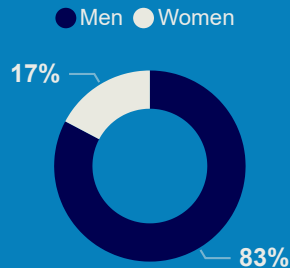
35.7%

of Women Applicants were Recruited

94.2%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



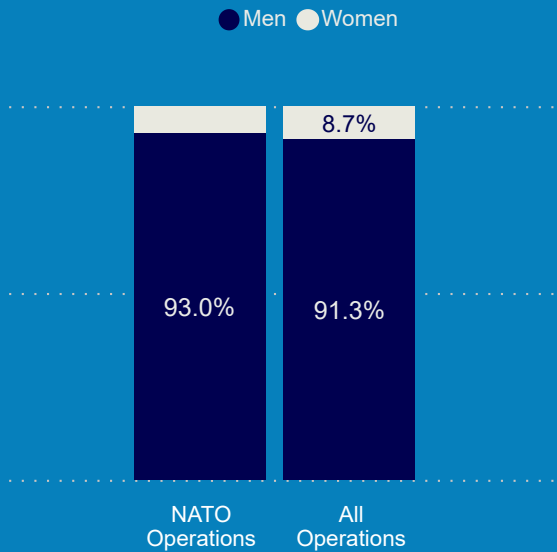
Distribution of Women by Branch

This nation did not report this data

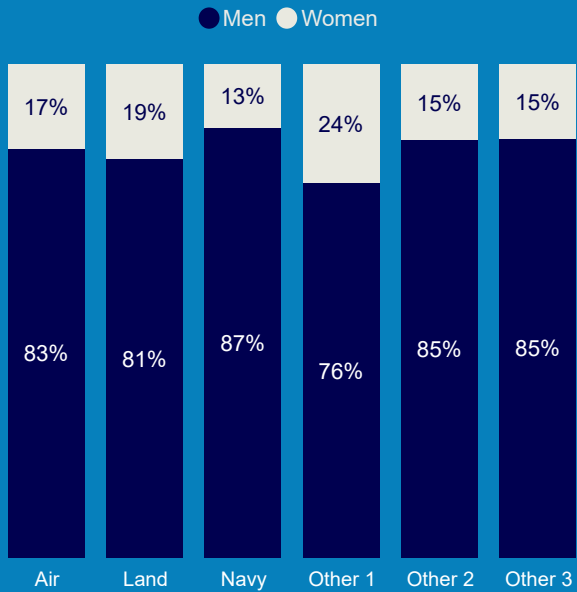
Percentage of Men and Women in Armed Forces by Branch

This nation did not report this data

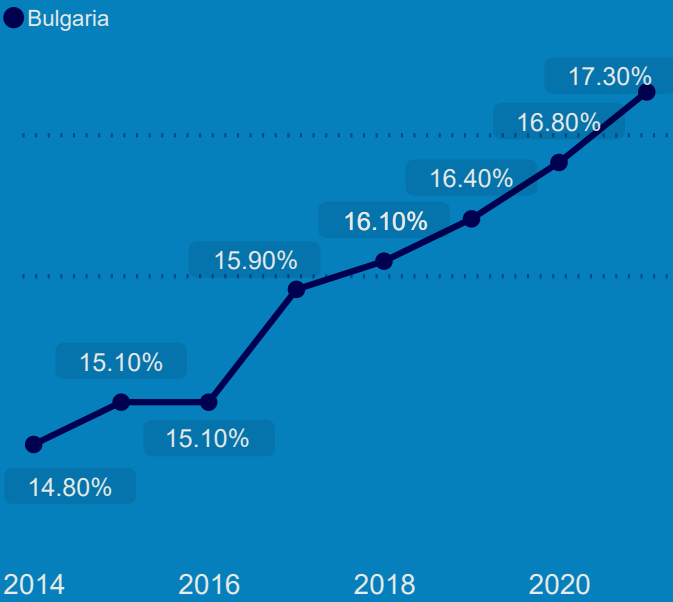
Percentage of Men and Women on Operations



Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank

This nation did not report this data

Please note for Bulgaria Quantitative Data, Other 1 = Joint Force Command | Other 2 = Special Operation Forces | Other 3 = Ministry of Defence

Summary of National Reports 2020

Canada

Overview

In 2021 the Canadian Armed Forces (CAF) were composed of 16% women and 84% men. In 2021, Canada had a valid National Action Plan (NAP) and was in the process of drafting the next one. Compared to 2020, Canada had a 0.26% increase in number of women in their Armed Forces.

Key Success

- In the process of drafting the next NAP with the inclusion of a new Implementation Plan for the Department of National Defence
- Adaptation of the Canadian Army Talent Management process to incorporate Gender Based Analysis Plus (GBA+) elements to ensure a bias-free environment during the selection.
- Comprehensive and responsive work-life balance measures

Work Life Balance

The CAF offer flexible work hours and telework or remote options for child care, care for the elderly or sick and educational studies as well as day care for children at military installations or the Ministry of Defence, childcare reimbursement, extra weeks of subsidized maternity/paternity leave and provision requiring military members to report to their command who will take care of their children if they are deployed/sent on temporary duty. In addition, the CAF released a policy in 2021 to support members pumping or nursing. If a married service couple is being considered for an out-of-area posting, the CAF make a concerted effort to co-locate the member's military spouse in the same geographical region. The CAF have policy on contingency cost moves for personal reasons, and compassionate status and posting. In response the COVID-19 Pandemic, the CAF took into consideration families working remotely while children were distance learning, provided additional laptops for remote work and issued a policy to employ a hybrid workforce. The CAF made significant efforts to improve remote work and enable all personnel to work virtually. Post pandemic, personnel will be able to continue to connect online and collaborate with their colleagues, in the workplace and from home.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Victims of sexual harassment may report the incident through various mechanisms: military or civilian police, harassment advisor, chaplain, SMRC and unit chain of command. Complaints may also be submitted directly to the Canadian Human Rights Commission or the Office of the Ombudsman. When an incident is reported, the chain of command is responsible for creating a case in the Sexual Misconduct Incident Tracking system and entering available data related to the incident and any subsequent actions. In 2021, the CAF received 54 reports of sexual harassment, 48 reports of sexual abuse, 106 reports of sexual assault, 101 reports of sexual remarks and/or jokes in the workplace and 34 reports of other incidents of a sexual nature from female victims and 7 reports of sexual harassment, 9 reports of sexual abuse, 29 reports of sexual assault, 51 reports of sexual remarks and/or jokes in the workplace and 29 reports of other incidents of a sexual nature from male victims.

Recruitment and Retention

Although in-person recruitment initiatives were limited due to the COVID-19 pandemic, the Canadian Forces Recruiting Group made progress. The Employment Equity goals for women continued through strategic-level advertising campaigns, reflected at the operational level on the "Women in the CAF" page on the forces.gc.ca website and at the tactical level through virtual information sessions for women recruits. While technically not a formal quota, the CAF established a long-term representation goal of 25.1% for women, which includes the Regular Force and Primary Reserve. There are also goals for Indigenous Peoples (3.5%) and visible minorities (11.8%). These goals are to be achieved by the target year of 2026. The CAF also have networks for women in the Forces, including the Defence Women's Advisory Organization and the Canadian Women in Aviation. A revised version of the survey CAF Exit Survey was launched in 2021, the current version includes family-related and work-life balance considerations and a component on harassment and Discrimination. The survey is not offered to other members of the Reserve Force or to those members who are releasing under disciplinary or medical grounds, or those who are releasing at compulsory retirement age. The CAF also have the same standard of recruitment for both men and women in the armed forces.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Canada



CAN

16.1%

of Armed Forces are Women

83.9%

of Armed Forces are Men

26.4%

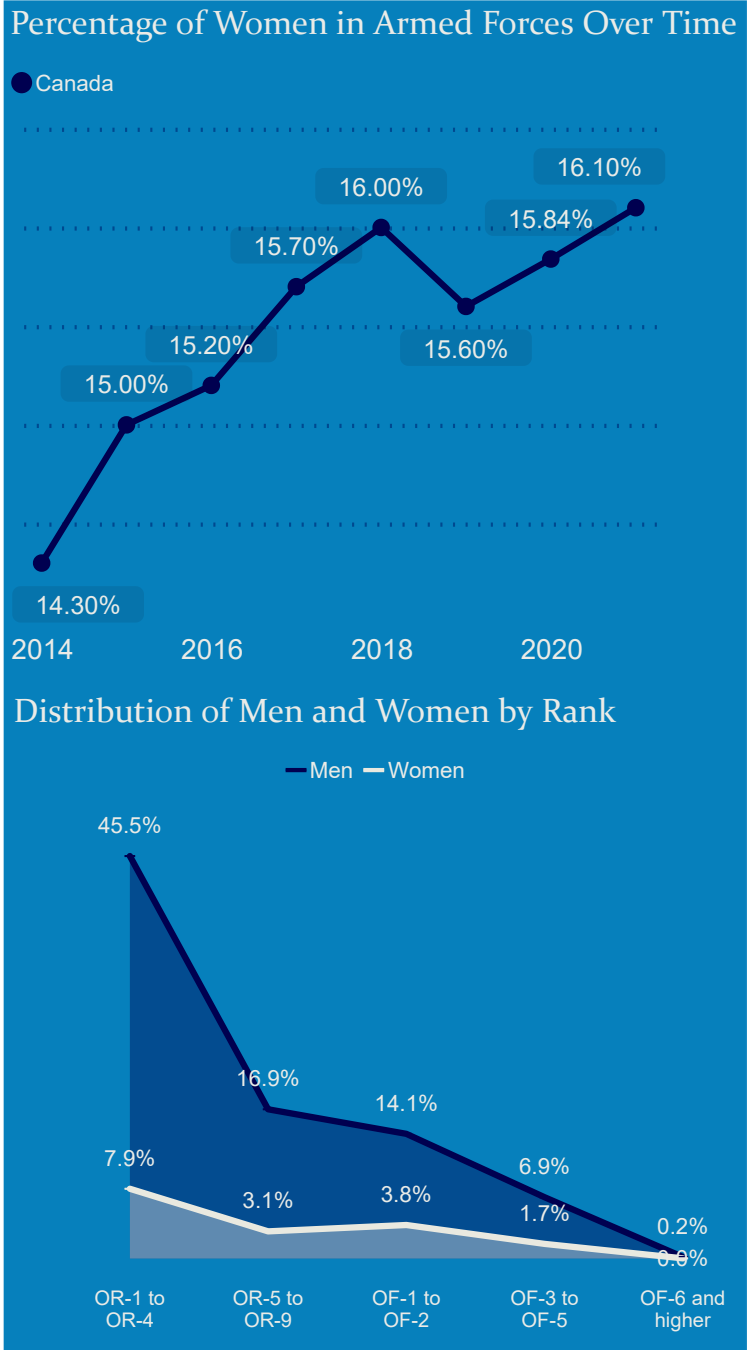
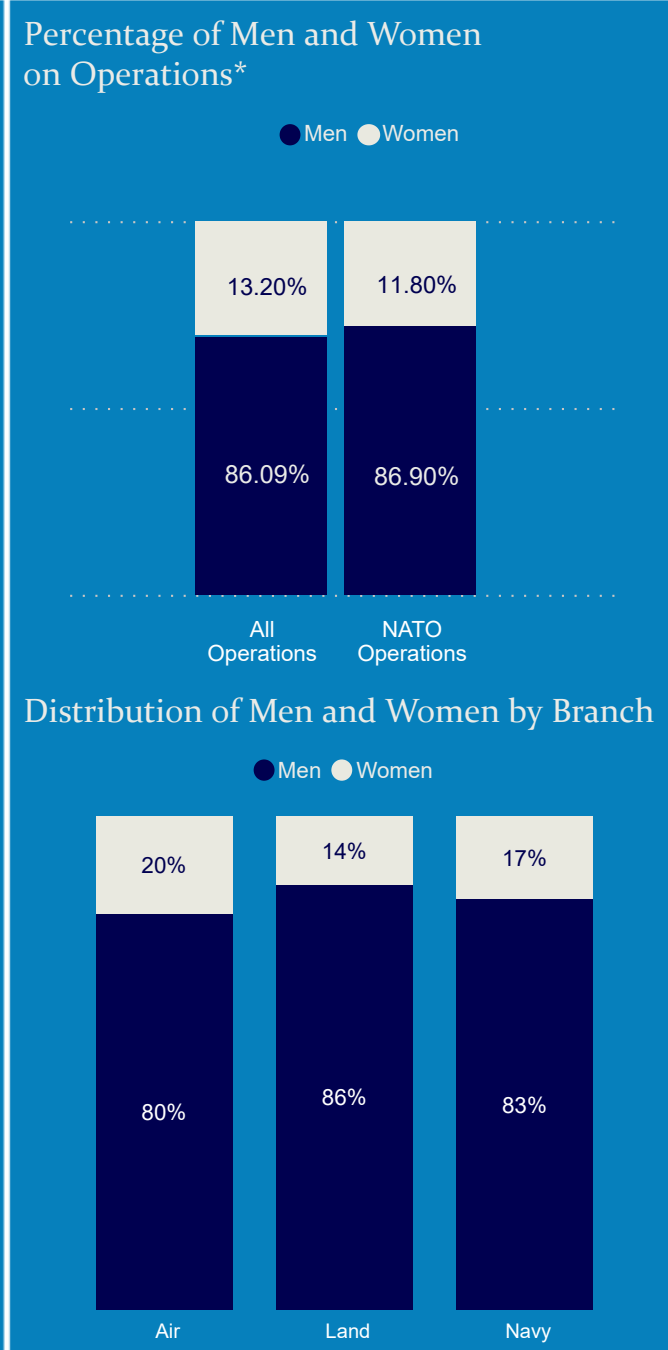
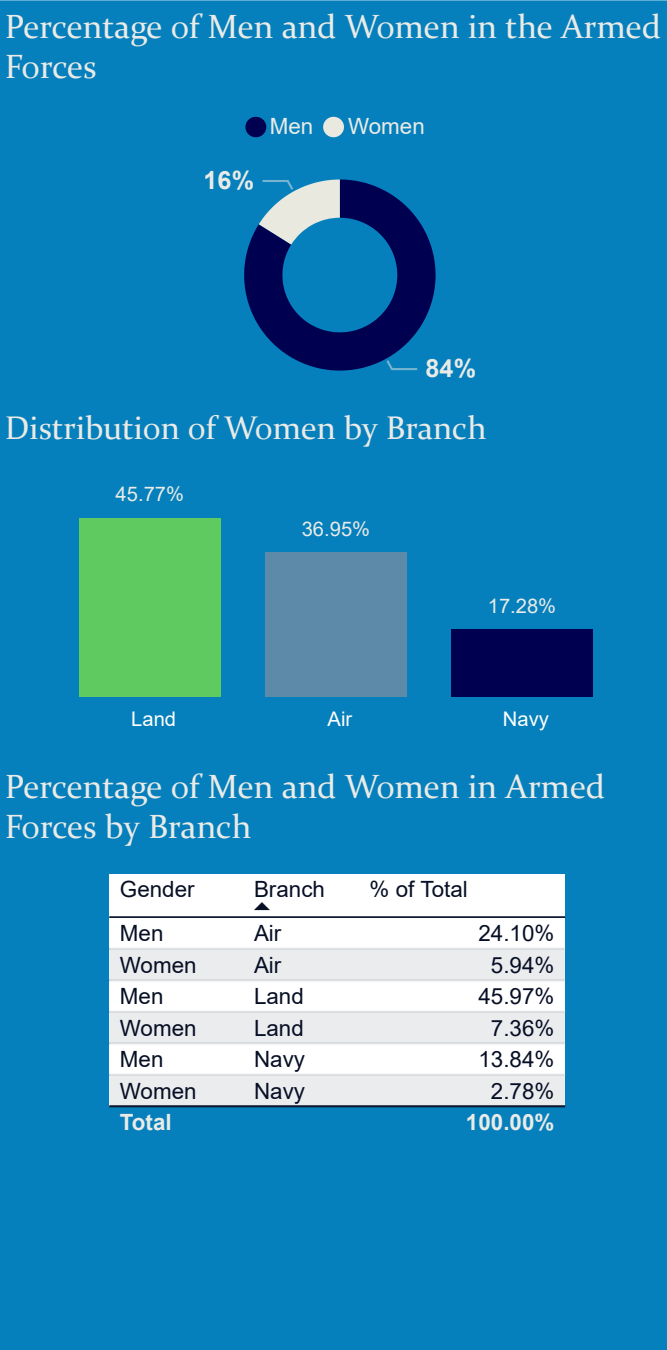
of Applicants are Women

10.3%

of Women Applicants were Recruited

74.7%

of Women Completed Basic Training



*The data in this graph does not correspond to 100% due to this nations collection of data of personnel.

Summary of the National Reports 2021

Croatia

Overview

In 2021, the Croatian Armed Forces (CAF) were composed of 13% women and 87% men. During 2021, Croatia had a valid National Action Plan (NAP). The CAF's aim is to integrate gender perspectives into all core military functions as a "routine" in planning, executing and evaluating processes at the tactical, operational and strategic levels. Compared to 2019, Croatia had a 0.8% increase in number of women in their Armed Forces.

Key Success

- Croatian CHOD continually supports the implementation of UNSCR 1325 and related Resolutions on WPS, particularly in terms of the promotion and establishment of gender equality and integration of a gender perspective in military operations, as well as in a national context, in accordance with documents that have been set in place, such as the NAP.

Work Life Balance

The CAF provide breastfeeding breaks, extra weeks of subsidised maternity/paternity leave, policy on duties assignments, night duties and/or overtime work and part time employment option for childcare. In line with the Gender Awareness Policy in the MOD and CAF, there is a specific regulation to accommodate the needs of pregnant women and single parents (both mothers and fathers) or rather to exempt them from the obligation of performing duties which require 24 hour service or night shifts (e.g. duty officer/NCO).

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Formal procedures relating to cases of harassment and abuse are contained in the Standard Operational Procedures of the Military Police. Furthermore, personnel may report claims of harassment or abuse related incidents directly through the Committee for Gender Equality in the Ministry of Defence and Armed Forces; Committee for the Protection of AF members' dignity; dedicated email address in the Personnel Directorate; and through the chain of command and directly addressing their Commanding Officer, or medical staff. Reports of alleged incidents may also be made through civilian police services or medical practitioners. In 2021, The CAF received 1 report of sexual harassment from a female victim.

Recruitment and Retention

In the CAF retention policies are applied equally to women and men in the armed forces, in order to retain the specialised services of personnel possessing scarce skills, such as: doctors, pilots, university professors and IT experts. The incentives include, amongst other benefits: special bonuses for personnel with key skills; accelerated career development and financial support for further technical training. Individuals leaving the military may take part in exit surveys on a voluntary basis, which enables the CAF to ascertain the reason(s) personnel leave the military and to provide assistance to those who seek to transition into civilian life and a civilian career.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Croatia



HRV

13.3%

of Armed Forces are Women

86.7%

of Armed Forces are Men

22.8%

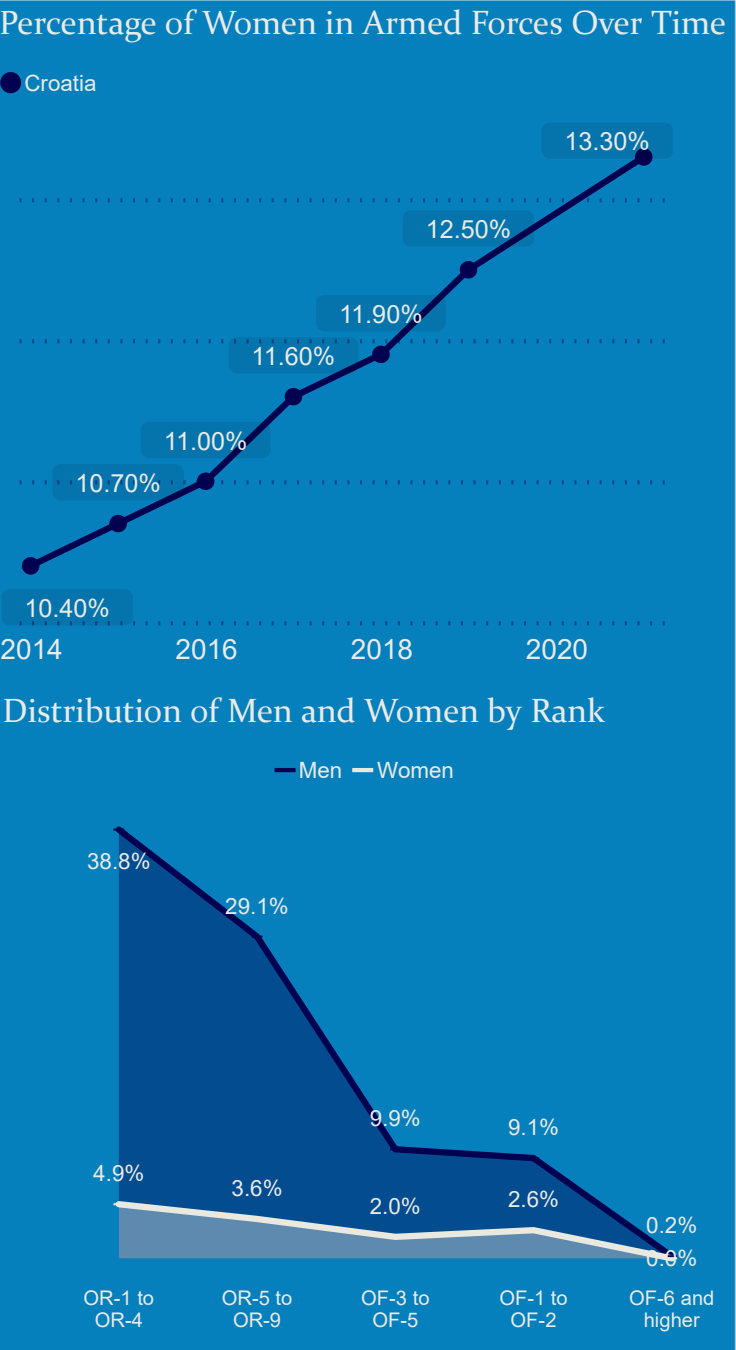
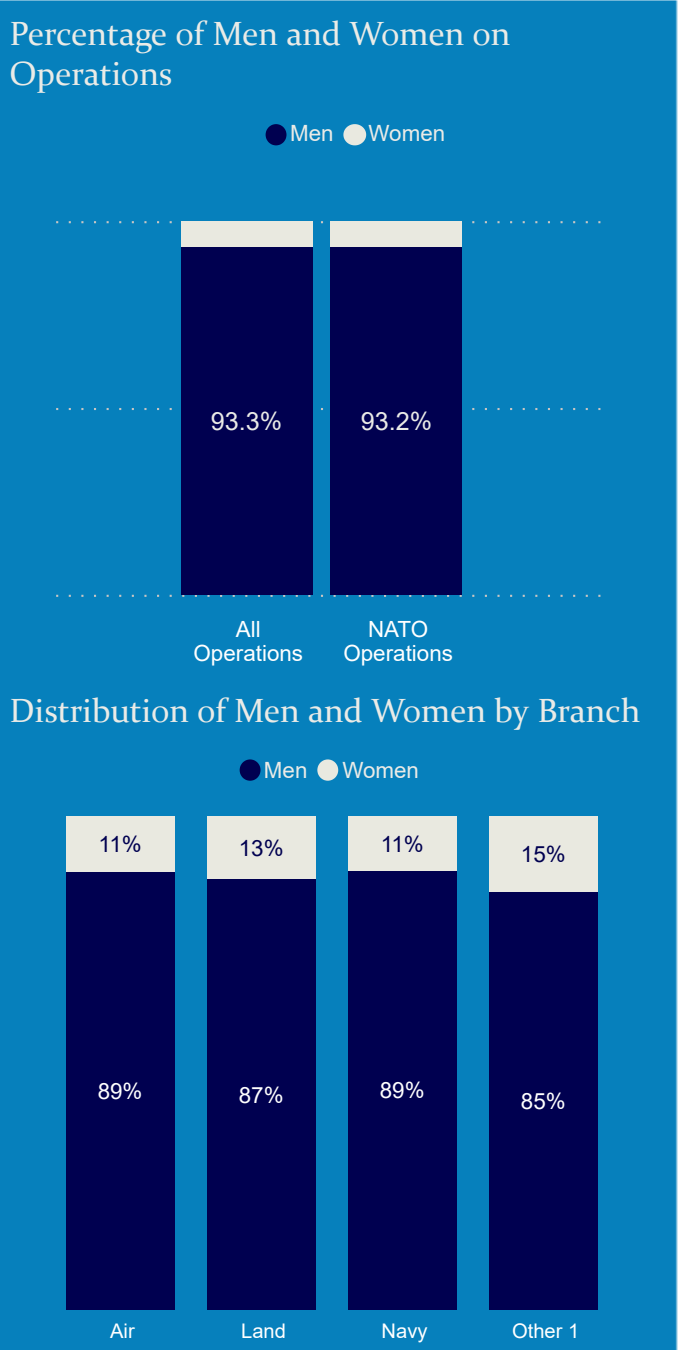
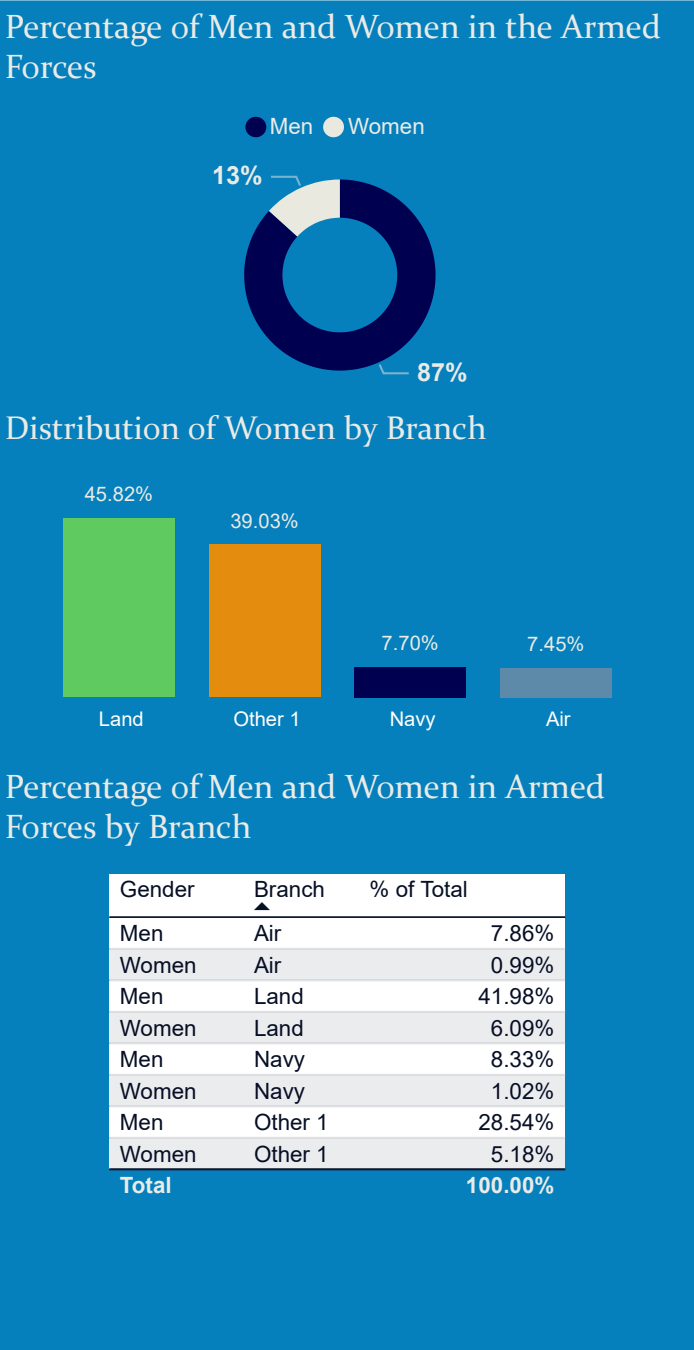
of Applicants are Women

65.3%

of Women Applicants were Recruited

94.5%

of Women Completed Basic Training



Please note for Croatia Quantitative Data, Other 1 = MOD, GSCAF, GS CAF subordinate units, Military Defence Academy, Support Command, personnel deployed in PSO

Summary of the National Reports 2021

Czech Republic

Overview

In 2021, the Czech Armed Forces (CAF) were composed of 14% women and 86% men. During 2021, the Czech Republic had a valid national action plan and the NAP was reviewed last year, in 2021, for the period 2021-2025. The CAF also have one female general as the advisor to the Chief of Defence for recruitment and equal opportunities, the second female general is the Dean of the Defence University. Compared to 2020, the Czech Republic had a 0.32% increase in number of women in their Armed Forces.

Key Success

- Two female Generals as well as one female Religious Representative is serving at the military hospital
- 4 NATO-certified GENADS and 6 completed ACT Joint Advanced Distance Learning Courses

Work Life Balance

The CAF provide parental rights and benefits, breastfeeding breaks, day care for children at military installations or the Ministry of Defence, extra weeks of subsidised maternity/paternity leave, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work and provisions protecting parent from deployment. The CAF provide flexible working hours for child care, care for the elderly or sick and educational studies as well as part-time employment options for child care and care for the elderly or sick. The CAF also provide 'child groups', which the commander can establish at inside the compound of a garrison when there is a need for day care and close when there is no longer a need. During COVID the CAF also adapted to provide more flexibility for specific cases. This includes cases where both parents are in service, to allow for at least one parent to work full time remote from home. Flexibility and support to work from home was also provided to single parents, those caring for a family member affected by COVID symptoms and those living with someone at the risk to be severely affected by infection.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The CAF provide specific training to prevent and/or respond to sexual harassment and abuse offences as part of annual common training that includes ethics, equal opportunities.

Recruitment and Retention

All recruitment campaigns by the CAF are required to address men and women equally, whether is it is visual, video, photo or booklet, the CAF pay attention to ensure that there is representation by both men and women. Campaign information also address' the needs and most commonly asked questions by men and women.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Czechia



CZE

13.7%

of Armed Forces are Women

86.3%

of Armed Forces are Men

19.0%

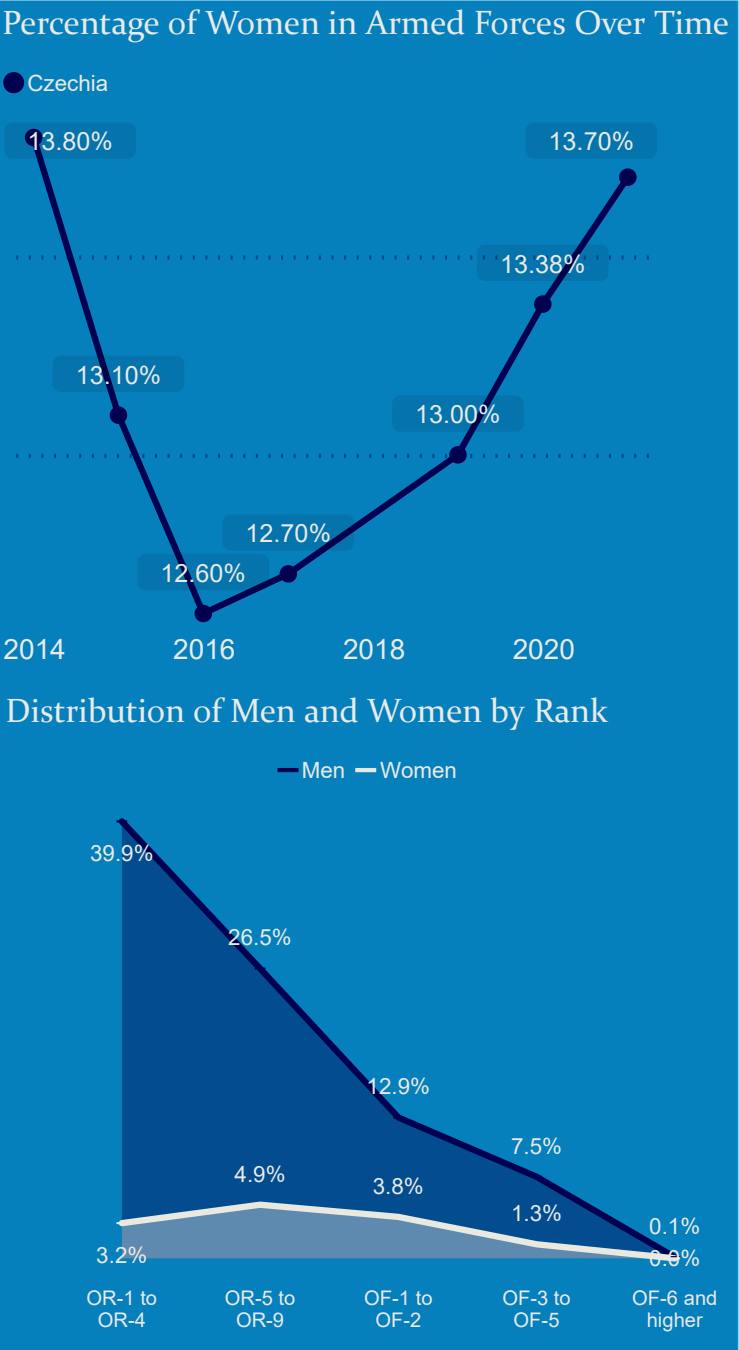
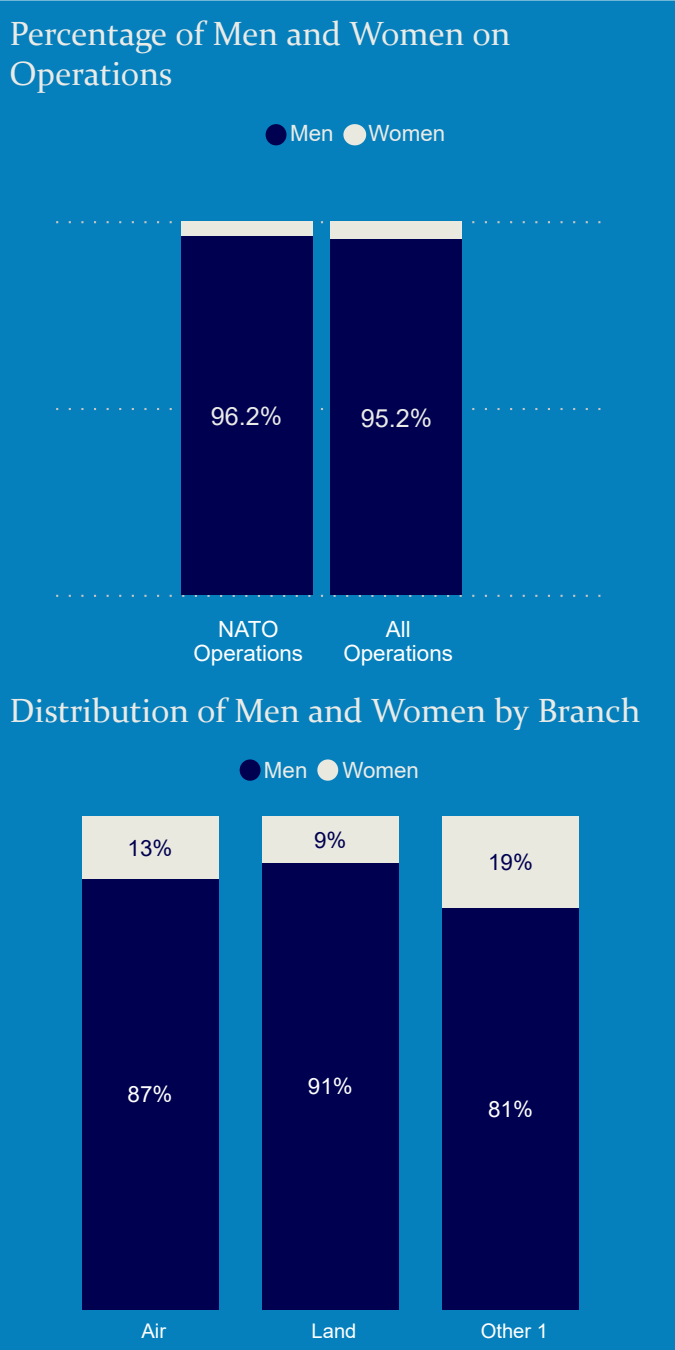
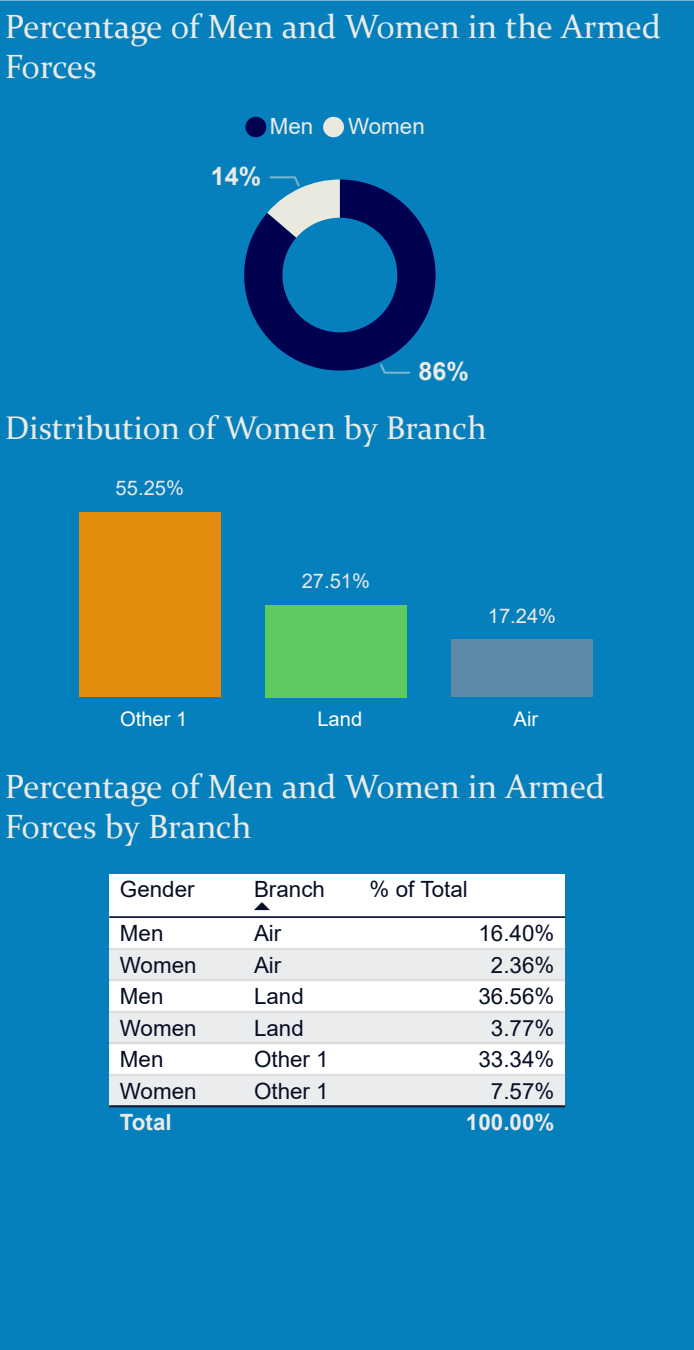
of Applicants are Women

40.7%

of Women Applicants were Recruited

88.0%

of Women Completed Basic Training



Please note for Czechia Quantitative Data, Other 1 = General Staff, Support Forces (Logistics, Medical Forces, Finances, etc), Military Police, National Guard, Military Officer of the President, Special Forces



Summary of the National Reports 2021

France

Overview

In 2021, the French Armed Forces (FAF) were composed of 17% women and 83% men. In 2021, France had a valid National Action Plan. Compared to 2020, France had a 0.29% increase in number of women in their Armed Forces.

Key Success

- Ongoing implementation of the current National Action Plan

Work Life Balance

The FAF provide a variety of parental rights and benefits, childcare availability and family leave programs. The FAF takes into account the dual activity of couples, especially military couples and includes a possible adjustment of the duration of command assignments, support for a return in the forces or in the joint staff after leave or a long absence (maternity leave, successive parental leaves) and attention to mobility with an effort to transfer to the same geographical perimeter as a spouse or ex-spouse. Arrangements are made on a case-by-case basis to allow each soldier to unfold their professional career while maintaining mission priority to take precedence over the individual situation. In response to the COVID-19 pandemic, the FAF provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Within the FAF, the Themis cell exists to prevent sexual harassment and sexual abuse, oversee allegations of sexual harassment and sexual abuse and supports victims. In 2021, the FAF received 70 reports from women and 8 reports from men of sexual harassment, 54 reports from women and 4 from men of sexual assault and 17 other reports from women and 1 report from a man of cases of a similar nature.

Recruitment and Retention

The FAF have a target or quota for the percentage of women and men in the national armed forces and also provide a network to support women in the military. There are Networks of mentoring in each of the forces and the FAF provide the masterclass "OSEZ" to improve public speaking abilities.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

France



FRA

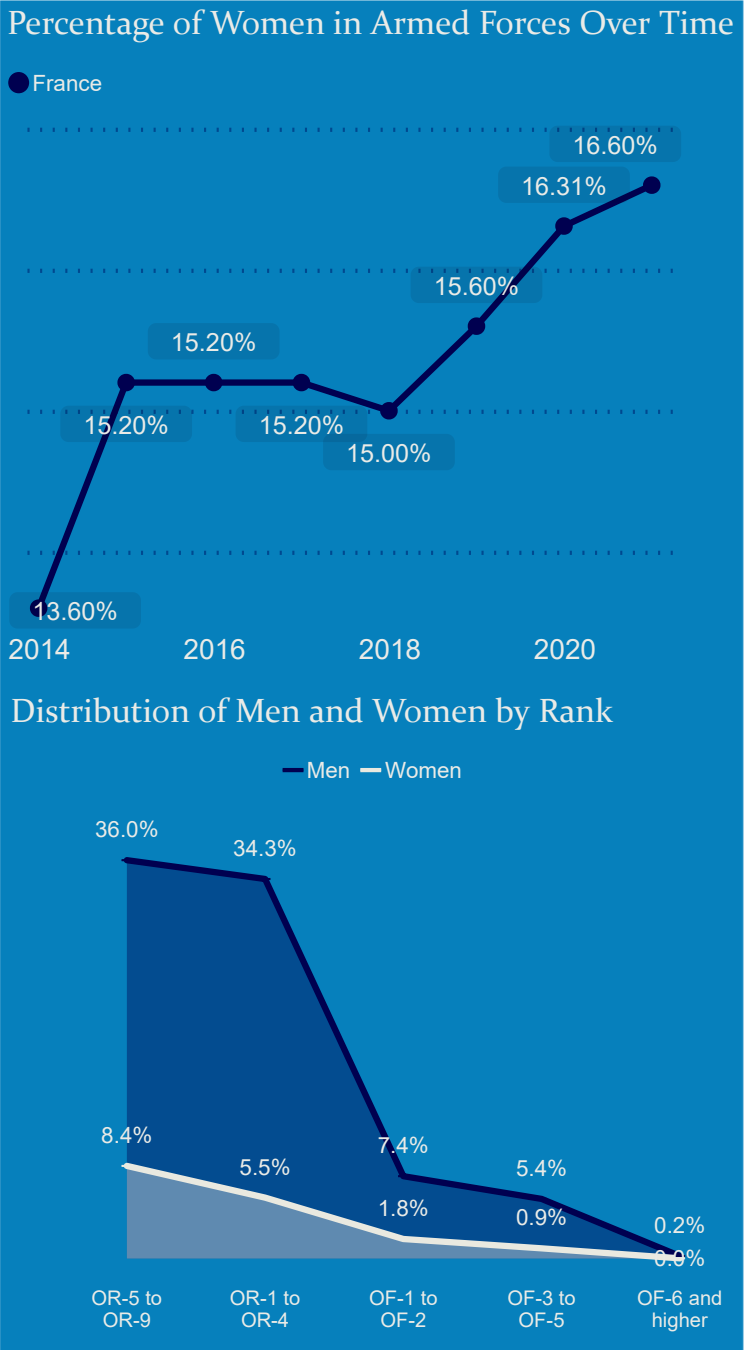
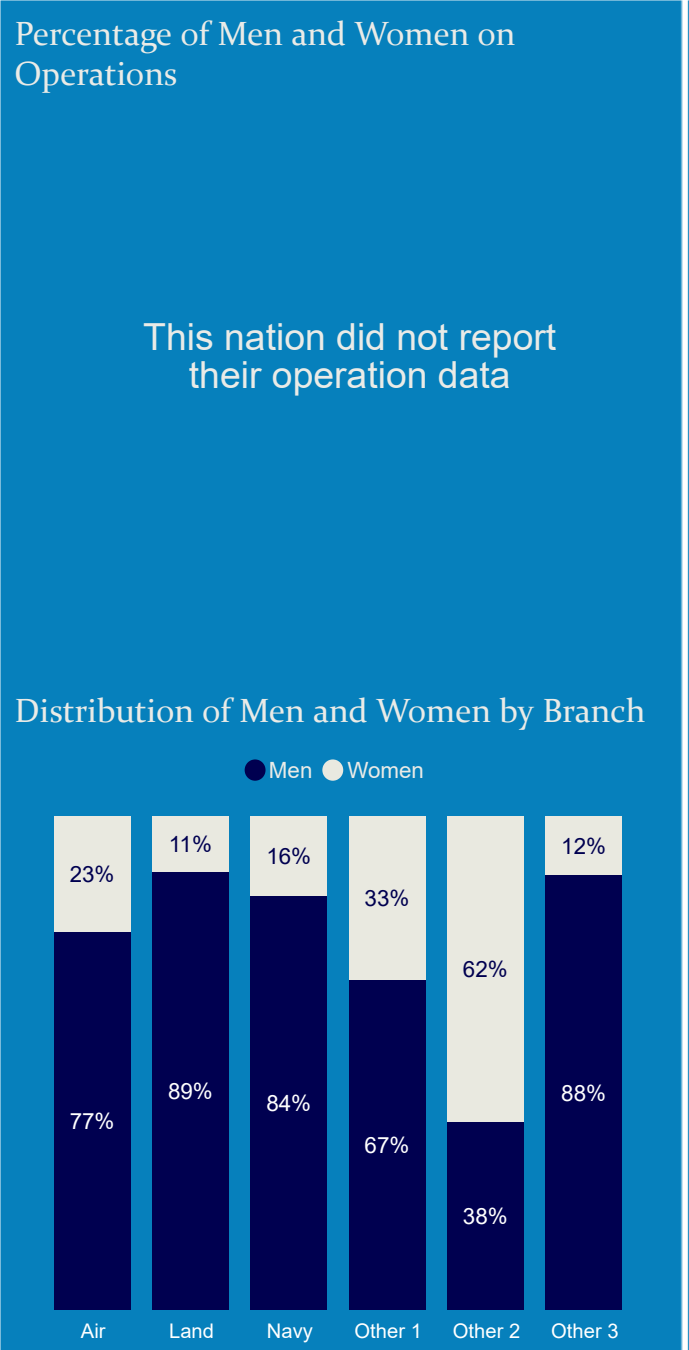
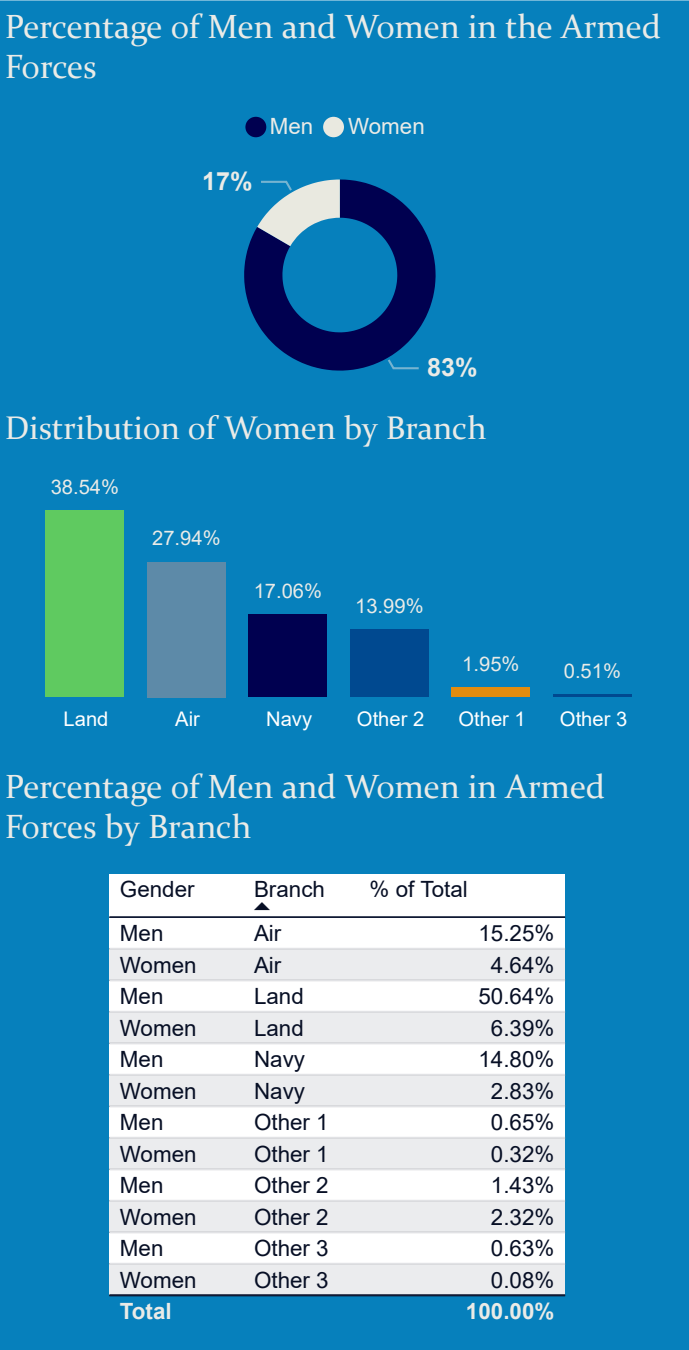
16.6%

of Armed Forces are Women

83.4%

of Armed Forces are Men

This nation did not report their recruitment data



Summary of the National Reports 2021

Germany

Overview

In 2021, the Bundeswehr (German Armed Forces) were composed of 13% women and 87% men. In 2021, Germany adopted its third National Action Plan. Compared to 2020, Germany had a 0.35% increase in number of women in their Armed Forces.

Key Success

- Adoption of the third National Action Plan which includes the establishment of WPS focal points in several German embassies and measures to overcome structural obstacles to the deployment of women in peace operations.

Work Life Balance

The Bundeswehr provide several policies and support measure on work-life balance and family, including breastfeeding breaks, day care for children, extra weeks of subsidised maternity/paternity leave, flexible working and service hours, policy on duties assignments, night duties, overtime work and on protecting parents from deployment. Service personnel with family-related obligations may also be reimbursed for the costs of care services while they are on deployment abroad or preparing for such an assignment. The Bundeswehr does not deploy personnel abroad in cases of severe personal and/or family-related strains. Furthermore, there is an effort to make career arrangements for couples including the effort to transfer both individuals to the same military location. Single parents also have privileged provision of childcare in day care centres close to Bundeswehr sites. The Bundeswehr Social Services also provide support and counsel on individual cases and financial support may be granted by the German Foundation for Hardship Cases. The Bundeswehr also adapted to the COVID-19 Pandemic to allow for special leave of absence to look after children of pre-school and school age while care facilities or schools were closed or in the event of children becoming ill and largely allowed personnel to work from any location (depending on the suitability of the tasks and available IT equipment). The Bundeswehr significantly increased its amount of mobile IT equipment, including increasing the provision of laptops for remote work and families who were particularly under pressure have been able to receive online support for the schooling of their children.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Bundeswehr have formal procedures for reporting sexual offence cases and all cases of suspected offences against sexual self-determination and any other forms of sexual harassment committed by or against Bundeswehr personnel must be reported through the Reporting System for the Internal and Social Situation of the Bundeswehr. In 2021 the Bundeswehr received 176 reports of sexual harassment and 24 reports of sexual abuse from female victims and 24 reports of sexual harassment and one report of sexual assault from male victims.

Recruitment and Retention

The diversity of the Bundeswehr as an employer is emphasized in all campaigns, webseries and products and opportunities offered by the Bundeswehr are regularly emphasized by female protagonists. The Bundeswehr also develop campaigns on specific occasions such as Girls' Day, International Women's Day, Equal Pay Day or German Diversity Day. The Bundeswehr also offer: coaching programmes; a seminar for leadership and specialist personnel on the Act on Equal Opportunities for Female and Male Military Personnel; and a mentoring programme designed for the purpose of targeted promotion of young talent. Although the mentoring programme is not exclusive to women, it is used as an effective instrument for gender diversity as it employs a deliberate approach to reduce the under-representation of women in top positions in the longer term.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Germany



DEU

12.9%

of Armed Forces are Women

87.1%

of Armed Forces are Men

17.7%

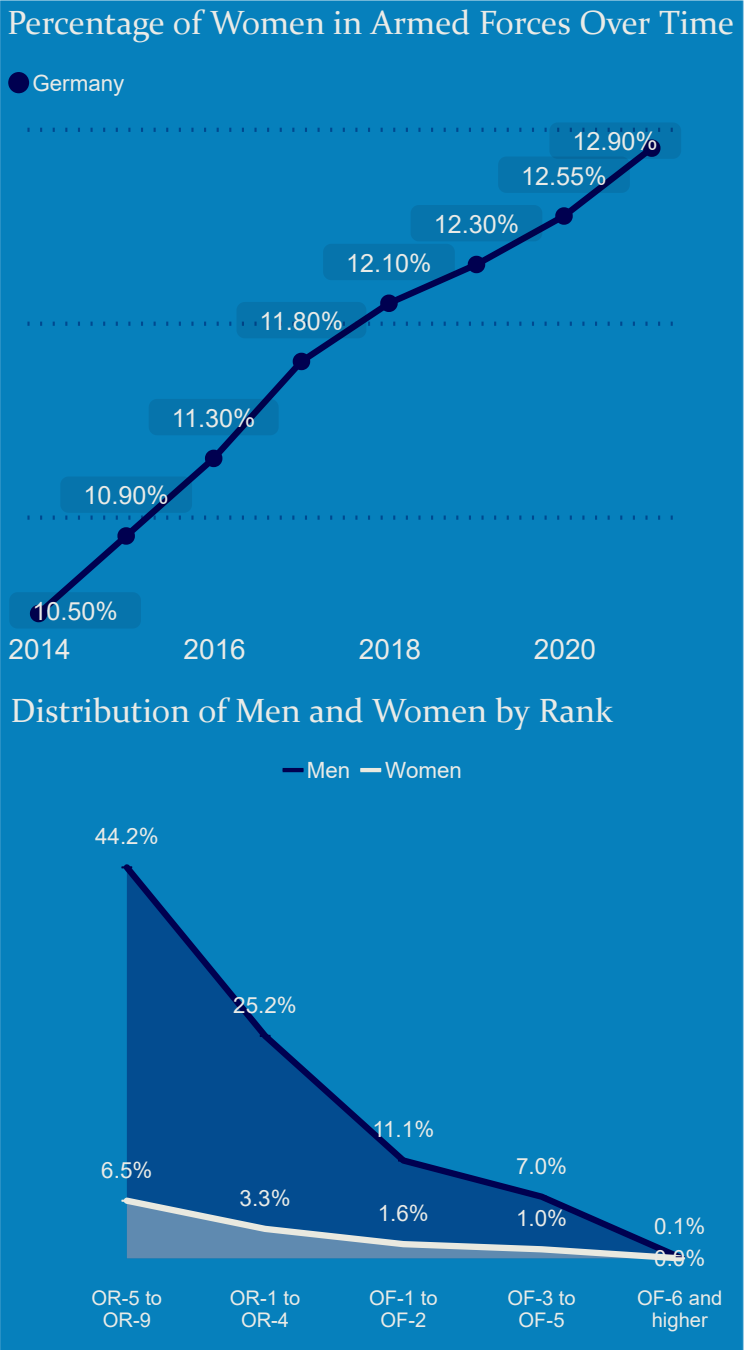
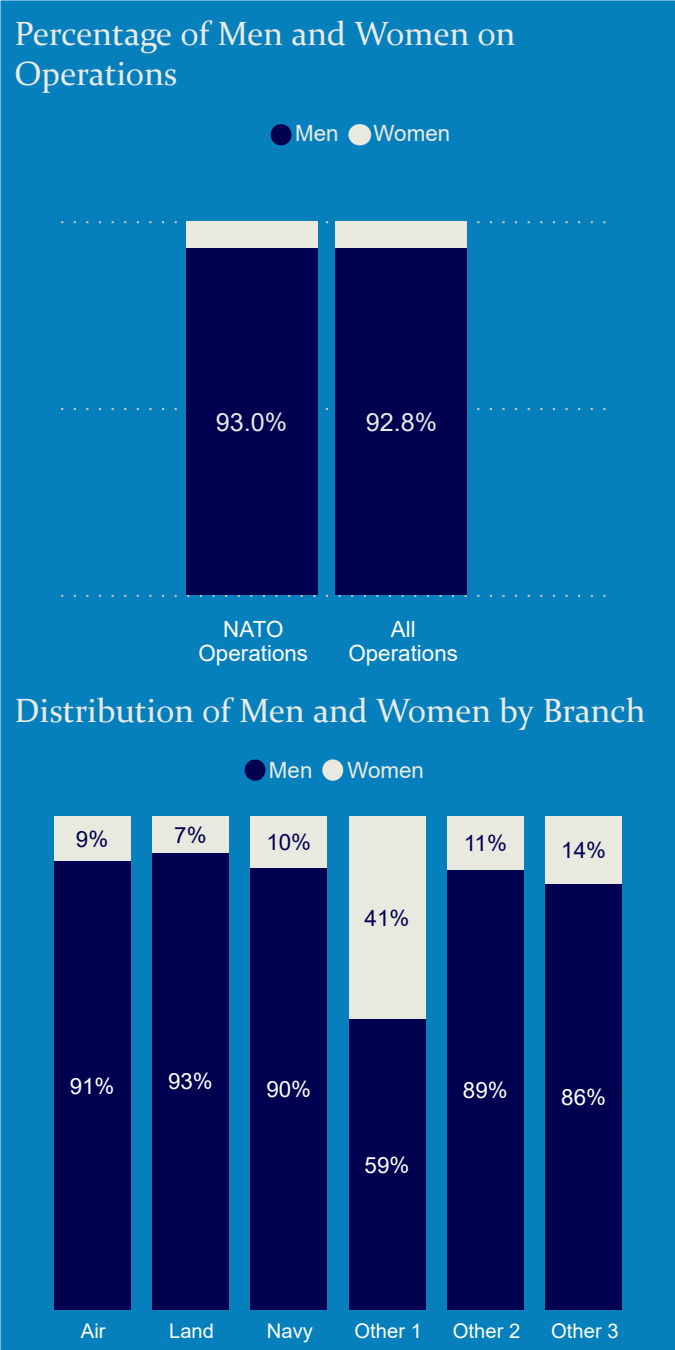
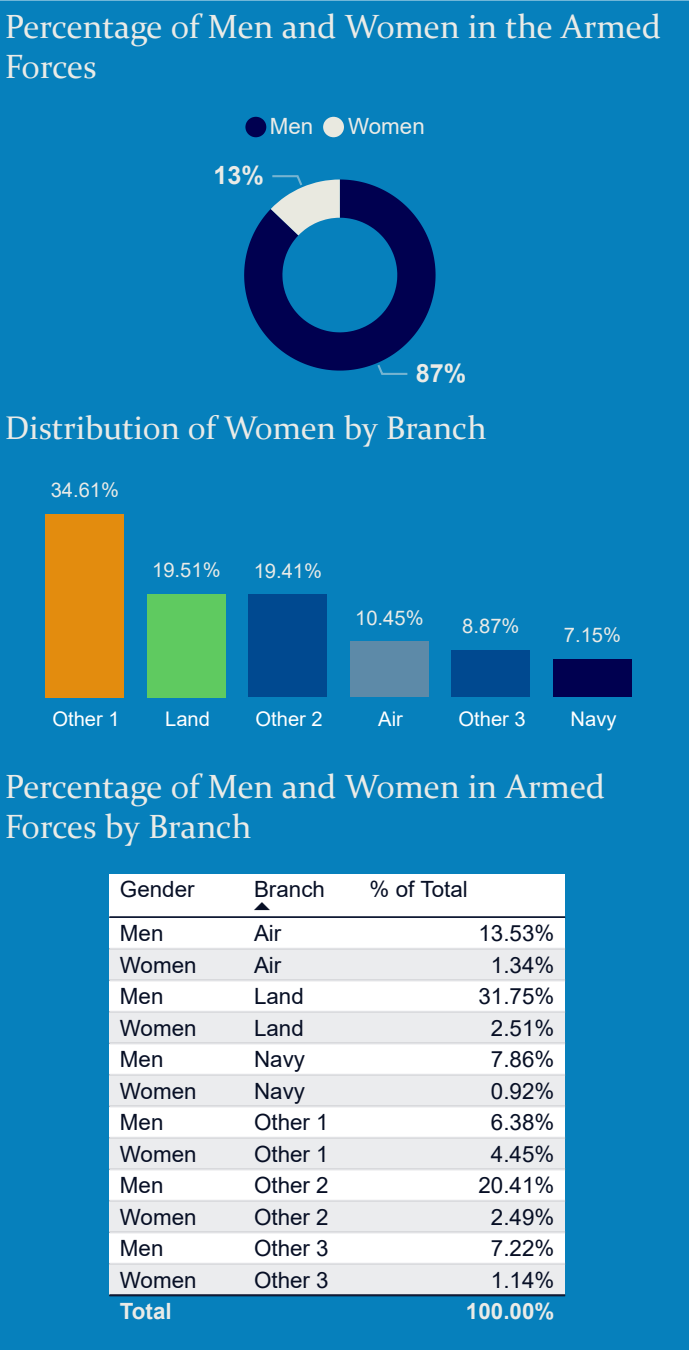
of Applicants are Women

30.8%

of Women Applicants were Recruited

62.5%

of Women Completed Basic Training



Summary of the National Reports 2021

Greece

Overview

In 2021, the Hellenic Armed Forces (HAF) were composed of 16% women and 84% men. During 2021, Greece had a valid National Action Plan. Compared to 2020, Greece had a 0.04% increase in number of women in their Armed Forces.

Key Success

- During 2021, Greece implemented its new National Action Plan for Gender Equality 2021-2025 which adopted specialized actions for each ministry, including Ministry of Defence.

Work Life Balance

The HAF provide parental rights and benefits, childcare availability and gendered health care services. These provisions include day care for children at military installations or the Ministry of Defence, education allowances for child's primary/secondary schooling, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work, parental Leave (5 days per year) and provisions protecting a parent from deployment. Military members are required to report to their command who will take care of their children if they are deployed/sent on temporary duty as part of the family care plan. The HAF also provide part-time employment options for caring for the elderly or sick and flexible working hours for child care and caring for the elderly or sick. To support dual-service couples, the HAF do not deploy both parents at the same time and have measure in place for parents serve in the same location and do not put parents on night duties at the same time. Single parents or widows/widowers can also be excluded from night duties as well as military exercises. Single parents or widows/widowers also have priority to spend holiday at the summer resorts. In response to the COVID-19 pandemic, the HAF took into consideration work-life balance for families working remotely while children were distance-learning, provided childcare availability while schools were closed but military members had to report in person and offered additional leave for parents who's children were distance-learning

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The HAF include training including a course with the description "Sexual exploitation and abuse". The HAF follow common law procedures to report such incidents. Any report of misconduct, including sexual offences are subjects of disciplinary and criminal investigation. All military personnel have the right to submit a report to refer to such an incident and the report is examined by the level of administration in charge. In 2021, the HAF received one report of sexual abuse from a male victim.

Recruitment and Retention

The HAF have policies and campaigns that promote the recruitment of women in the military, including the Policy Public Recruitment for Professional Privates.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Greece



GRC

16.4%

of Armed Forces are Women

83.6%

of Armed Forces are Men

33.4%

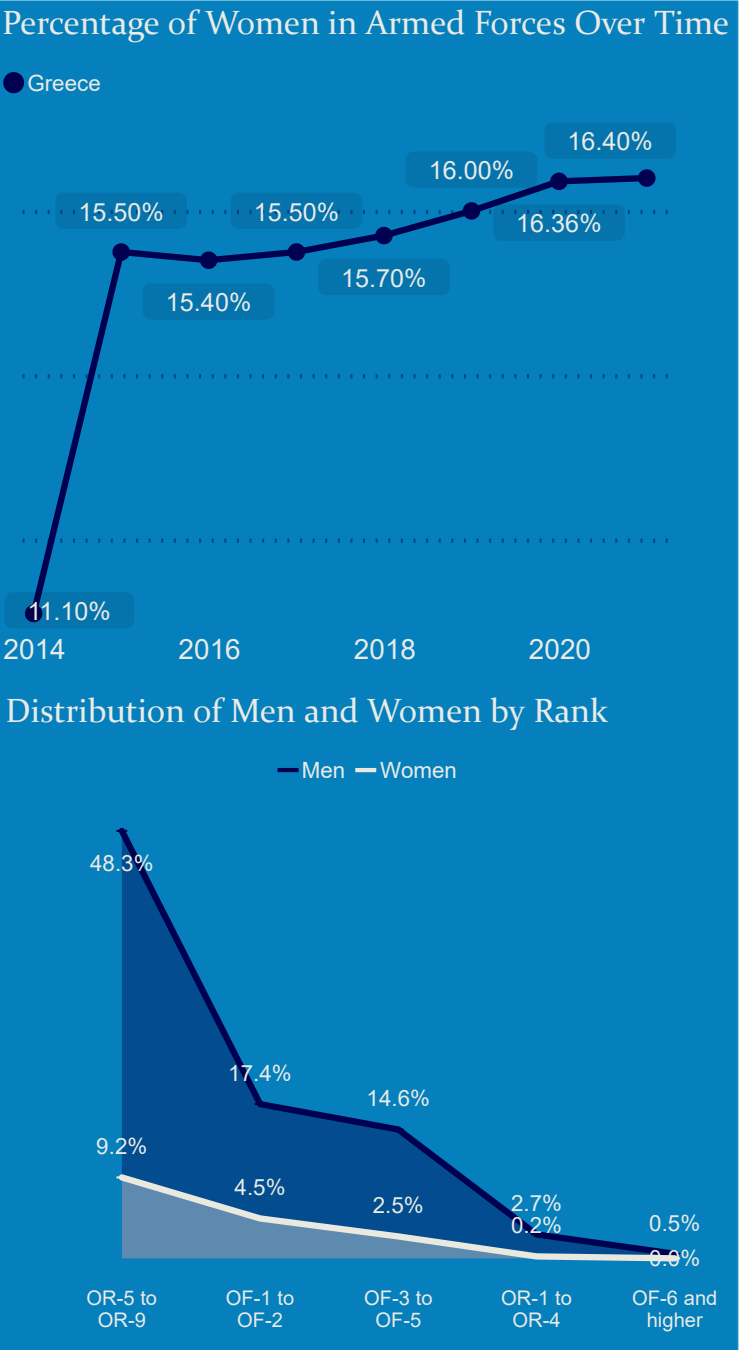
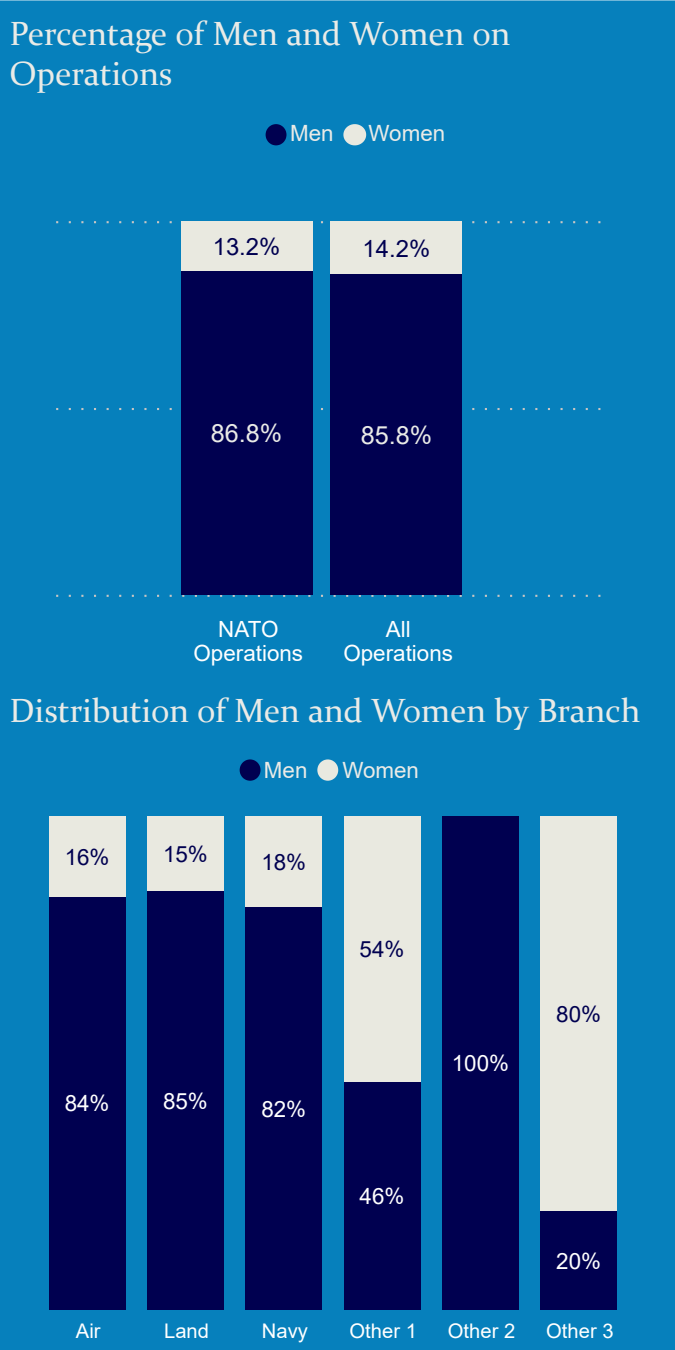
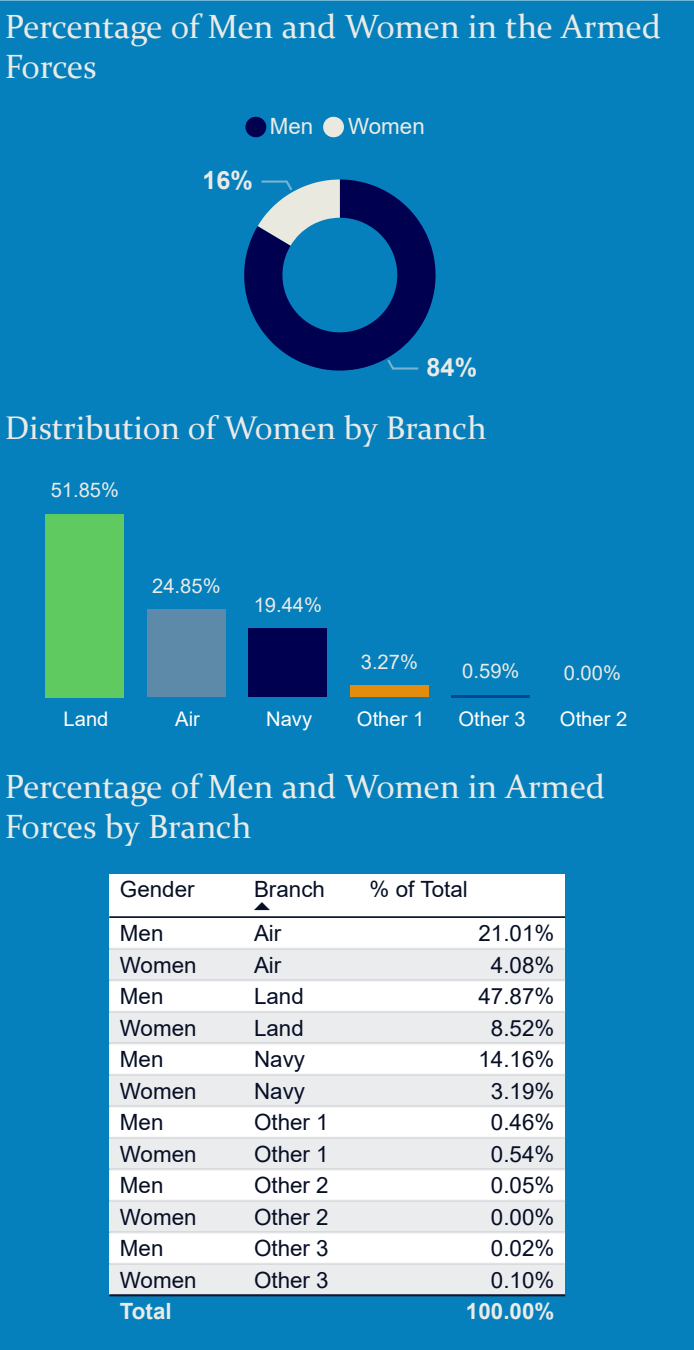
of Applicants are Women

4.7%

of Women Applicants were Recruited

91.2%

of Women Completed Basic Training



Summary of the National Reports 2021

Hungary

Overview

In 2021, the Hungarian Defence Forces (HDF) were composed of 20% women and 80% men. During 2021, Hungary did not have a National Action Plan (NAP). Compared to 2020, Hungary had a 0.24% decrease in number of women in their Armed Forces.

Key Success

- Comprehensive work-life balance policies in place.

Work Life Balance

The HAF provide flexible working hours for child care and teleworking or remote options for educational studies. The HAF also provide breastfeeding breaks, education allowances for child's primary/secondary schooling, extra weeks of subsidised maternity/paternity leave, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work and provisions protecting parents from deployment. The HAF have in place measure for dual service couples to not to deploy both serving parents at the same time. Single parents with children younger than 3 are not obligated to do overtime duty, are not required to move garrisons and are not deployed without with consent. Single parents with children younger than 6 without options for childcare are not assigned to 24 hour duty. Single parents with a child who is between the age of 3 to 12 and sick also have 100% more childcare per year than those who are not single. In response to the COVID-19 pandemic, The HDF provided childcare availability while schools were closed but military members had to report in person as well as additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The HAF have formal procedures in place for women and men to report incidents of sexual harassment, sexual abuse and/or sexual exploitation. Every unit has a plan on equal opportunities in which a complaint form is included as an annex of the plan. In 2021, the HAF received 3 reports of sexual harassment, 1 report of sexual abuse and 1 report of sexual assault from female victims.

Recruitment and Retention

The HAF use tools (questionnaires, surveys, exit forms etc.) to monitor the reasons why women and men leave the military and all leadership positions are open to women in the national armed forces.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Hungary



HUN

19.7%

of Armed Forces are Women

80.3%

of Armed Forces are Men

20.4%

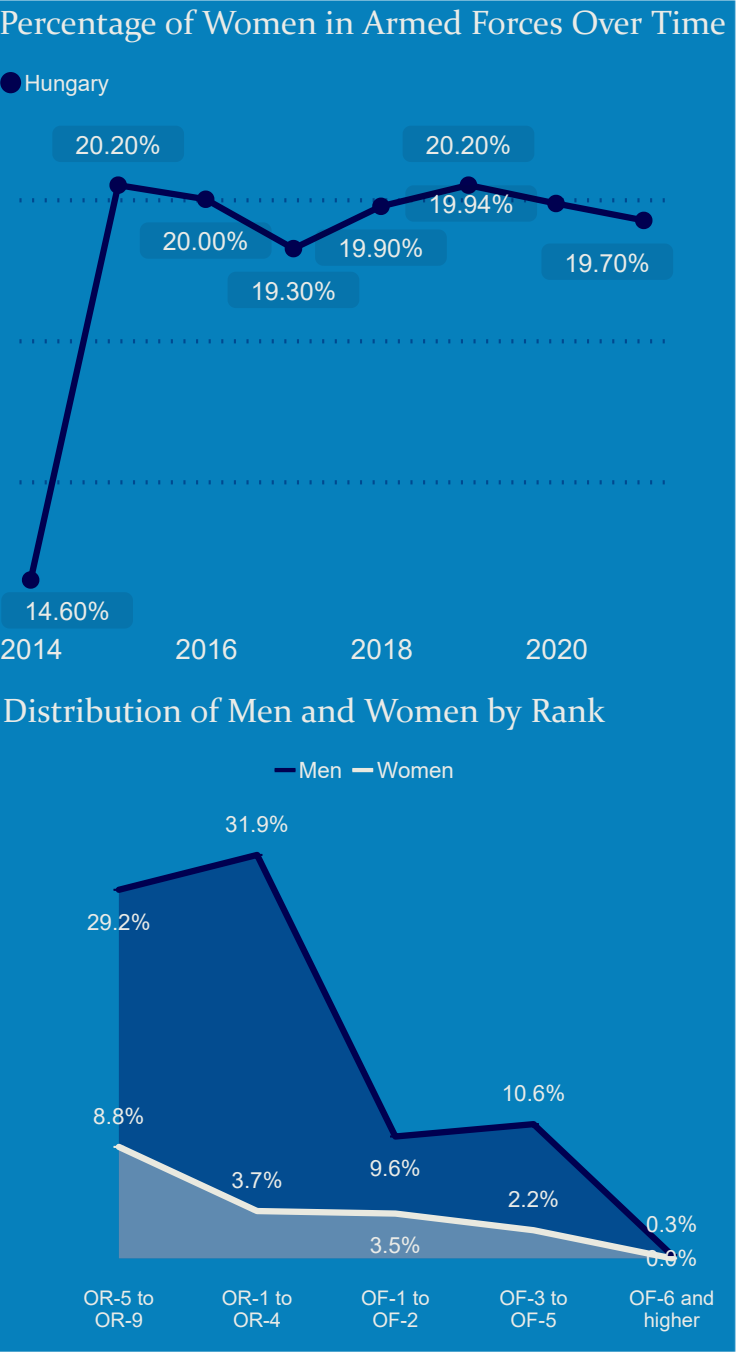
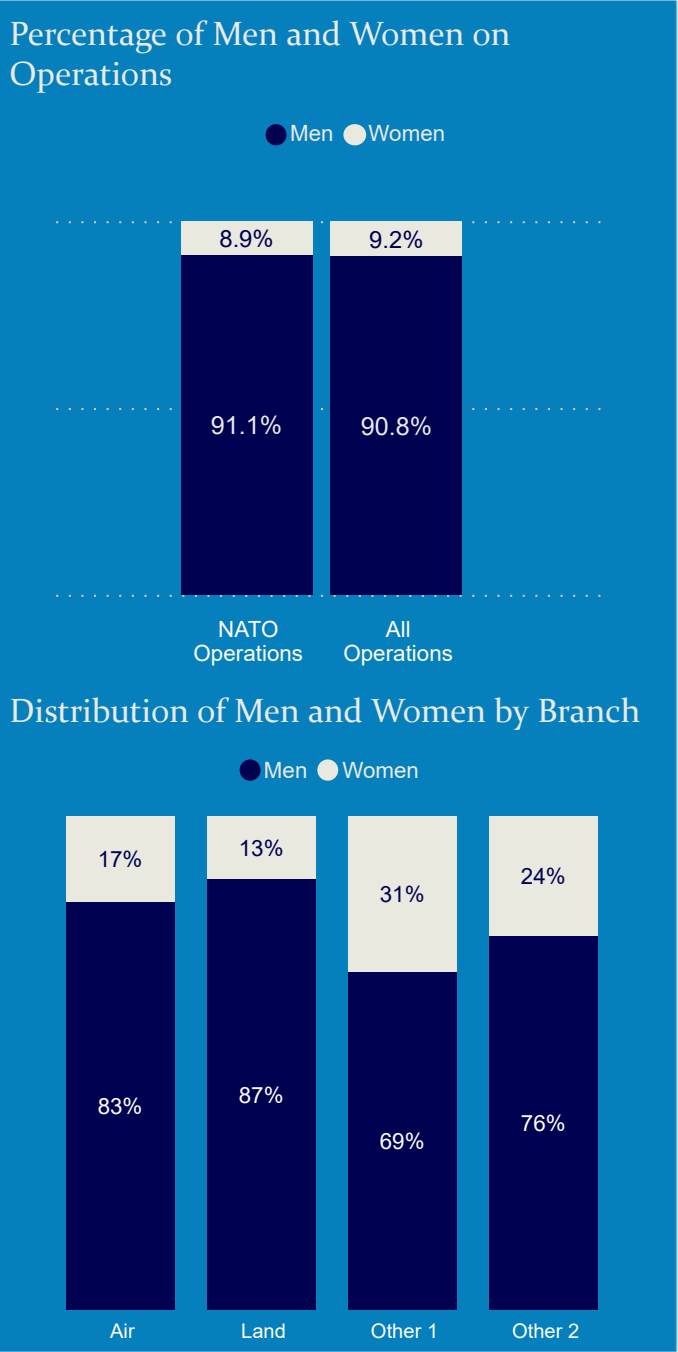
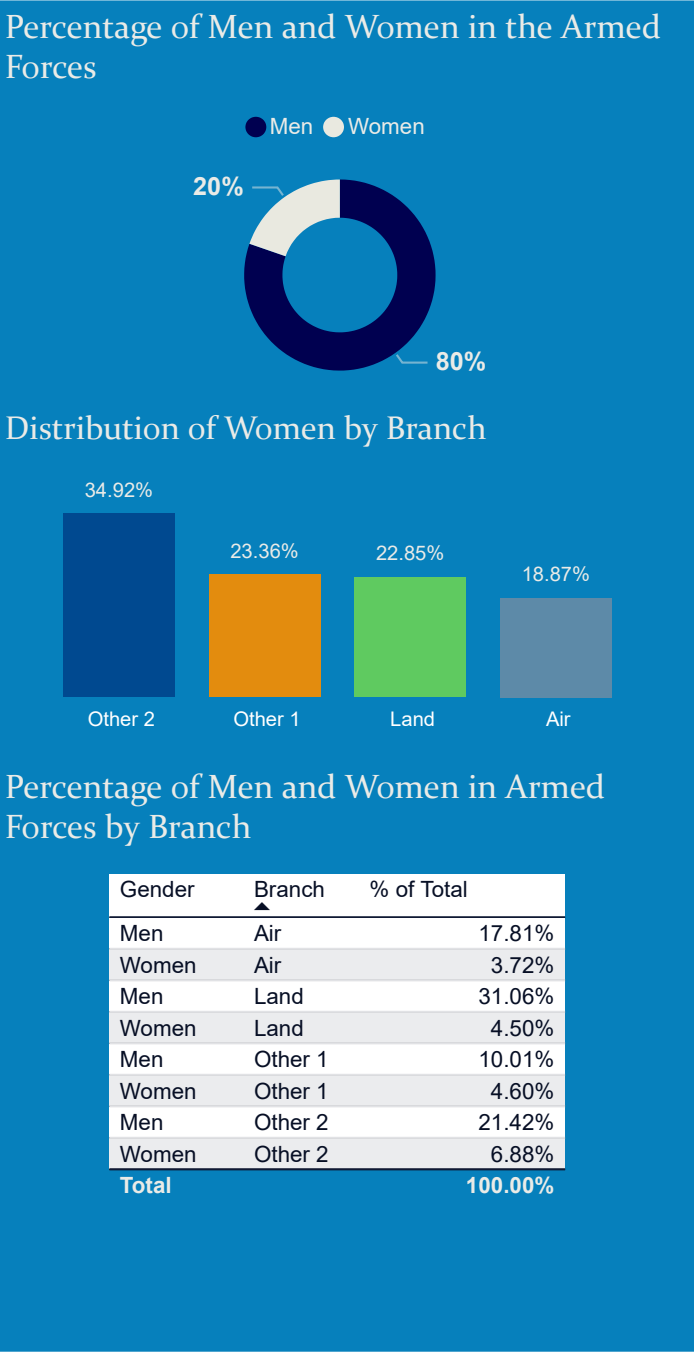
of Applicants are Women

49.0%

of Women Applicants were Recruited

71.6%

of Women Completed Basic Training





Summary of the National Reports 2021

Italy

Overview

In 2021, the Italian Armed forces (IAF) were composed of 7% women and 93% men. During 2021, Italy has a valid National Action Plan (NAP). Compared to 2020, Italy had a 0.37% increase in number of women in their Armed Forces.

Key Success

- Ongoing implementation of the fourth National Action Plan 2020-2024
- 8 NATO-certified GENADs and 44 GEANDs or GFPs trained on ACT Joint Advanced Distance Learning Courses

Work Life Balance

The IAF provide breastfeeding breaks, day care for children at military installations or the Ministry of Defence, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work provisions protecting parents from deployment, flexible working hours for child care and educational studies and remote or telework options for educational studies. Single parents, divorced parents or widows/widowers can also apply for exemption of nighttime duties and 24 hours duties until their children reach the age of twelve. In response to the COVID-19 pandemic, the IAF took into consideration work-life balance for families working remotely while children were distance-learning.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Within the IAF, formal procedures for reporting sexual harassment, abused or assault consists in a criminal complaint. The Army (through the General Security Office within the Army General Staff) released "Sexual Harassment Guidelines for the Commanders" aimed at providing specific directives and guidance to all personnel, especially Commanders, in order to prevent and respond to "deviant behaviours". In particular, the preventive measures include: 1) a formal information activity conducted every six months, using the Psychological Officers, the Doctors, the Gender Advisor, the Legal Advisor and the "Information" Officer, to instruct Commanders on the indicators necessary for the recognition of this phenomenon; 2) use of centres/specialized structures external to the Army, in order to conduct specific information seminars; 3) constant "active listening" activity (carried out by aforementioned personnel); 4) specific training on the use of social networks (sexual harassment may also be perpetrated on the web). In 2021, the IAF received 14 report of sexual assault and 1 report of sexual abuse from female victims.

Recruitment and Retention

The IAF supports professional relocation for discharged volunteers (without any disciplinary infractions) who decide to join the SILDIFESA (Sistema Informativo Lavoro Difesa). The project aims to enhance the transition process of the discharged personnel, to promote their visibility in the job market and to widen their employment opportunities in order to facilitate their relocation, through vocational guidance, training and matching labour demand and supply.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Italy



ITA

6.6%

of Armed Forces are Women

93.4%

of Armed Forces are Men

23.9%

of Applicants are Women

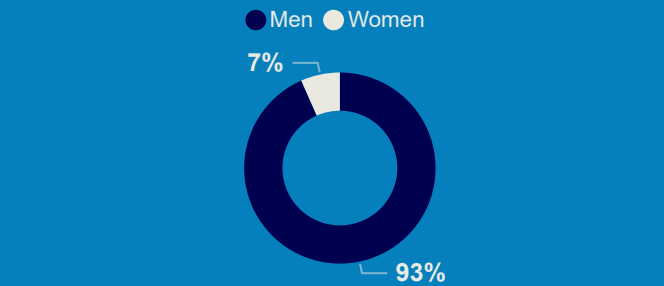
2.9%

of Women Applicants were Recruited

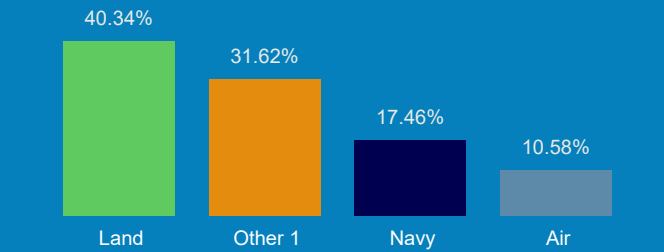
90.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



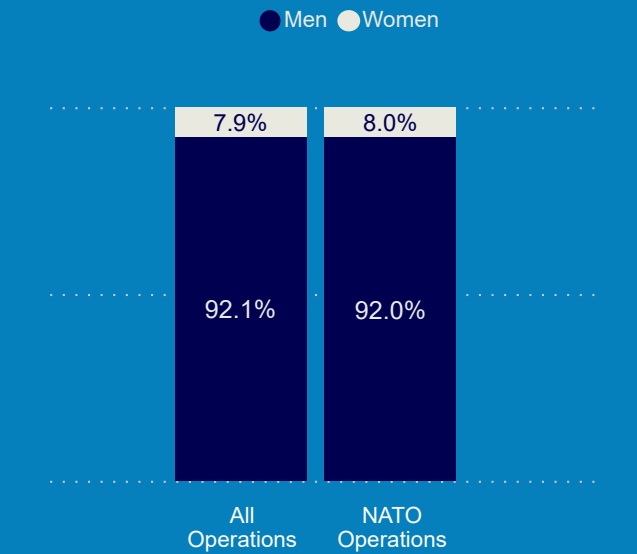
Distribution of Women by Branch



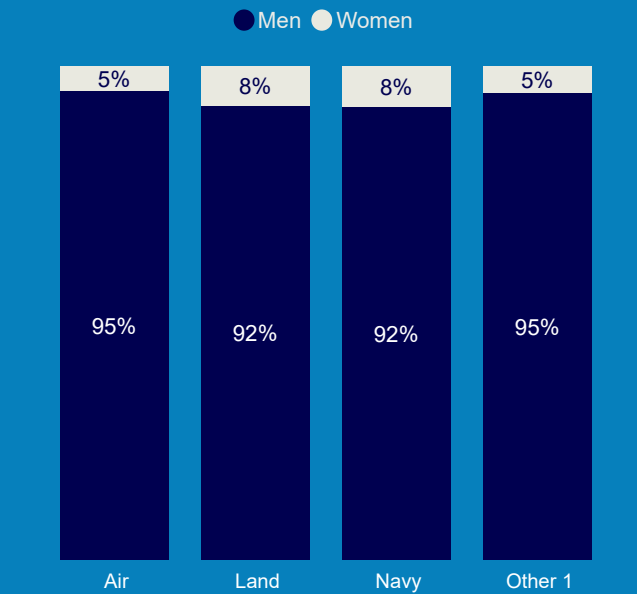
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	13.40%
Women	Air	0.70%
Men	Land	30.50%
Women	Land	2.66%
Men	Navy	12.87%
Women	Navy	1.15%
Men	Other 1	36.63%
Women	Other 1	2.09%
Total		100.00%

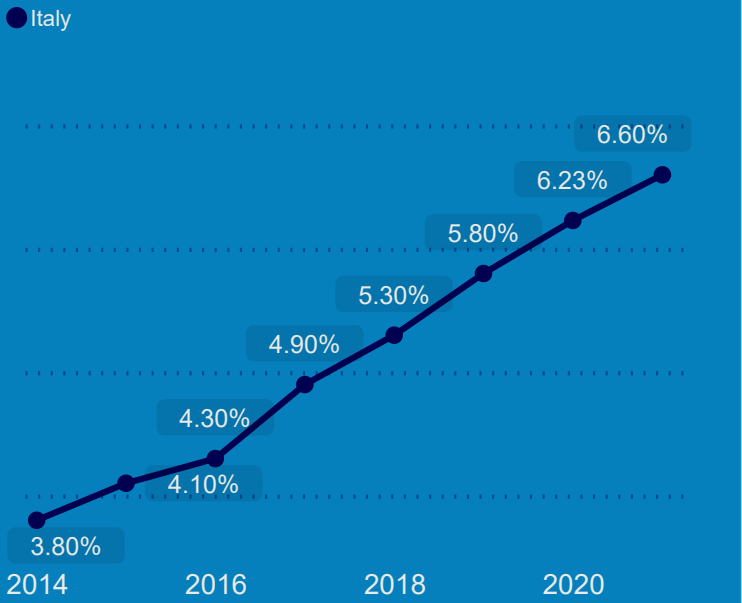
Percentage of Men and Women on Operations



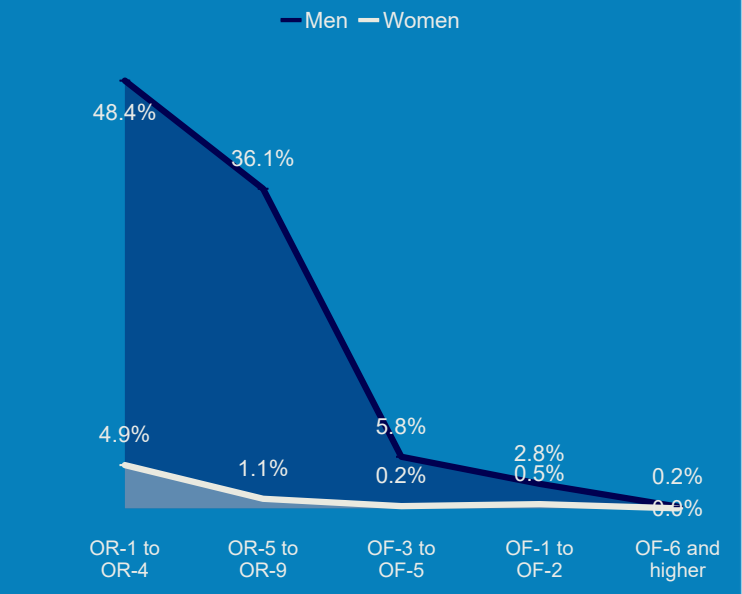
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Italy Quantitative Data, Other 1 = Carabinieri Corps

Summary of the National Reports 2021

Latvia

Overview

In 2021, the Latvian Armed Forces (LAF) were composed of 16% women and 84% men. Compared to 2020, Latvia had an 0.38% increase in number of women in their Armed Forces.

Key Success

- Availability of parental rights and benefits and childcare.
- Use of targeted recruitment strategies.

Work Life Balance

The LAF provide parental rights and benefits and childcare availability. In response to the COVID-19 pandemic, the LAF provided additional laptops for remote work.

Recruitment and Retention

The LAF use targeted policies or campaigns to promote the recruitment of women in the military and all leadership positions are open to women in the national armed forces. The LAF use of tools to monitor the reasons why women and men leave the military.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Latvia



LVA

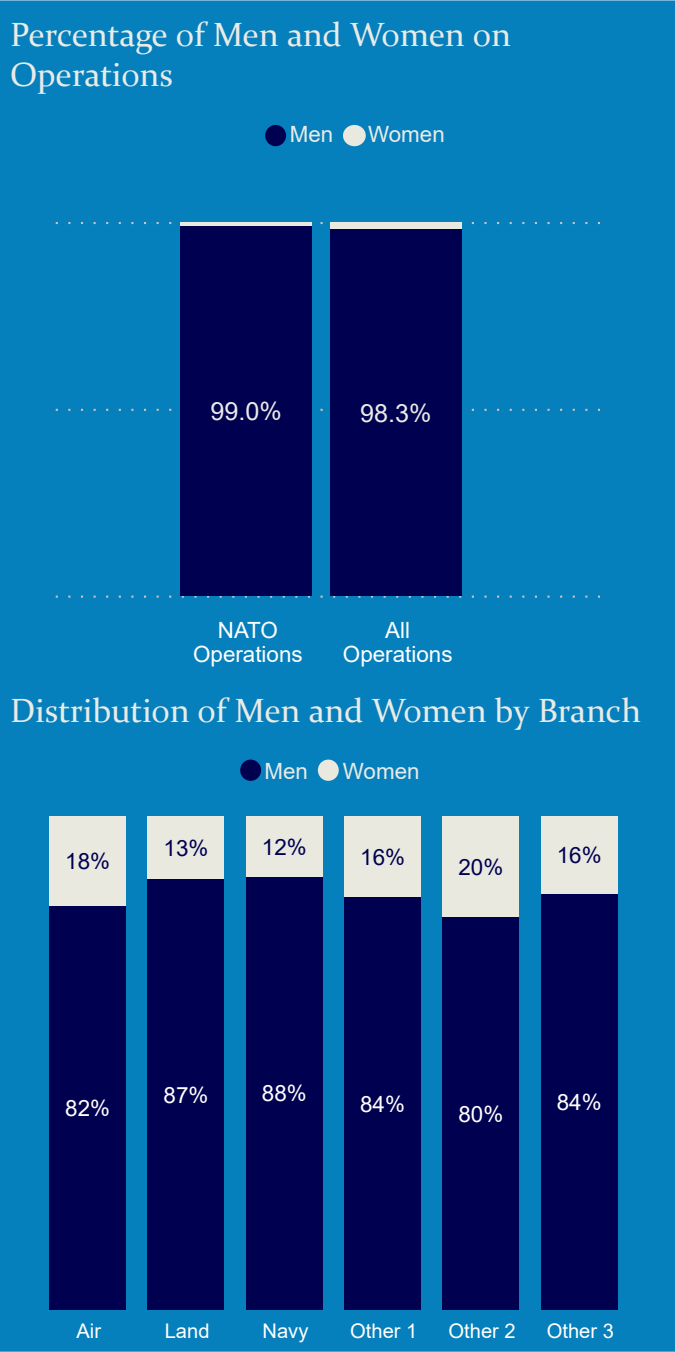
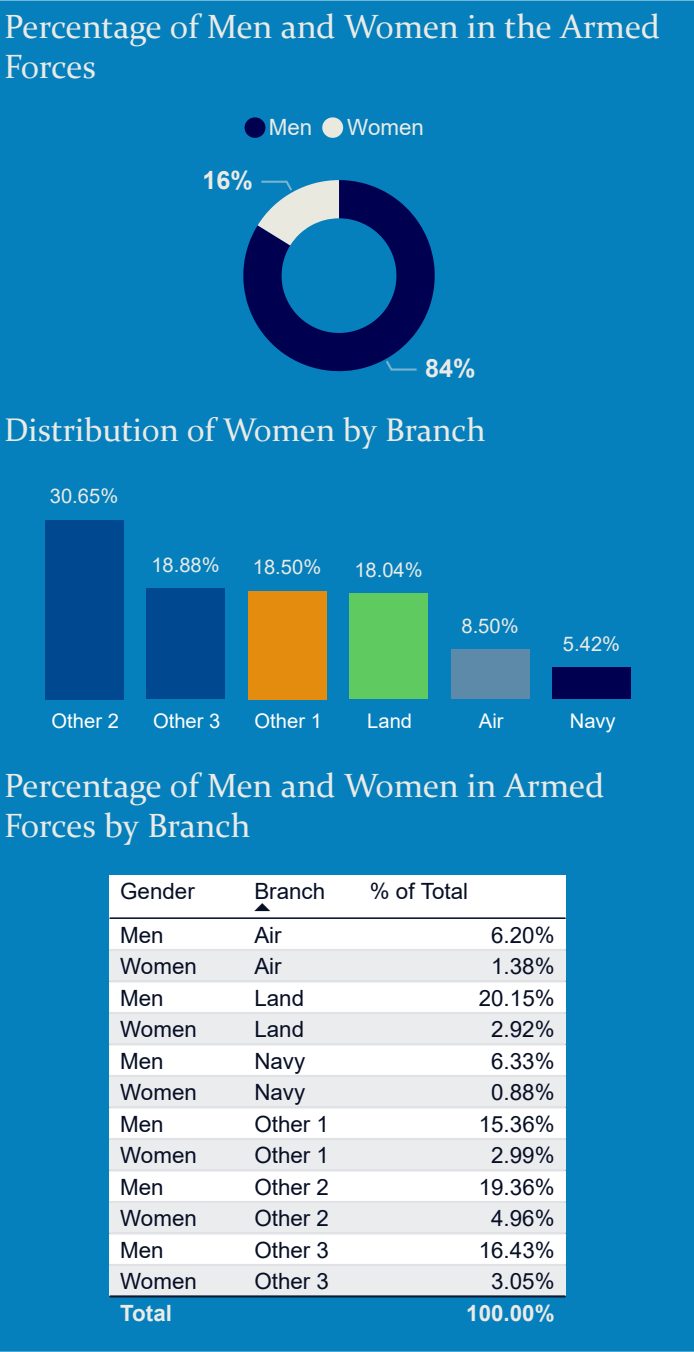
16.2%

of Armed Forces are Women

83.8%

of Armed Forces are Men

This nation did not report their recruitment data



Summary of the National Reports 2021

Lithuania

Overview

In 2021, the Lithuanian Armed Forces (LAF) were composed of 12% women and 88% men. During 2021, Lithuania had a valid National Action Plan (NAP). Compared to 2020, Lithuania had a 0.03% increase in number of women in their Armed Forces.

Key Success

- During 2021, Lithuania continued to implement its National Action Plan (NAP) with the main focus for the military on: promoting gender equality, women's participation in international operations and educating military personnel on gender issues and UNSCR 1325.

Work Life Balance

The LAF provide parental rights and benefits, childcare availability, flexible working and service hours, policy on duties assignments, night duties and/or overtime work. Flexible working hours are available for child care, care for the elderly or sick and educational studies as well as telework or remote work options for child care and care for the elderly and sick. The Ministry of National Defense may grant material allowance (up to 5 amounts of the minimum monthly salary approved by the Government) to soldiers, civil servants and employees whose material condition is serious due to their own illness, illness or death of close relatives, natural disaster or loss of property. It is also possible to work part-time remotely. In response to the COVID-19 Pandemic, the LAF took into consideration work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person as well as additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The LAF have in place strategies and policy to prevent and respond to sexual offences. In accordance with the Statute, military personnel have a right to lodge a complaint in the chain of command or directly to the Inspector General. The Military Commander as well as Inspector General have an obligation to initiate procedures of military discipline investigation when a complaint is received. Criminal proceedings are also available. In the case of sexual abuse or sexual assault, personnel have a right to lodge a complaint in the chain of command or directly to Military Police.

Recruitment and Retention

All leadership positions open to women in the national armed forces and as part of the NAP, measures of the MoD Action Plan include: including subject-matter of equal opportunities for women and men into syllabuses of undergraduate studies at the Military Academy; training specialists to provide consultations on equal opportunities for women and men issues; conducting surveys on equal opportunities for women and men at the National Defence System (NDS); and the development of incentives for women to join international missions and operations.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Lithuania



LTU

12.2%

of Armed Forces are Women

87.8%

of Armed Forces are Men

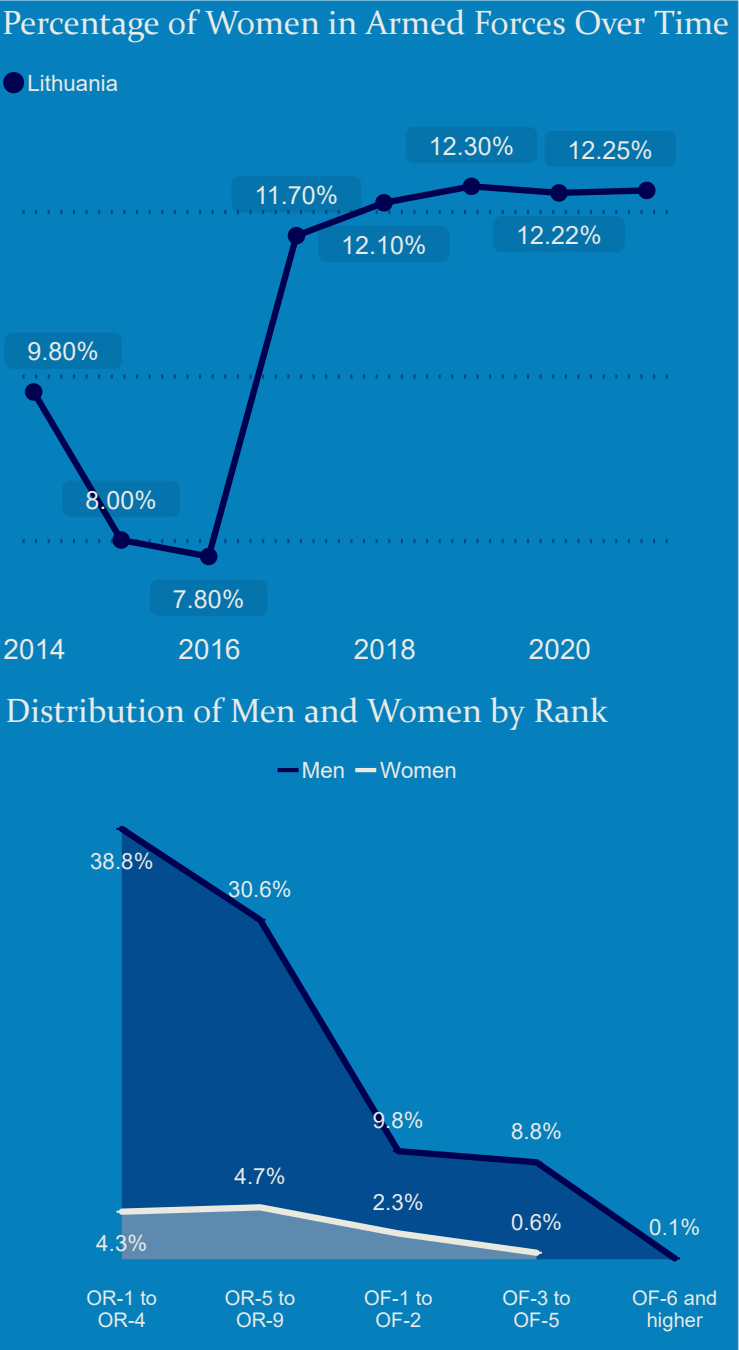
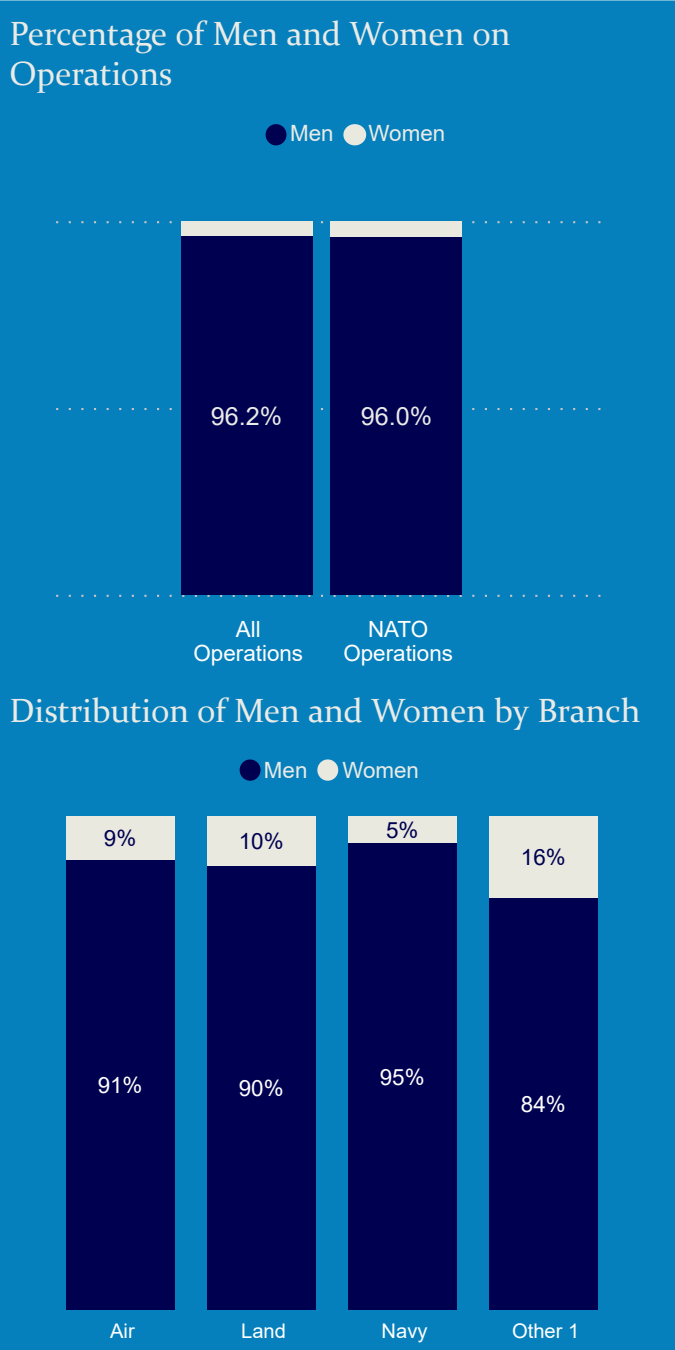
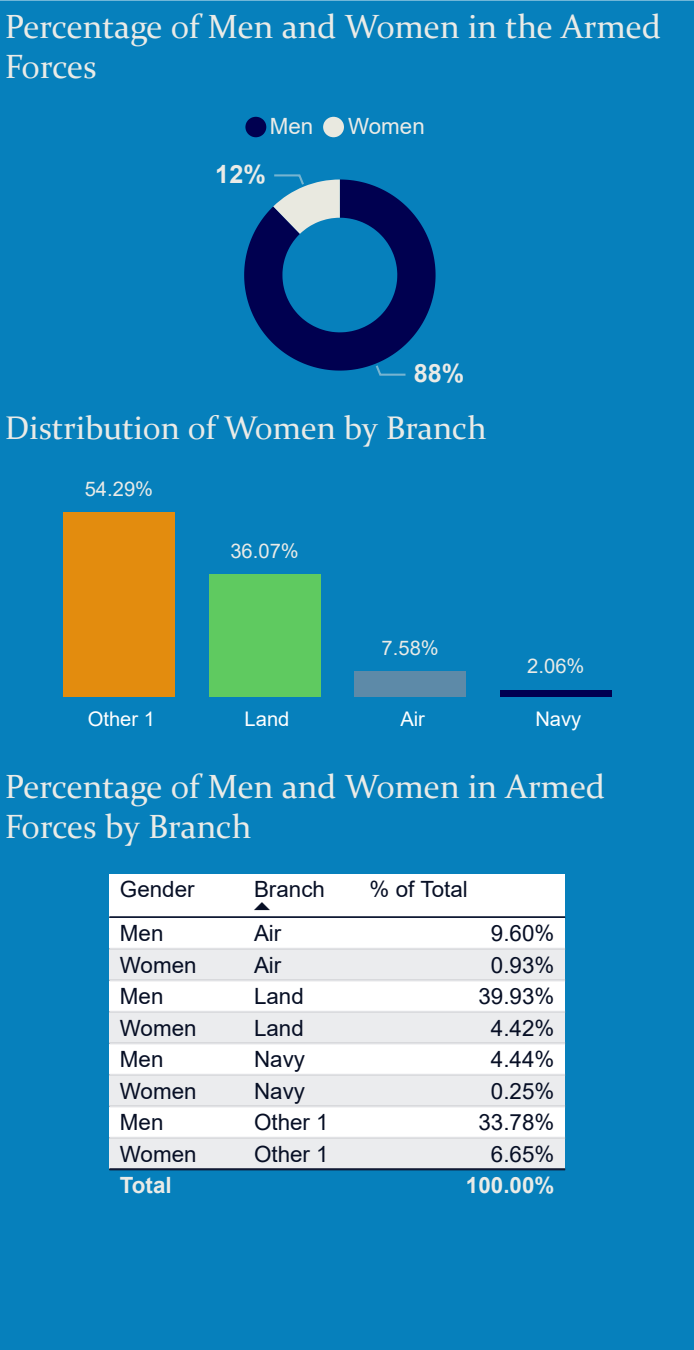
1.0%

of Applicants are Women

52.9%

of Women Applicants were Recruited

This nation did not report their recruitment data





Summary of the National Reports 2021

Luxembourg

Overview

In 2021, the Luxembourg Armed Forces (LUXAF) were composed of 8% women and 92% men. During 2021, Luxembourg did not have a valid National Action Plan (NAP). Compared to 2020, Luxembourg had a 0.03% increase in number of women in their Armed Forces..

Key Success

- Comprehensive policies on work-life balance.

Work Life Balance

The LUXAF provide parental rights and benefits, a family leave program, breastfeeding breaks and flexible working and service hours or variable start/finish times of working day. Part time employment, flexible working hours and telework/remote options are also available for child care, care for the elderly or sick and educational studies. The LUXAF also provide support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children and adapted and flexible working hours can be arranged on a case by case basis. Although the LUXAF do not have formal measures for dual service couples, it is assured internally that dual serving couples are not deployed simultaneously. The LUXAF also provide support or facilitation for service duties to single parents, divorced parents, or widows/widowers looking after their children. In response to the COVID-19 pandemic, the LUXAF took into consideration work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person and provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The LUXAF have policies in place to prevent and respond to sexual harassment and sexual abuse and sexual assault. Sexual harassment policies are part of national law applicable to all civil servants and military personnel and all military personnel receive awareness training. There are no formal procedures for female or male victims to report harassment but witnesses and victims can file reports to the Human Resources department.

Recruitment and Retention

The LUXAF have a network called the Comité des femmes / Délégué à l'égalité to support women in the military. The LUXAF also have targeted campaigns including videos, job days for women only, FAQ for women, podcasts for women, women committee to analyse the best practices to improve recruitment, and target audience analysis through questionnaires sent to civilians.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Luxembourg



LUX

7.7%

of Armed Forces are Women

92.3%

of Armed Forces are Men

2.7%

of Applicants are Women

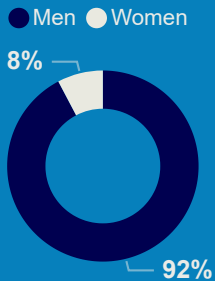
100.0%

of Women Applicants were Recruited

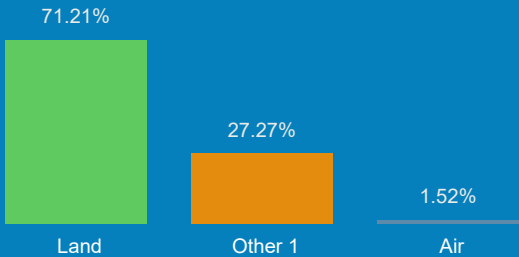
42.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



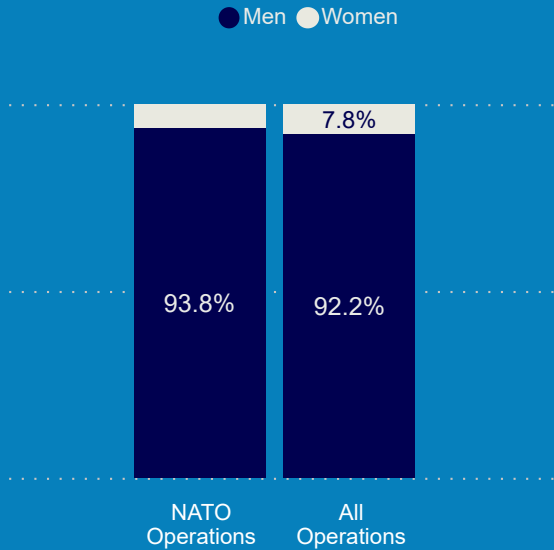
Distribution of Women by Branch



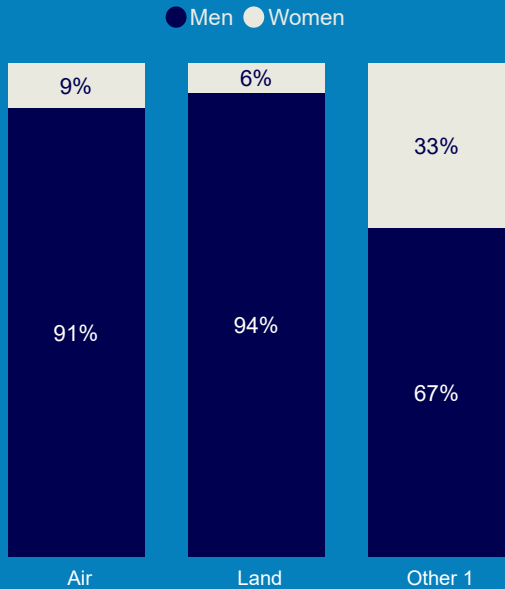
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	1.17%
Women	Air	0.12%
Men	Land	86.92%
Women	Land	5.49%
Men	Other 1	4.21%
Women	Other 1	2.10%
Total		100.00%

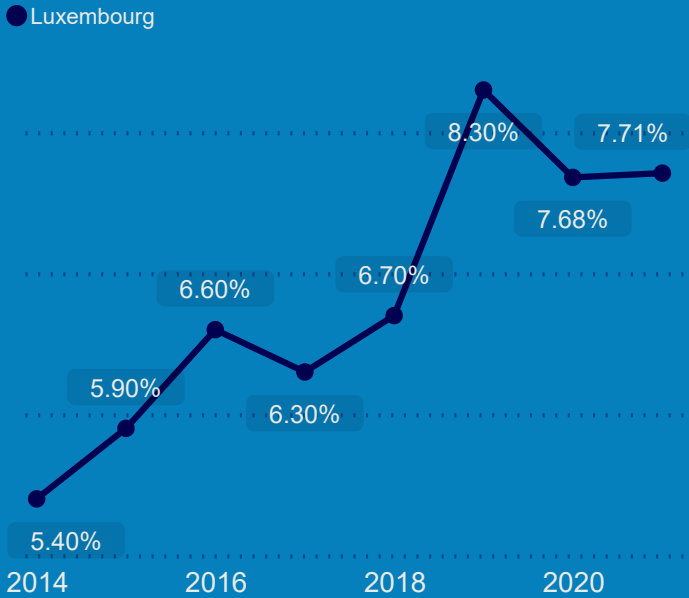
Percentage of Men and Women on Operations



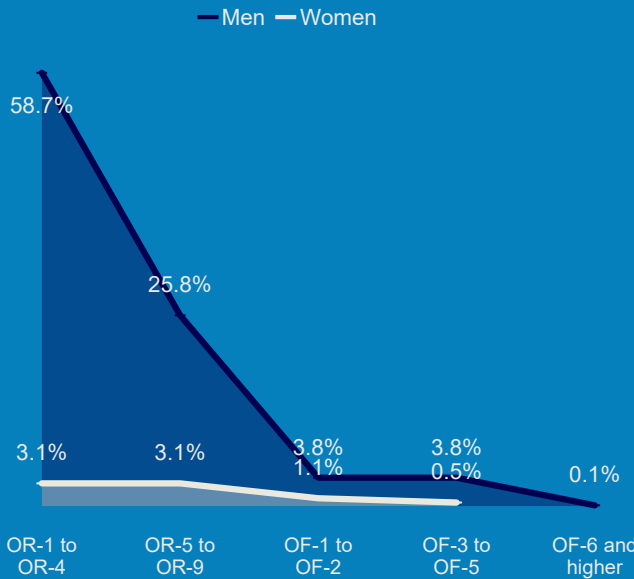
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Please note for Luxembourg Quantitative Data, Other 1 = Military Band

Summary of the National Reports 2021

Montenegro

Overview

In 2021, the Armed Forces of Montenegro (AFM) were composed of 10% women and 90% men. In 2021, Montenegro implemented its Programme of National Action Plan for implementation of Resolution 1325 for 2021-2022. Additionally, the Ministry of Defence developed a study led by UNDP SEESAC titled “The Position of Women in the Armed Forces in the Western Balkans” to identify the shortfalls and progress in area of gender equality and define recommendations for improvement of gender equality policy and developed the Regional Handbook on Preventing and Responding to Gender-Based Discrimination, Sexual Harassment and Abuse that defines different procedures and practices in area of Gender-Based Discrimination, Sexual Harassment and Abuse in order to create environments that prevent and efficiently response on these issues. Compared to 2020, Montenegro had a 0.18% increase in number of women in their Armed Forces.

Key Success

- New study on gender equality: UNDP SEESAC “The Position of Women in the Armed Forces in the Western Balkans”.
- Implementation of National Action Plan and drafting of new Programme for the National Action Plan.

Work Life Balance

The AFM provide breastfeeding breaks, child care policies, policy on duties assignments, night duties and/or overtime work and provisions protecting parents from deployment. The AFM also provide support for single parents, including part-time work options for single parents that have a child less than seven years of age and provide an additional two working days of annual leave for single parents of a child younger than 15 years old. In response to the COVID-19 pandemic, the AFM took into consideration work-life balance for families working remotely while children were distance-learning.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Allegations of sexual harassment can be reported through the chain of command, to the Inspectorate, the Protector of Human Rights and Freedom, or to the Court of First Instance. The AFM have the Military Disciplinary Commission for solving serious violations of military discipline, the inspection supervision for monitoring taken measures in case of mobbing and gender based discrimination, the protector of human rights and freedom for solving submitted discrimination complaints and the court for solving law suits. In 2021, the AFM received one reported case of sexual harassment by a female victim.

Recruitment and Retention

AFM have several action plans under the Human Resources Management Strategy that aim to improve the quality of work and life of personnel, including policy on the attraction and retention of personnel. One of the aims of the strategy is to improve the quality of work and life of personnel, which facilitates the retention of the best employees. The AFM maintain a network to support women in the military, which is made up of the Gender Equality Coordinator in MoD, gender advisor to the CHOD, gender trainers and gender focal points. The AFM have policies or campaigns that promote the recruitment of women in the military and networks to support women in the military such as the ‘mentorship for gender equality’ a regional project lead by UNDP SEESAC that raised awareness on gender that can affect decision making processes, training and professional development activities that included women based on bilateral cooperation and courses abroad Based on cooperation with UNDP SEESAC where women officers participated on specific courses related to their occupations in AF MNE.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Montenegro



MNE

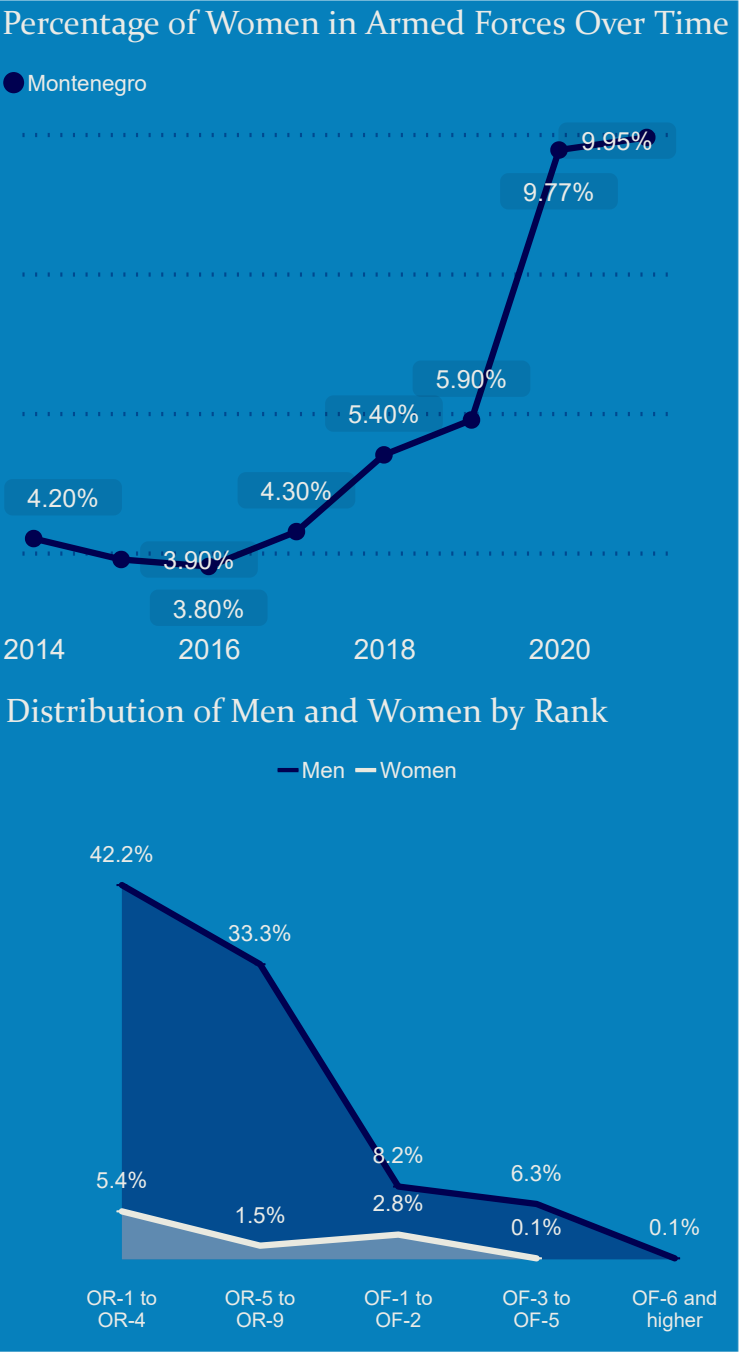
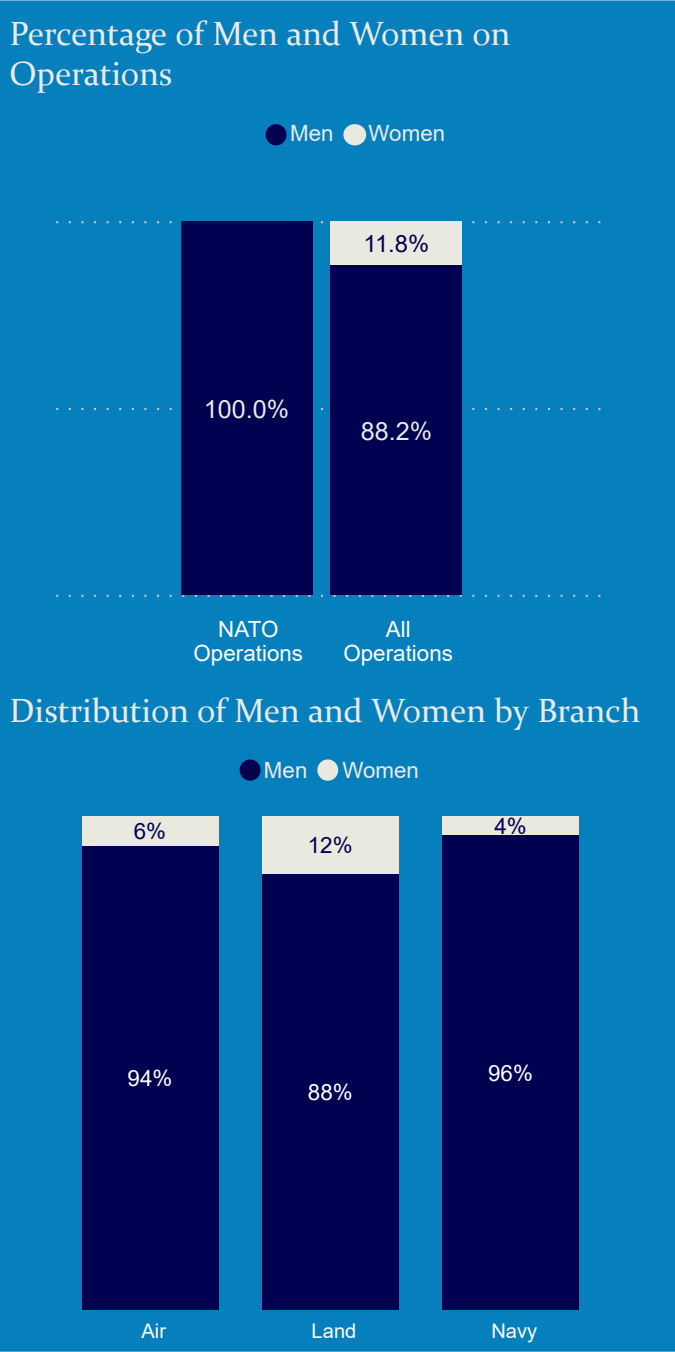
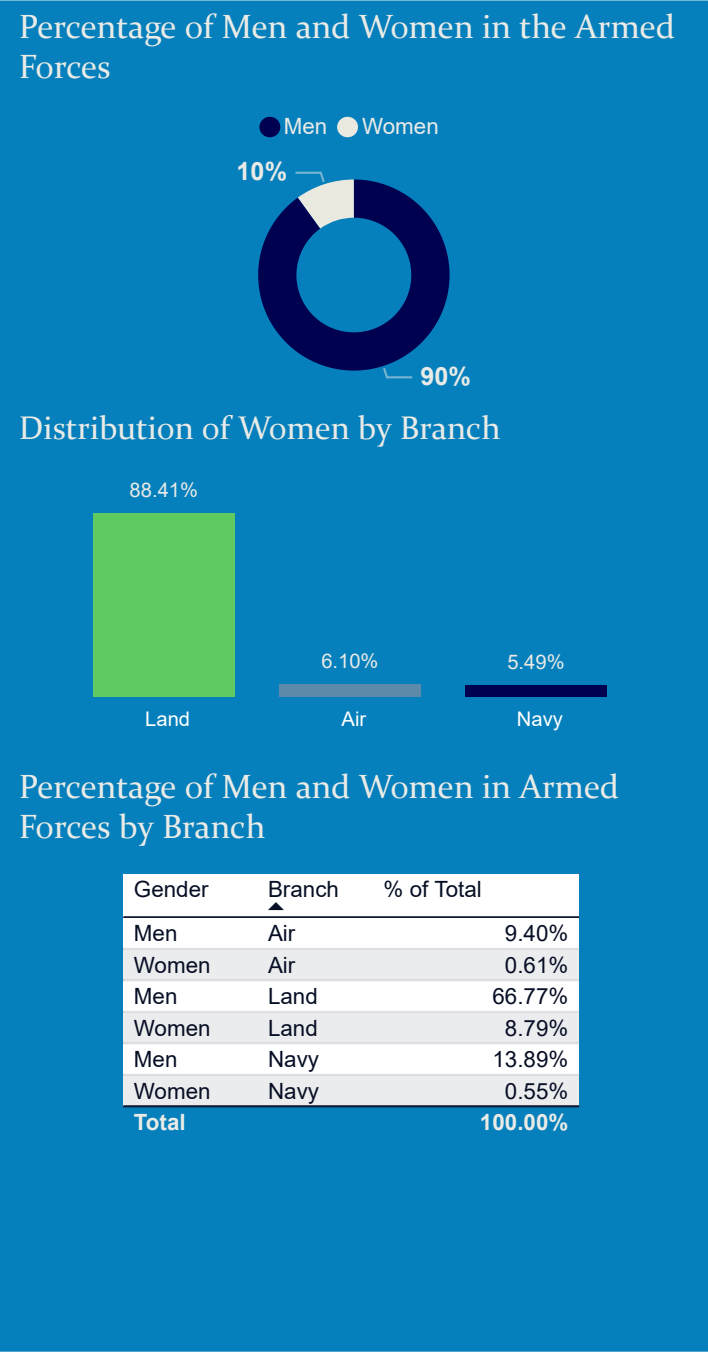
9.9%

of Armed Forces are Women

90.1%

of Armed Forces are Men

This nation did not report their recruitment data



Summary of the National Reports 2021

The Republic of North Macedonia

Overview

In 2021, the Army of the Republic of North Macedonia was composed of 9% women and 91% men. In 2021, North Macedonia had a valid National Action Plan (NAP). In 2021 the Army of the Republic of North Macedonia also approved its Rulebook on conducting a competition for selection and enrollment of candidates with completed first cycle of studies for professional training and development of service officers and furthered its recruitment efforts within its Human Resources Strategy. Compared to 2020, North Macedonia had a 0.18% increase in number of women in their Armed Forces.

Key Success

- Establishment of a working group for coordination, monitoring and evaluation of the implementation of the NAP.

Work Life Balance

The Army of the Republic of North Macedonia provide parental rights and benefits including part time employment options for child care, breastfeeding breaks, policy on duty assignments, night duties and/or overtime work, provisions to not require employees to work overtime or at night during pregnancy or with a child up to one year of age, and provisions that allow an employee with a child from one to three years of age to work overtime or work at night only with prior written consent. The rights regarding overtime and night duty can also be applied to the father of the child, if the mother dies, leaves the child or is incapable of living independently. A single parent with a child younger than seven years of age, or a seriously ill child or a child with physical or mental disability may be ordered to perform overtime or night work, only with their prior written consent. During the COVID-19 Pandemic, the armed forces followed national restrictive measures and decisions that allowed for pregnant women, the chronically ill, or one of the parents of children up to 10 years of age to be relieved of their work responsibilities.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Army of the Republic of Macedonia have formal procedures in place to report incidents of sexual harassment, abuse and sexual exploitation. There is a designated authorized person and deputy authorized person for protection against harassment. The designated person provides professional assistance and advice, raises awareness on mechanisms for protection, provides mediation in internal processes, receives reports or requests from employees, and prepares information, analysis and reports on harassment. When receiving a report, the authorized person informs the Minister of Defense about the event. The MoD website has a separate window with information on how to report harassment at the workplace, including a hotline and e-mail reporting. During 2021, training was conducted on two occasions with the employees in the Army, in order to get acquainted with the Instruction for protection against harassment.

Recruitment and Retention

The Human Resources Management Strategy has a Defense Personnel Recruitment Policy that provides guidance on establishing models for recruiting, popularizing defense professions in society and focusing on critical defense specialties that equally target men and women. Under the Human Resources Strategy, the Ministry of Defense increased campaign efforts to popularize the military profession to attract staff candidates for professional soldiers and cadets in the Military Academy. The campaign used working groups consisting of officers, non-commissioned officers, and professional soldiers of both genders (male and female) to target high schools throughout Republic of North Macedonia. As an outcome, 5,089 third- and fourth-year students participated and showed interest, 56% of which were male and 44% of which were female.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Republic of North Macedonia



MKD

8.5%

of Armed Forces are Women

91.5%

of Armed Forces are Men

9.3%

of Applicants are Women

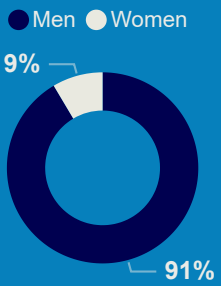
12.0%

of Women Applicants were Recruited

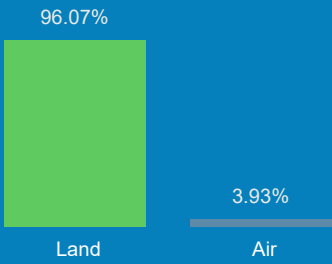
100.0%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



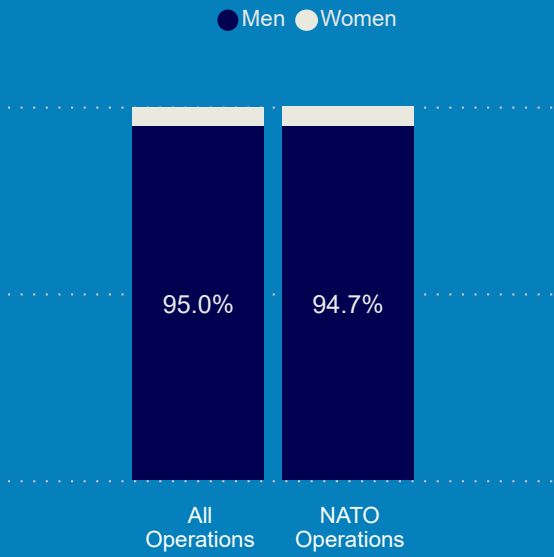
Distribution of Women by Branch



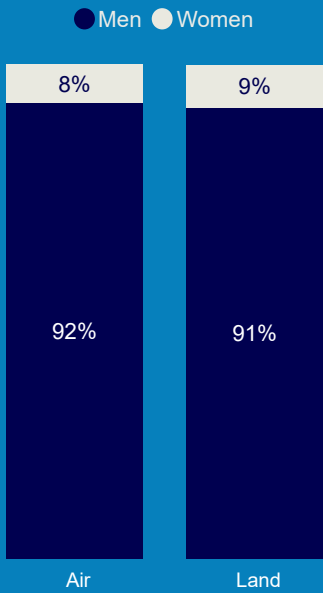
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	4.00%
Women	Air	0.33%
Men	Land	87.47%
Women	Land	8.19%
Total		100.00%

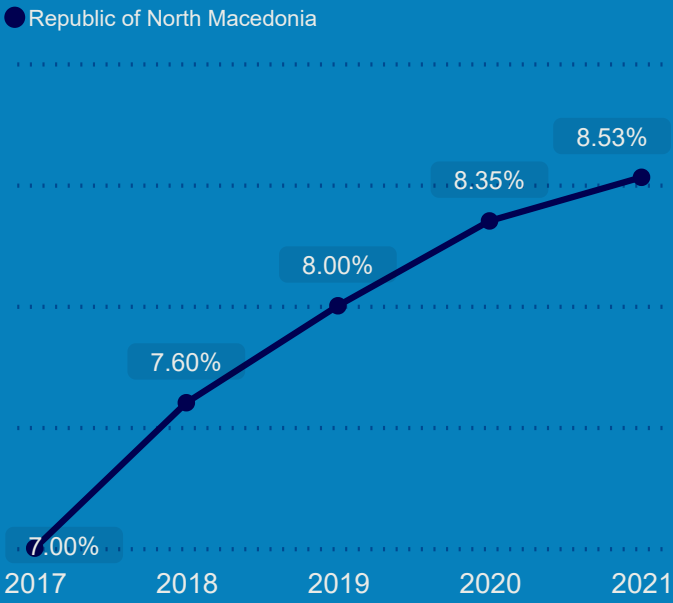
Percentage of Men and Women on Operations



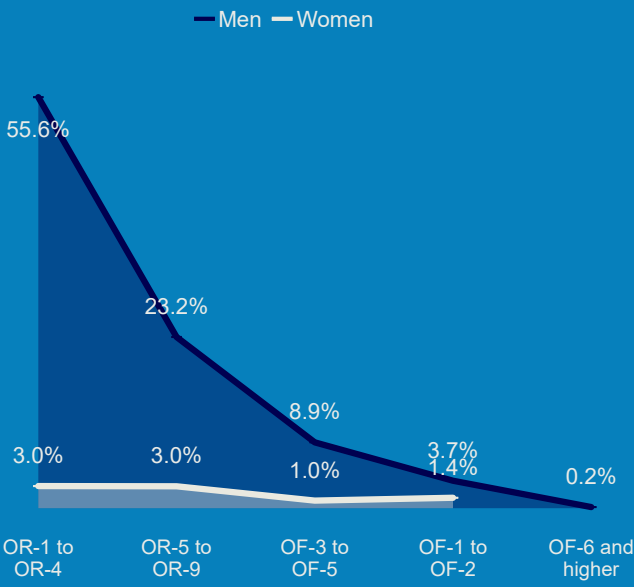
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank



Summary of the National Reports 2021

Norway

Overview

In 2021, the Norwegian Armed forces (NAF) were composed of 15% women and 85% men. During 2021, Norway had a valid National Action Plan. Compared to 2020, Norway had a 0.69% increase in number of women in their Armed Forces.

Key Success

- The start of systematic integration of gender perspective in 2021. Prior to that it was integrated on ad hoc basis by personnel with special interest and competence.
- Planning of an additional 6 GENADs at operational and tactical level.

Work Life Balance

The NAF provide breastfeeding breaks as well as flexible working hours or teleworking options for child care, care for elderly or the sick and educational studies. The NAF also provide support for service duties to single parents, divorced parents, or widows/widowers looking after their children including provisions protecting parents from deployment. For dual-service couples, the Armed Forces has a commitment that all services will endeavor not to deploy both serving parents at the same time, as well as striving to stationing both parents in the same location or within a certain distance. In response to the COVID-19 pandemic, the NAF took into consideration work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person and provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Formal procedures concerning sexual harassment, abuse, and assault are established within Norwegian law. Complaints in the NAF can be filed within the chain of command or anonymously or identifiable through several channels. Appointed personnel who oversee allegations of sexual harassment and sexual abuse include the CHOD internal revision, MOD internal revision and military police and reports can be made through the disciplinary system. A system is also established where incidents can be reported by e-mail, app on phone or a phone call. In 2021, the NAF received 36 reports of sexual harassment, 20 reports of sexual abuse, 5 reports of sexual assault, and 1 other report of similar nature.

Recruitment and Retention

The NAF have a network to support women in the military called Militært Kvinnelig Nettverk (Network for military women) as well as FiftyFifty, a civilian led mentoring and development program for women in the civilian and government sphere. The NAF include policies and campaigns that promote the recruitment of women in the military including, mentoring, training or professional development activities to foster the advancement of women into military leadership positions.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation
 Norway



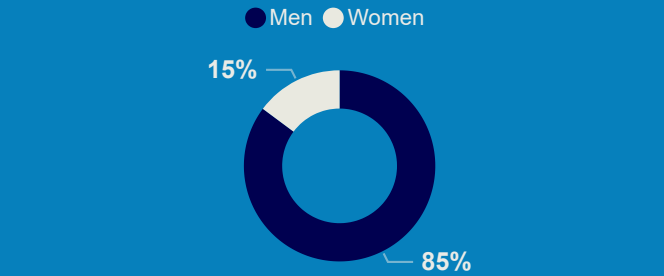
NOR
14.8%
 of Armed Forces are Women

85.2%
 of Armed Forces are Men

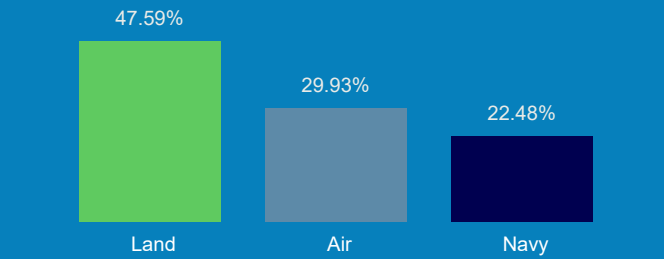
This nation did not
 report their
 recruitment data

79.9%
 of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



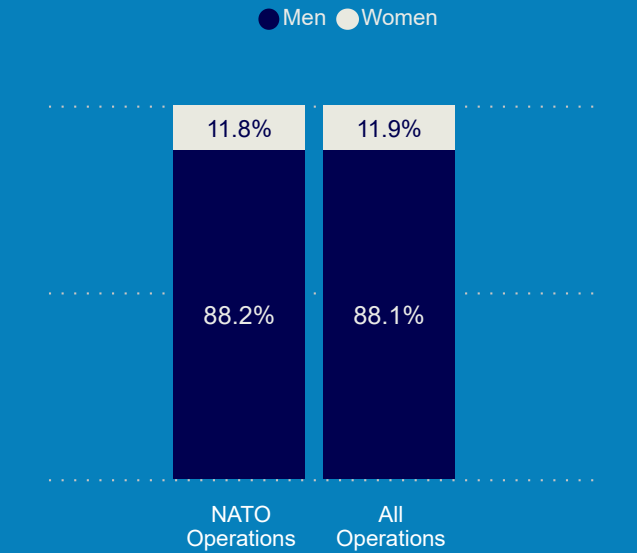
Distribution of Women by Branch



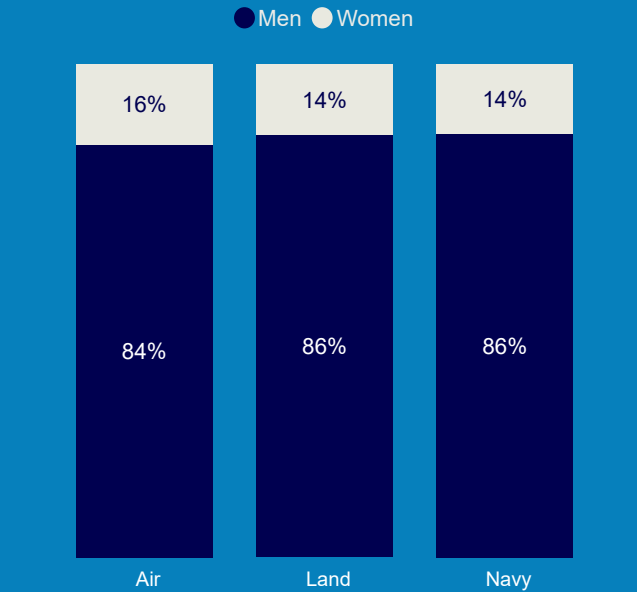
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	22.76%
Women	Air	4.43%
Men	Land	42.24%
Women	Land	7.05%
Men	Navy	20.19%
Women	Navy	3.33%
Total		100.00%

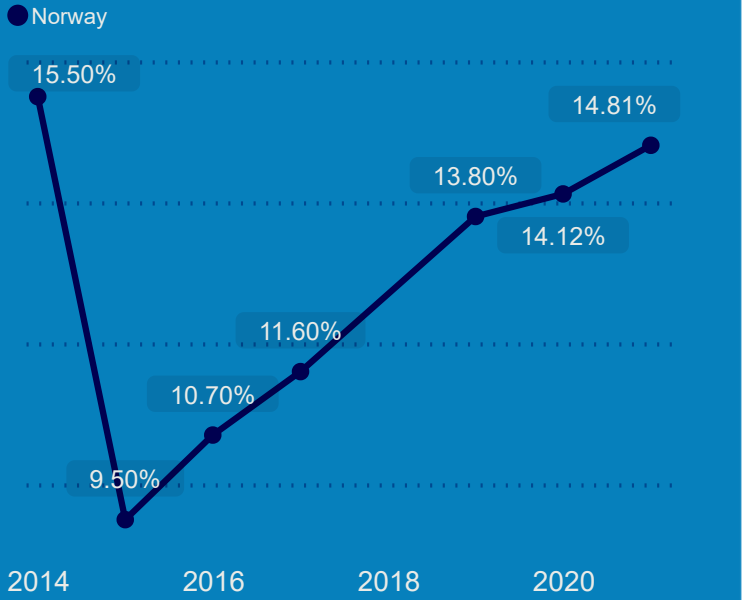
Percentage of Men and Women on Operations



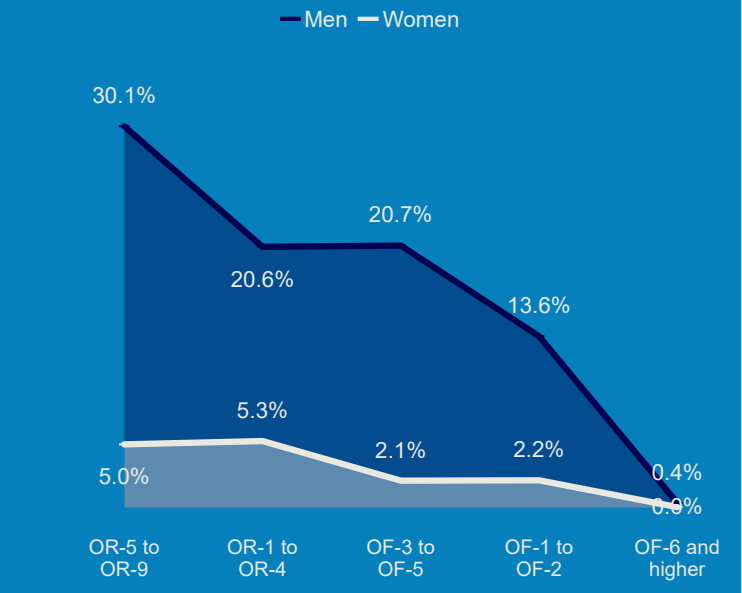
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of the National Reports 2021

Poland

Overview

The Polish Armed Forces (PAF) did not disclose the percentage of men and women in their armed forces. Poland has a valid National Action Plan (NAP). In 2021, 16.5% of the applicants to the PAF were women, and 33% of them were recruited. There were 4.2% women deployed in NATO operations and 7.1% in all operations.

Key Success

- All female recruits in 2021 completed basic training.

Work Life Balance

The PAF provide breastfeeding breaks and policy on duties assignments, night duties and/or overtime work. In addition, a professional soldier in the PAF caring for a child up to four years old, married to another soldier, cannot be delegated without their consent outside the place of professional military service, at the same time as their spouse. Dual service couples are also appointed to posts, if possible, in the same garrison or in nearby towns. A professional soldier caring for a child up to four years old, who is single parent, cannot be delegated without their consent outside the place of professional military service.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The PAF have autonomous and impartial committees handling sexual harassment complaints within Military. The PAF have Genadarmerie units that are authorized to examine all relevant documents and interview a victim, alleged harasser and witnesses. The Military Police carried out preventive actions in the area of counteracting emotional violence and issues of emotional violence and its prevention in the Armed Forces. Preventive activities carried out by the Military Gandarmerie in this area include the increase of substantive knowledge of the audience including soldiers and civilians in terms of criminal and disciplinary liability for committing this type of crime and misdemeanor. The Prevention Department of KGŻW also published a set of leaflets as auxiliary material containing algorithms for the procedure and contact details of institutions to help solve these type of cases. In 2021, the Military Police conducted 341 preventive actions in the area of emotional violence. In 2021 the PAF received 7 reports of sexual harassment, 1 report of sexual abuse and 3 reports of sexual assault from female victims and 1 report of sexual harassment from a male victim.

Recruitment and Retention

The PAF have a network to support women in the military called the Women's Affairs Council in the Ministry of National Defense.

Summary of the National Reports 2021

Portugal

Overview

In 2021, the Portuguese Armed Forces (PAF) were composed of 13% women and 87% men. During 2021, Portugal had a valid National Action Plan (NAP). Compared to 2020, Portugal had a 0.89% increase in number of women in their Armed Forces.

Key Success

- In 2021 Portugal approved new policy and legislation concerning gender, including the 'Chief of Army Directive regarding the integration of gender perspective in the Army Directive No. 03/CEME/21', the 'Revision of the Table of Organization of the Army Personnel Service' and the 'Diretiva Estratégica do Estado-Maior-General das Forças Armadas 2021-2023 (DEEMGFA)'.

Work Life Balance

The PAF provide breastfeeding breaks, education allowances for child's primary/secondary schooling, extra weeks of subsidised maternity/paternity leave, flexible working and service hours, support and facilitation for service duties to single parents, divorced parents, or widows/widowers and policy on duties assignments, night duties and/or overtime work. The PAF offer temporary dismissal from service that implies the impossibility of caring for the children between 7:00 pm of one day and 8:00 am of the following day and temporary exemption of being deployed for single, divorced and widowed parents. In all 3 services, dual service couples with children cannot be simultaneous deployed/boarding and cannot be appointed to perform 24h duty services simultaneously, if that makes it impossible to take care of their children. In response to the COVID-19 pandemic, the PAF took into consideration work-life balance for families working remotely while children were distance-learning and also provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The PAF have strategies, policies, programs and training to prevent and respond to sexual offences. All Services have formal procedures in place for offences and complaints, normally through the chain of command. Additionally, each Service has its own Code of Conduct for the Prevention and Response to Harassment that formally establishes the procedures in place to report any case of harassment. In March 2021, the Minister of Defence established the Defence Harassment Prevention Unit. This Unit is an independent mechanism, apart the chain of command, and the Head of the Unit reports directly to the Minister of Defence. Military and civilian personnel can report incidents of harassment, sexual violence and discrimination directly to this Unit. In addition, the Navy Gender Perspective Office is available to give support and advise victims and the Army Office of Equality and Harassment Prevention monitors and follows up on allegations of harassment, sexual violence and discrimination under their respective jurisdictions.

Recruitment and Retention

The PAF have networks to support women in the military. The Navy has a Gender Office that supports women and men on gender related issues, including psychological assistance. The Army has a gender focal points network that is responsible for integration of gender perspectives across the service. Within the Air Force there is a Gender Working Group which is responsible for the implementation of gender policies and monitoring all the measures that have a direct impact on women. The PAF also implement several policies and campaigns that promote the recruitment of women in the military. For example, the Portuguese MoD in coordination with the armed forces takes part in a national campaign, "Engineers for one day", that aims to encourage young Portuguese girls to join the areas of Science, Technology, Engineering and Mathematics (STEM), which are also available at the Military Academies. The initiative consists of mentoring sessions at schools and visits to our units where the students do lab activities with the female cadets.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Portugal



PRT

13.2%

of Armed Forces are Women

86.8%

of Armed Forces are Men

22.6%

of Applicants are Women

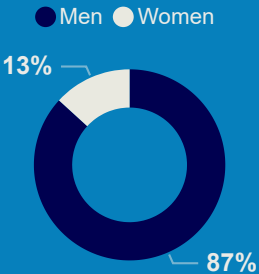
26.5%

of Women Applicants were Recruited

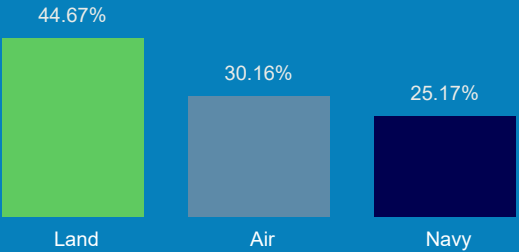
73.3%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



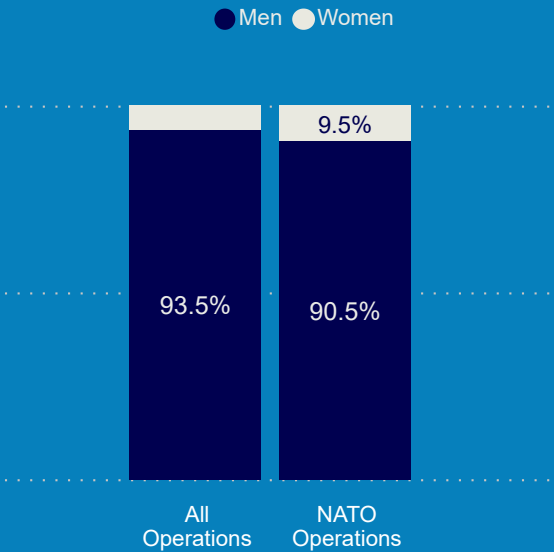
Distribution of Women by Branch



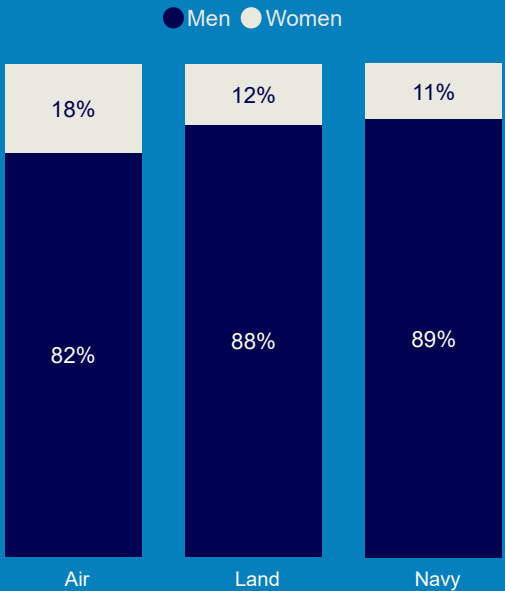
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	18.19%
Women	Air	3.98%
Men	Land	42.14%
Women	Land	5.90%
Men	Navy	26.47%
Women	Navy	3.32%
Total		100.00%

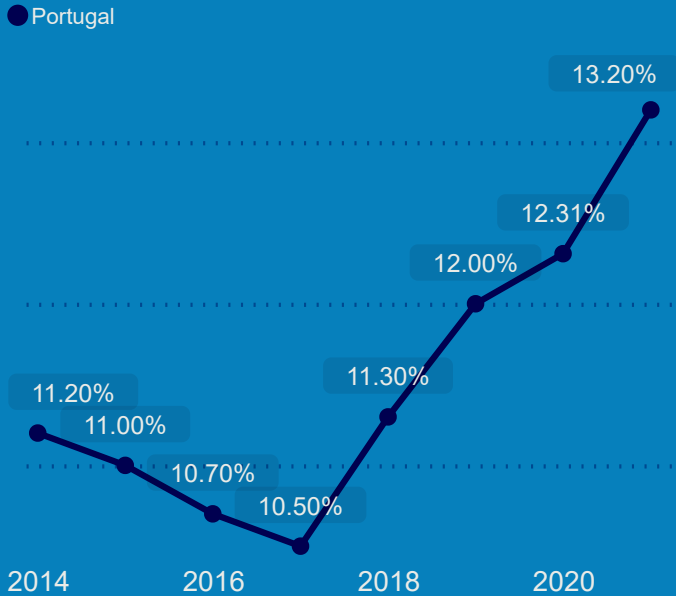
Percentage of Men and Women on Operations



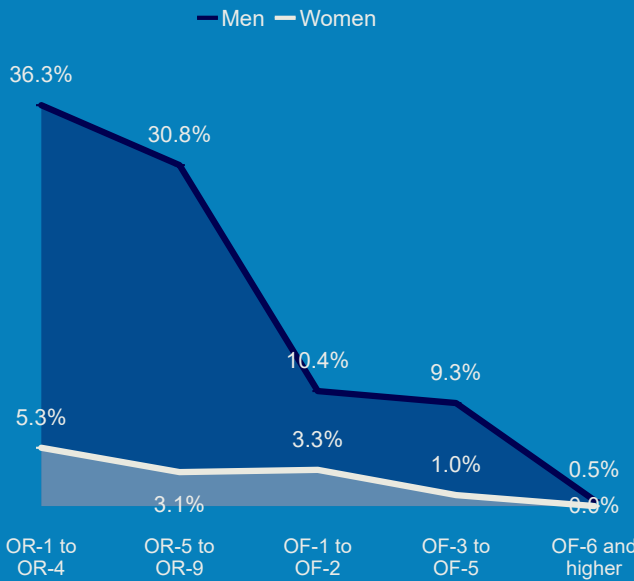
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of the National Reports 2021

Romania

Overview

In 2021, the Romanian Armed Forces (RAF) did not disclose the percentage of men and women in their armed forces due to national regulations. During 2021, Romania had a valid National Action Plan (NAP).

Key Success

- Implementation of the secretary of state Disposition no. DRP 2/2020 Military guidelines for implementing the gender perspective in the Ministry of National Defense.

Work Life Balance

The RAF provide breastfeeding breaks, day care for children at military installations or the Ministry of Defense, education allowances for child's primary/secondary schooling, flexible working and service hours or variable start/finish times of working day, provision protecting parent from deployment and flexible working hours for child care and care for the elderly or sick. In accordance with current legislation, there are special measures for family members in case both spouses take part in international missions at the same time; they can opt to not be deployed simultaneously. There is support or facilitation for service duties for single parents, divorced parents, or widows/widowers looking after their child; for example, it is not compulsory for single parents to take part in international missions.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The RAF have policies to prevent sexual harassment and sexual abuse and programmes related to the prevention of sexual harassment. Prior to deployment to theatres of operation, all personnel are trained with regard to the gender issue, and especially with regard to sexual harassment and its consequences, and to the gender advisors responsibilities. The pre-deployment training program for all military personnel includes gender perspective aspects and code of conduct. Main topics of the training provided: the provisions of the National Strategy and National Action Plan, NATO Code of conduct, zero tolerance to sexual exploitation and abuse, prevent/recognize and report sexual harassment. There are also appointed personnel who oversee or to whom to report sexual harassment.

Recruitment and Retention

While there are no distinct retention policies on women, as part of the NAP, Romania aims to increase women participation in peace negotiation, peace process, peace mediation and with peacekeeping missions and all leadership positions are open to women in the national armed forces.

Summary of the National Reports 2021

Slovakia

Overview

In 2021, the Slovak Armed Force (SVKAF) were composed of 13% women and 87% men. Compared to 2020, Slovakia had a 0.08% increase in number of women in their Armed Forces.

Key Success

- Availability of childcare programmes and measures to support families.

Work Life Balance

The SVKAF provide childcare policies and have special programmes and measures to support dual service, single parents, divorced parents, and widows/widowers looking after their children.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The SVKAF have in place formal procedures for women and men to report incidents of sexual harassment, sexual abuse and/or sexual exploitation.

Recruitment and Retention

All leadership positions in the SVKAF are open to women.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Slovakia



SVK

12.6%

of Armed Forces are Women

87.4%

of Armed Forces are Men

24.5%

of Applicants are Women

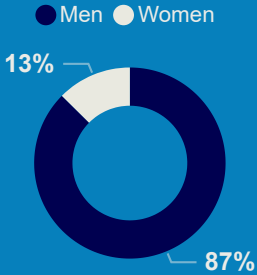
10.9%

of Women Applicants were Recruited

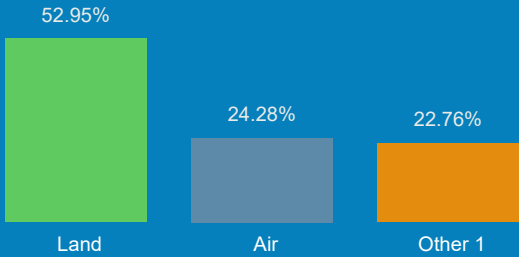
95.5%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



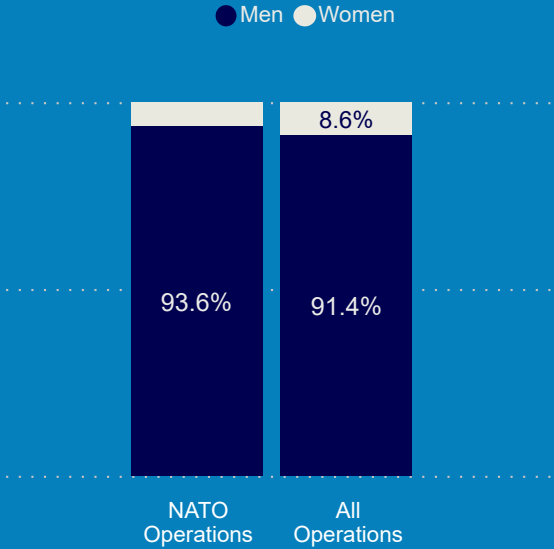
Distribution of Women by Branch



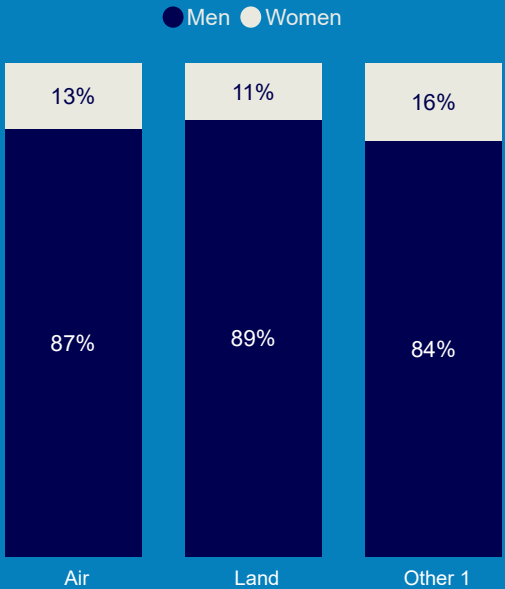
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	20.09%
Women	Air	3.05%
Men	Land	52.03%
Women	Land	6.66%
Men	Other 1	15.30%
Women	Other 1	2.86%
Total		100.00%

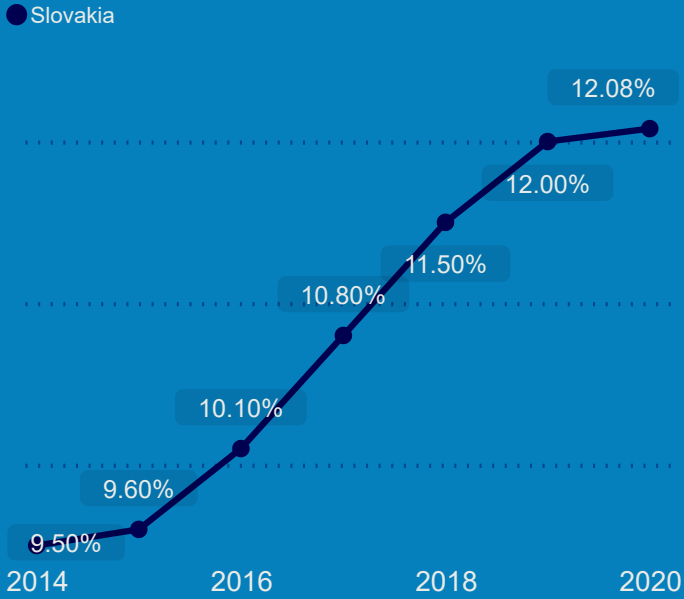
Percentage of Men and Women on Operations



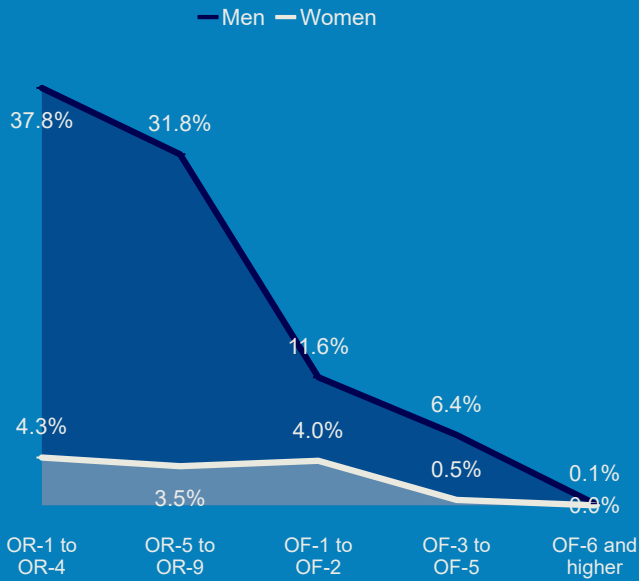
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of the National Reports 2021

Slovenia

Overview

In 2021, the Slovenian Armed Force (SAF) were composed of 15% women and 85% men. Compared to 2020, Slovenia had a 0.28% decrease in number of women in their Armed Forces.

Key Success

- Approval of the SAF Readiness Directive that indicates the integration of gender perspective to become a Commanders responsibility.

Work Life Balance

The SAF provide extra weeks of subsidised maternity/paternity leave, flexible working and service hours or variable start/finish times of working day. Policy on duties assignments, night duties and/or overtime work, provision protecting parent from deployment, policy on duties assignments, night duties and/or overtime work, provisions protecting parents from deployment and part-time employment, flexible working hours and teleworking for child care and educational studies and flexible working for care of elderly or sick. In response to the COVID-19 pandemic, the SAF offered the possibility to work from home.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The SAF have appointed personnel who oversee allegations of sexual harassment and sexual abuse. The designated person responsible for protection of human dignity oversees the situation/allegation and raise awareness on the topics, otherwise there are no special formal procedures outside of regular military reports through the chain of command. The SAF provide support for personnel for all cases related to the undesirable behavior of the superior to the subordinate and vice versa (mobbing, mockery, disparagement of work, etc.). In 2021, the SAF received 11 'other' cases of sexual harassment, sexual abuse and/or sexual exploitation from female victims.

Recruitment and Retention

Within the SAF, all leadership positions open to women in the national armed forces and the SAF do not use tools to monitor the reasons why women and men leave the military.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Slovenia



SVN

14.7%

of Armed Forces are Women

85.3%

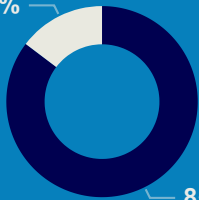
of Armed Forces are Men

This nation did not report their recruitment data

Percentage of Men and Women in the Armed Forces

Men

Women



Distribution of Women by Branch

100.00%



Land

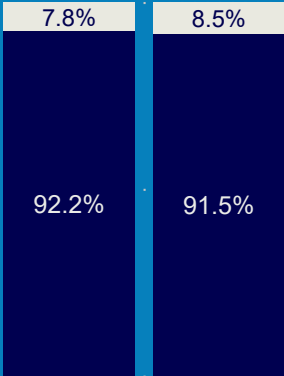
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Land	85.32%
Women	Land	14.68%
Total		100.00%

Percentage of Men and Women on Operations

Men

Women



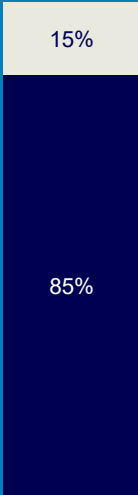
All Operations

NATO Operations

Distribution of Men and Women by Branch

Men

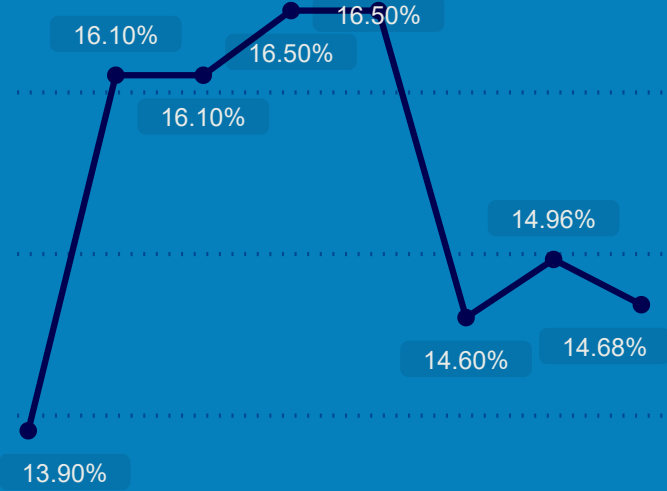
Women



Land

Percentage of Women in Armed Forces Over Time

Slovenia



2014

2016

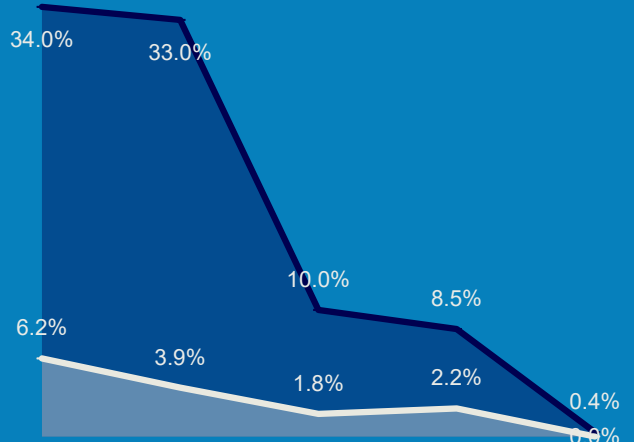
2018

2020

Distribution of Men and Women by Rank

Men

Women



OR-1 to OR-4

OR-5 to OR-9

OF-3 to OF-5

OF-1 to OF-2

OF-6 and higher

Summary of the National Reports 2021

Spain

Overview

In 2021, the Spanish Armed Forces (SAF) were composed of 13% women and 87% men. During 2021, Spain had a National Action Plan (NAP). The SAF also updated Defence Order 1471 in 2021, including the extension of the right to nursing leave for both parents as well as the provision to allow military victims of gender violence who decrease their working day by a third or less to maintain their full remuneration. Compared to 2020, Spain had a 0.04% increase in number of women in their Armed Forces.

Key Success

- Update to Defence Order 1471, regulating vacations, leaves, reductions in working hours and licenses for members of the Armed Forces in order to assimilate the conditions of enjoyment of childbirth and paternity leaves between both parents and make room for different family models.

Work Life Balance

The SAF provide breastfeeding breaks, day care for children at military installations or the MoD, education allowances for child's primary/secondary schooling, extra weeks of subsidized maternity/paternity leave, flexible working and service hours and policy on duties assignments night duties and/or overtime work. The SAF provide part-time employment options and flexible working hours for child care, care for the elderly and sick and for educational studies. Personnel with a child under 12 years of age can be exempted from duties, security services and training, maneuvers or exercises and have the right to least 5 working days together during the summer school vacations, subject to the needs of the service. Dual service couples with children have the right to be exonerated from duties, security services and training, maneuvers or exercises, due to the participation of the other military parent in an operation, deployment or mission abroad or national territory. When both members of a military couple apply for a vacancy, if one of them is not assigned the vacancy requested, the other may voluntarily resign his or hers if it had been assigned. Family reunification is also facilitated, including the exemption from the minimum period of stay to apply for a destination and the policy that members of a military marriage or common-law couple with dependent children under the age of 12 stationed in the same province may not be forcibly posted to a different province. For single parents, there is the option for reduced working day. In response the COVID-19 Pandemic, the SAF took into consideration work-life balance for families working remotely while children were distance-learning and also provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The SAF have a protocol against sexual harassment within the Armed Forces, including a Guide for the victim of sexual or gender-based harassment and a Manual of good practices for the Command in situations of harassment. The SAF have lectures on sexual harassment in military units and training activities aimed at trainers and members of the Harassment Prevention Units.

Recruitment and Retention

The SAF have the military observatory for equality between women and men in the Armed Forces as a network to support women in the armed forces as well as a yearly meeting on the "Promotion of women's leadership in the armed forces" which aims to promote the professional promotion of women in the Armed Forces, encourage their leadership, facilitate the visibility of female talent and increase the number of number of women in the positions of officers and non-commissioned officers. The "Soldier Idoia Rodríguez, Woman in the Armed Forces" award also aims to publicly recognise the work of those who contribute to enhance the role of women in the Armed Forces or to promote equal opportunities. The MoD also collaborates with different associations, colleges and universities, giving lectures on the integration of women in the Armed Forces. There are specific advertising campaigns in written and digital media aimed at highlighting the contribution of women to the Armed Forces, as well as the distribution of graphic material to make the presence of women more visible. In 2021, the Regulations for access and promotion in the Armed Forces were also updated which maintained specific measures that already exist to guarantee access in equal opportunities: balanced composition between men and women of the courts of access to each body and scale and the postponement of selective tests, reservation of place in case of pregnancy, childbirth or

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Spain



ESP

12.9%

of Armed Forces are Women

87.1%

of Armed Forces are Men

17.7%

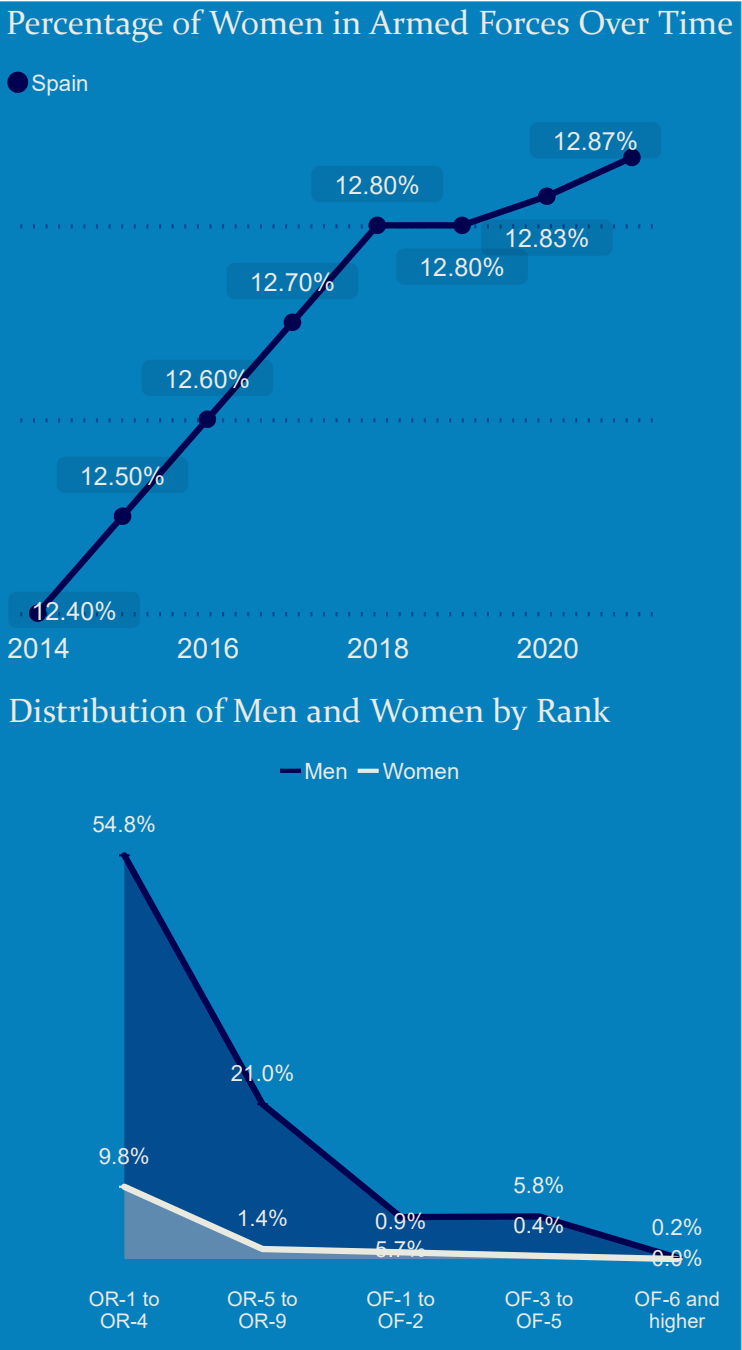
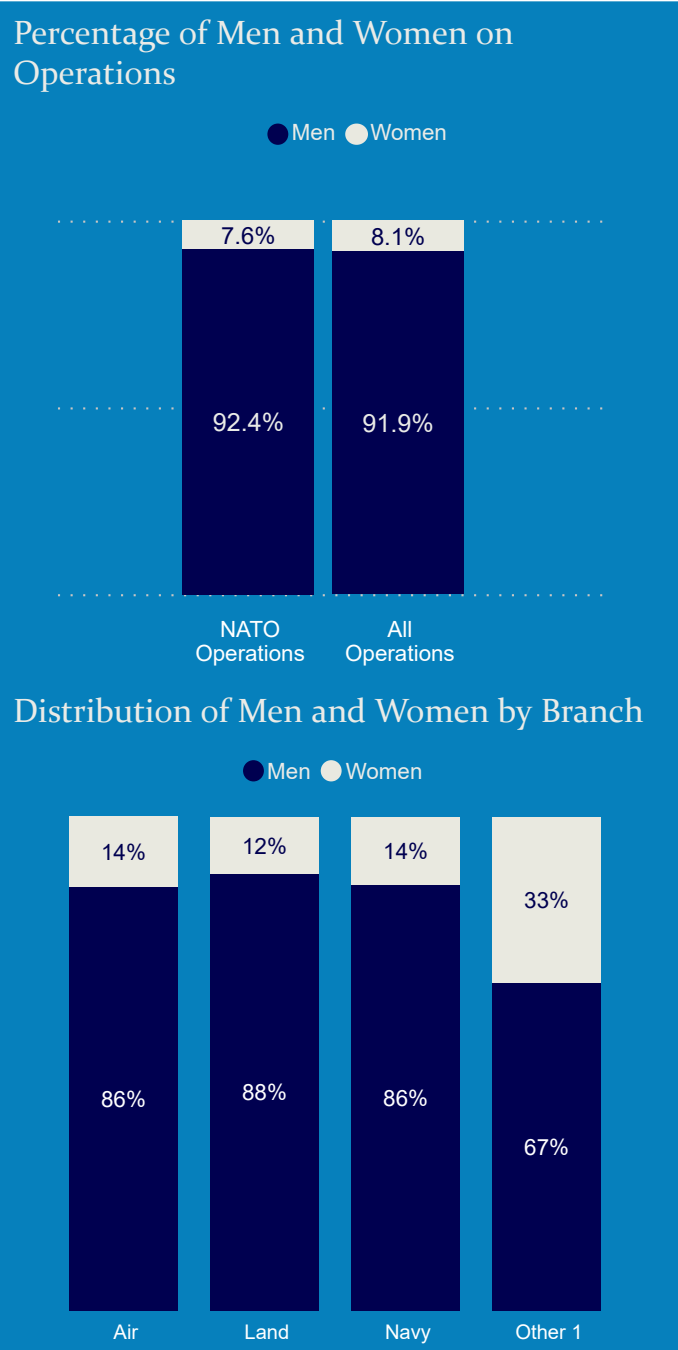
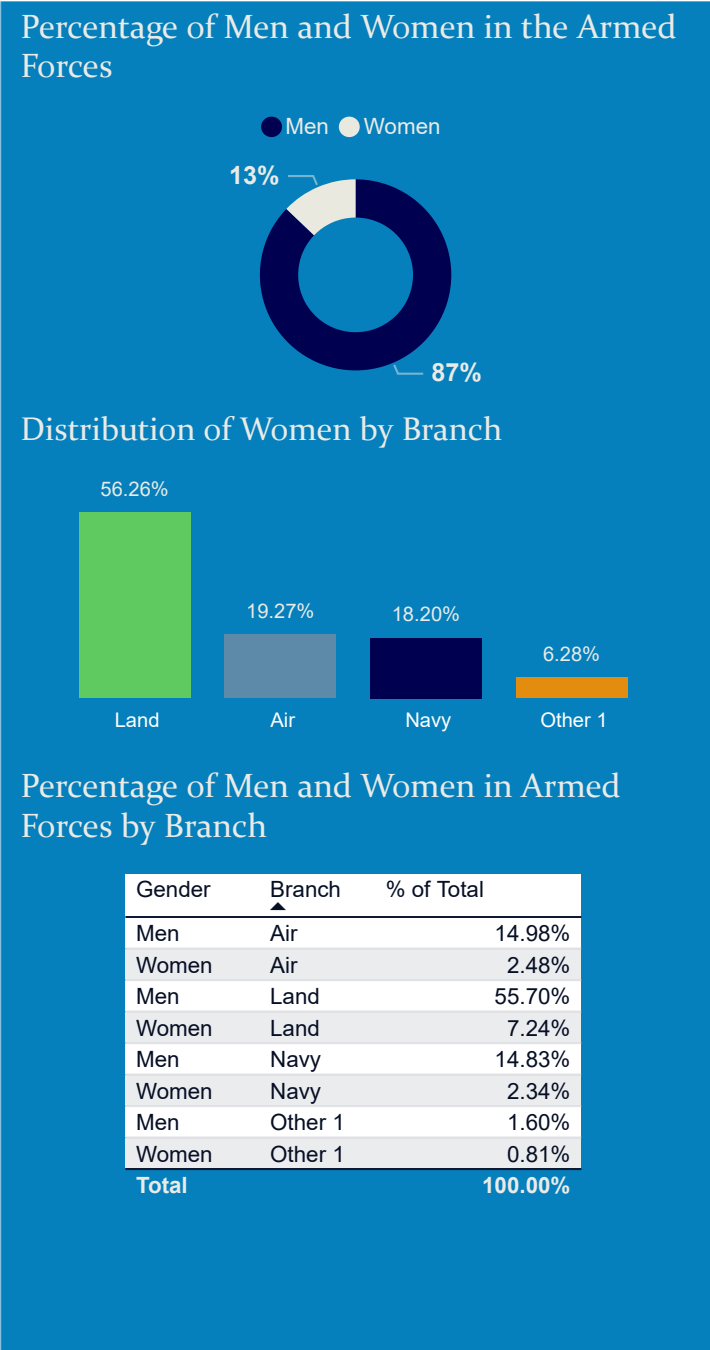
of Applicants are Women

11.0%

of Women Applicants were Recruited

93.6%

of Women Completed Basic Training



Please note for Spain Quantitative Data, Other 1 = Common Bodies of the Armed Forces

Summary of the National Reports 2021

Türkiye

Overview

In 2021, the Turkish Armed Forces (TAF) were composed of 0.4% women and 99.6% men. During 2021, Türkiye did not have National Action Plan (NAP). Compared to 2020, Türkiye had a 0.17% increase in number of women in their Armed Forces.

Key Success

- 0.17% increase in the number of women the TAF.

Work Life Balance

The TAF offer breastfeeding breaks, day care for children at military installations or the Ministry of Defence, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work and provisions requiring military members to report to their command who will take care of their children if they are deployed/sent on temporary duty. The TAF provides part time employment options for child care and flexible working hours for child care, care for the elderly or sick and educational studies. Are there special programmes/measures to support dual service couples, including efforts to assign both parents to the same branch. While working remotely is not applicable in Turkish Armed Forces, during the peak time of COVID-19 personnel worked rotated among their colleague for a while for some branch.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The TAF have formal procedures in place for women and men to report incidents of sexual harassment, sexual abuse and/or sexual exploitation. Personnel can report to their supervisors. Legal procedures are also conducted according to mechanisms depicted in the "TAF Discipline Law" and "TAF Panel Code (Section 6/Crime Against Sexual Immunity)". The TAF also implement relevant UN and EU Council regulations.

Recruitment and Retention

For female military personnel, the TAF have a recruitment quota of 4% of annual recruitment military personnel number.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

Türkiye



TUR

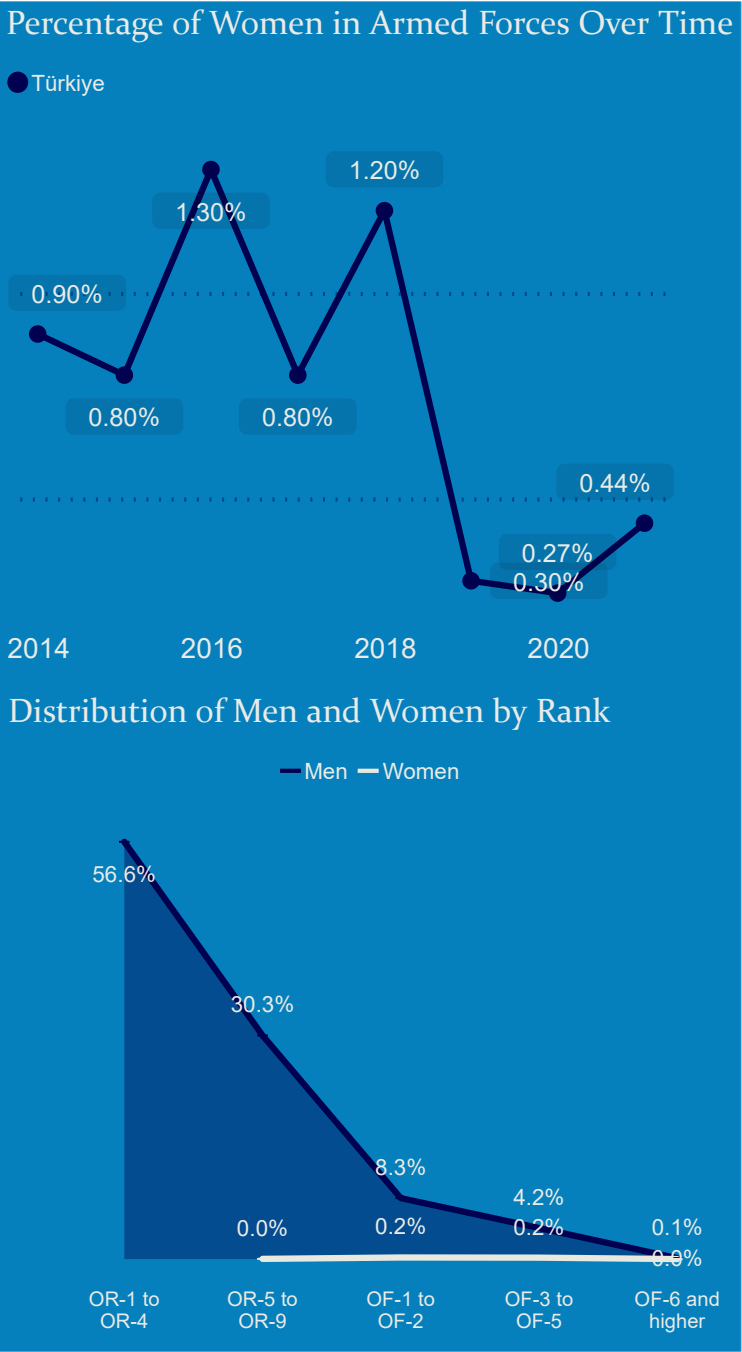
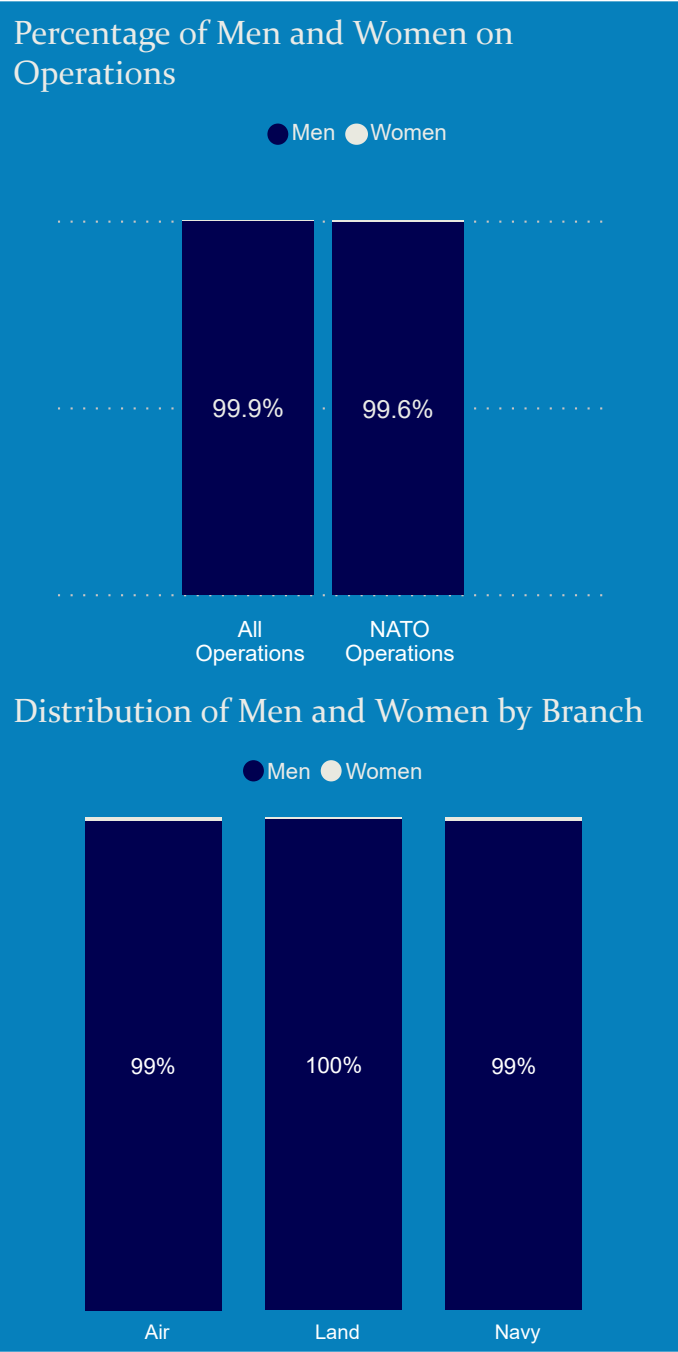
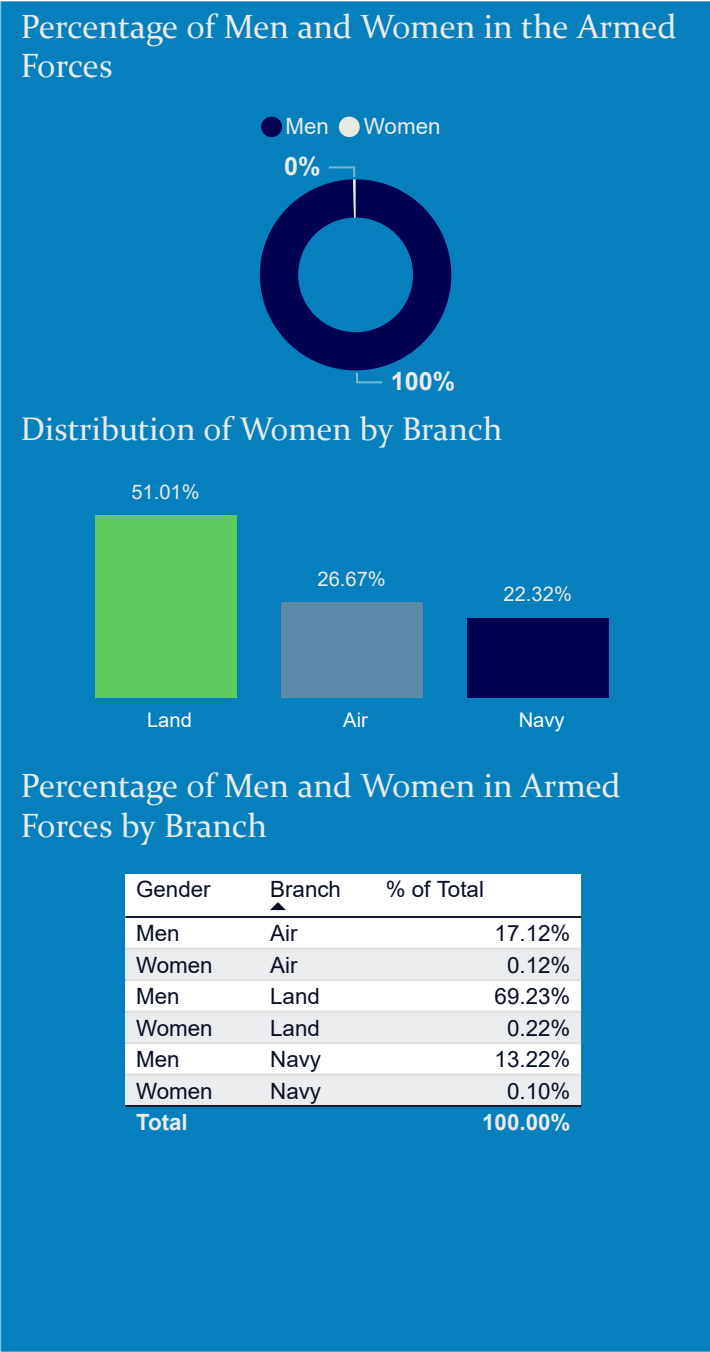
0.4%

of Armed Forces are Women

99.6%

of Armed Forces are Men

This nation did not report their recruitment data



Summary of the National Reports 2021

United Kingdom

Overview

In 2021, the British Armed Forces (BAF) were composed of 11% women and 89% men. During 2021, the UK had a valid National Action Plan (NAP) and new NAP on WPS is in draft. In 2021, the new JSP 985 Human Security in Defence policy was approved. Compared to 2020, the UK had a 0.18% increase in number of women in their Armed Forces.

Key Success

- Updates to sexual harassment, sexual abuse and sexual assault processes
- Targeted recruitment campaigns and support networks for women.

Work Life Balance

The BAF provide childcare availability, family leave program and gendered health care services. These include education allowances for child's primary/secondary schooling, extra weeks of subsidised maternity/paternity leave, flexible working and service hours or variable start/finish times of working day, policy on duties assignments, night duties and/or overtime work, provisions protecting parents from deployment and a provision requiring military members to report to their command who will take care of their children if they are deployed/sent on temporary duty. The BAF also provide part-time employment, flexible working hours and telework or remote options for child care, care for the elderly or sick and for educational studies. Single, divorced parents, widowed parents also have access to flexible work options and compassionate leave at the discretion of the chain of command. In response to the COVID-19 pandemic, the BAF took into consideration work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person as well as additional laptops for remote work. Serving couples balanced home schooling and often shared work laptops.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

There are clear processes in place for personnel, updated in 2021, to report incidents of sexual harassment. Personnel overseeing reports include single service secretariat, commanders, adjutants, defence business services and the head of global safeguarding. Personnel have a variety of sources of support to draw on and can choose to report in a range of ways including informally, formally or contacting the civilian or military police. In 2021 the BAF received 52 reports of sexual assault, 165 'other' reports of similar nature and 16 different 'other' reports from female victims and 4 sexual assault, 21 'other' reports of a similar nature and an additional 2 'other' reports from men.

Recruitment and Retention

While all areas of Defence in the BAF are open for women to apply, certain roles will have qualifying criteria which indirectly reduces female candidates. The BAF have networks for women personnel, including the Defence Women's Network, Naval Servicewomen's Network, Army Servicewomen's Network and RAF Gender Network. The BAF set levels of ambition for representation- promotion to OF6 and intake are set rather than target/quota which are distinct for Navy, Army and Air. The BAF provide female mentoring through the Defence senior female leadership mentoring, Single Service owned programmes and Female empowerment programmes. In addition, the BAF has the Enhanced Candidate Relationship Management, which provides support to female applicants throughout their application journey. The BAF also have the Armed Forces Campaign '30 by 30 Aspiration' which intends to recruit 30% female intake into the Armed Forces by 2030.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

United Kingdom



GBR

11.2%

of Armed Forces are Women

88.8%

of Armed Forces are Men

20.0%

of Applicants are Women

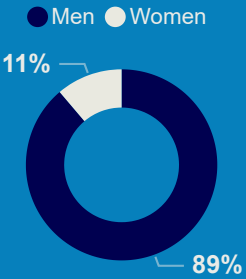
6.7%

of Women Applicants were Recruited

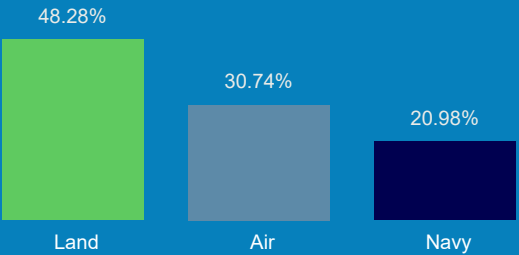
79.9%

of Women Completed Basic Training

Percentage of Men and Women in the Armed Forces



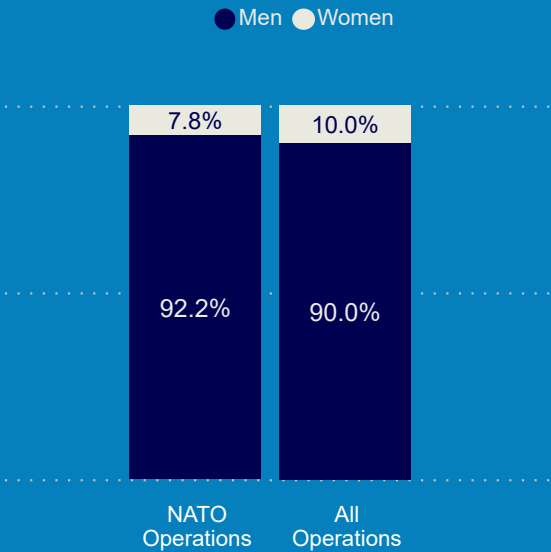
Distribution of Women by Branch



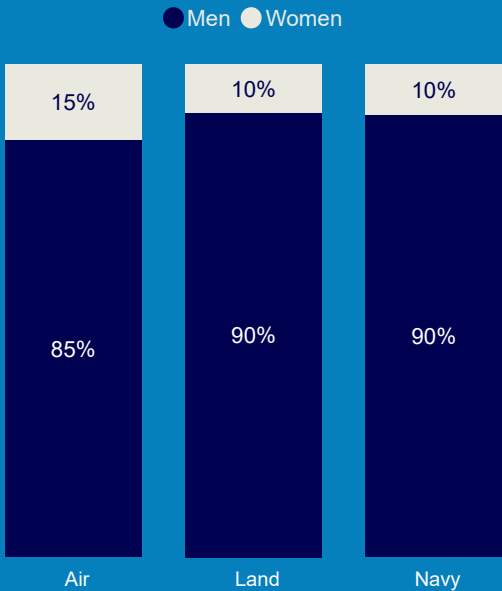
Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	19.03%
Women	Air	3.44%
Men	Land	49.23%
Women	Land	5.41%
Men	Navy	20.54%
Women	Navy	2.35%
Total		100.00%

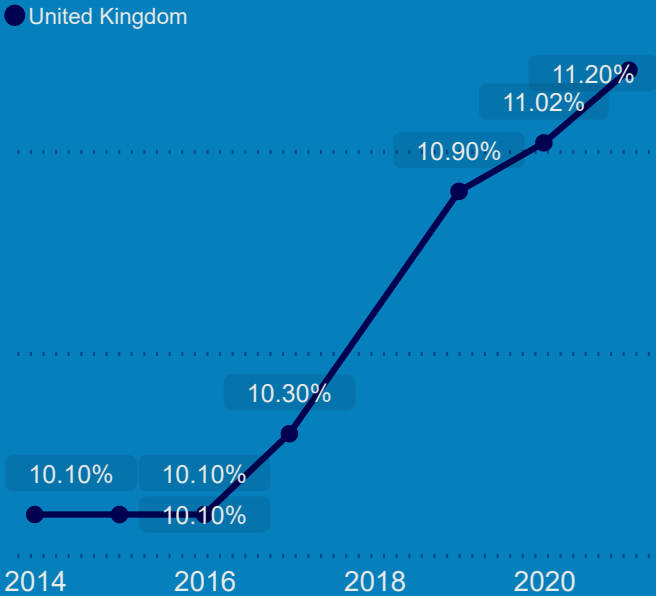
Percentage of Men and Women on Operations



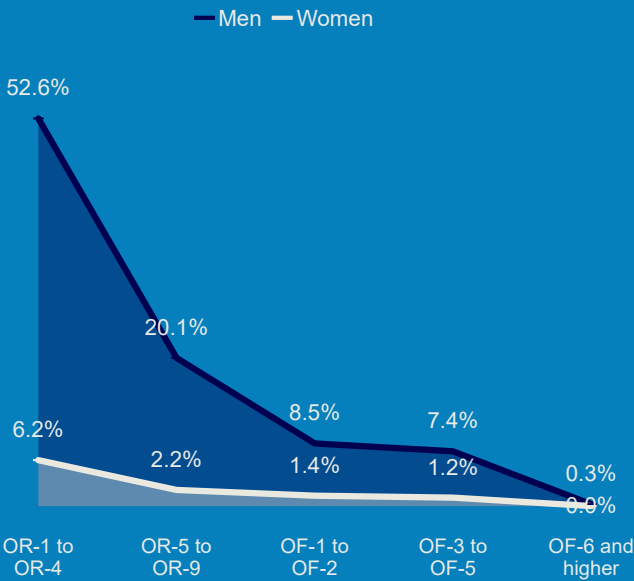
Distribution of Men and Women by Branch



Percentage of Women in Armed Forces Over Time



Distribution of Men and Women by Rank





Summary of National Reports 2020

United States

Overview

In 2020, the United States (US) Armed Forces were composed of 17% women and 83% men. In 2021, the United States had a valid National Action Plan. Compared to 2020, the United States had a 0.25% decrease in number of women in their Armed Forces.

Key Success

- The approval of new policy and legislation, including the National Strategy on Gender Equity and Equality, the Independent Review Commission on Sexual Assault in the Military and the FY22 National Defense Authorization Act, Section 1334.
- Improved recruitment and retention efforts including the launch of the DoD Equity Team (DET) to provide data, research, assessments, and policy recommendations to inform efforts on diversity, equity, inclusion, and accessibility (DEIA)

Work Life Balance

The US Armed Forces provide parental rights and benefits, childcare availability and family leave programs including breastfeeding breaks, education allowances for child's primary/secondary schooling, extra weeks of subsidized maternity/paternity leave, flexible working and service hours and provision protecting parents from deployment. The US Armed Forces also provide options for flexible working hours and telework for childcare, care for the elderly or sick and educational studies. The Military Departments determine eligibility for telework, leave policies and support for work-life balance. The US Armed Forces also have the Career Intermission Program (CIP) to support flexibility for Service Members to manage short-term conflicts between service responsibilities and life priorities. The CIP offers the opportunity for a one-time temporary transition from active duty to the Individual Ready Reserve. Each Service also has programs in place to assist dual-military couples navigate their careers and assignment and single parents and dual-service parents on active duty are afforded the highest priority for childcare. In response to the COVID-19 Pandemic, the US Armed Forces took into consideration work-life balance for families working remotely while children were distance learning.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Director and Deputy Director of the DoD Sexual Assault Prevention Response Office are responsible for overseeing allegations of sexual incidents. The Department believes its first priority is for victims to be treated with dignity and respect and to receive the medical treatment, mental health counseling, and the advocacy services that they deserve. Under DoD's Sexual Assault Prevention and Response (SAPR) Policy, Service members and their adult military dependents have two reporting options - Restricted Reporting and Unrestricted Reporting. Under Unrestricted Reporting, both the command and law enforcement are notified. With Restricted (confidential) Reporting, the victim can access healthcare, advocacy services, and legal services without the notification to command or law enforcement. In 2021 the US Armed Forces received 2,274 reports of sexual assault, 2,194 'other' reports of incidents of a sexual nature and 82 additional 'other 2' reports of incidents of a sexual nature from female victims and 322 reports of sexual assault, 792 'other' reports of incidents of a sexual nature and 37 additional 'other 2' reports of incidents of a sexual nature from male victims.

Recruitment and Retention.

The US Armed Forces have formal and informal support organisations and groups that women can join, such as the U.S. Department of Veterans Affairs Center for Women Veterans. The US Armed Forces aim to reach women, minorities and underserved communities minorities by leveraging artificial intelligence and big data analytics, as well as social media and gaming platforms to reach the youth. In addition, the US Armed Forces use representative recruiter forces to be more impactful through shared experiences or culture. Each Armed Services also have their own mentoring (formal and informal), training, and professional development programs to advance the Service Members.

SUMMARY OF NATIONAL REPORTS 2021

NATO Nation

United States of America



USA

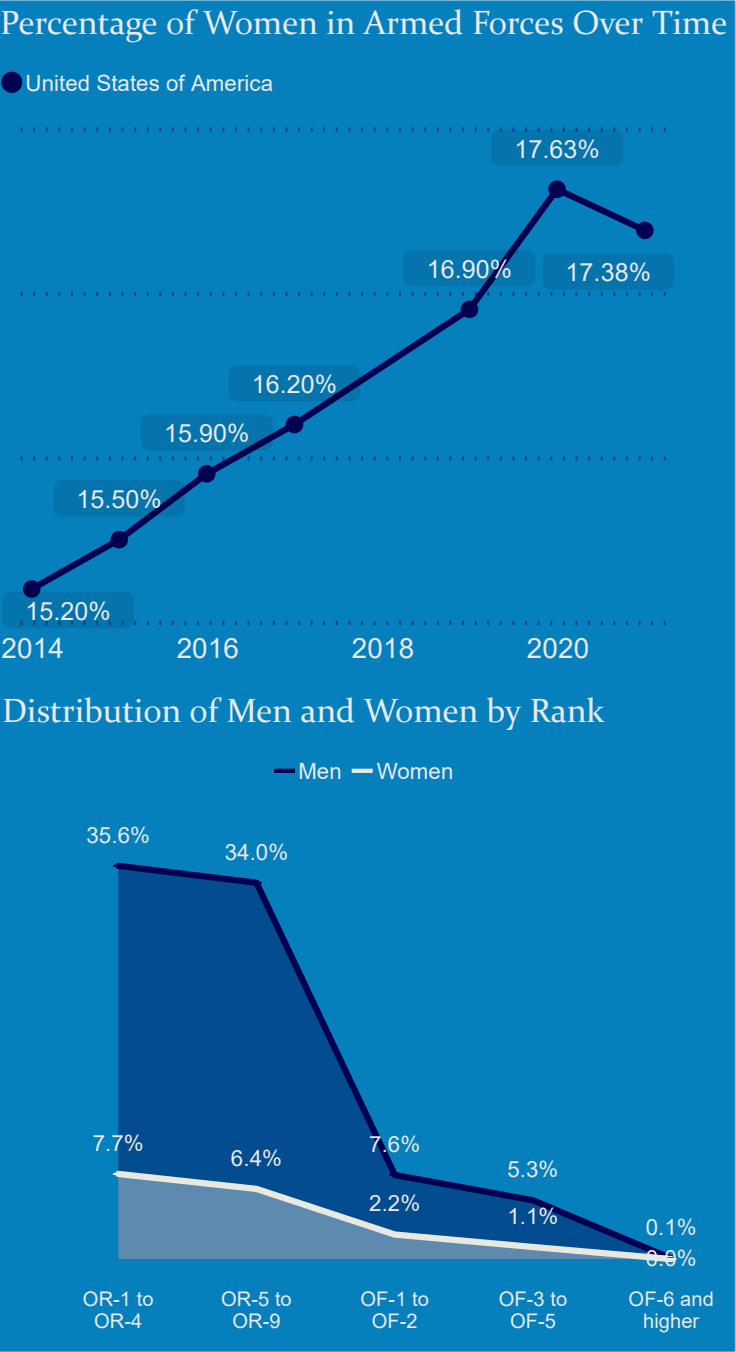
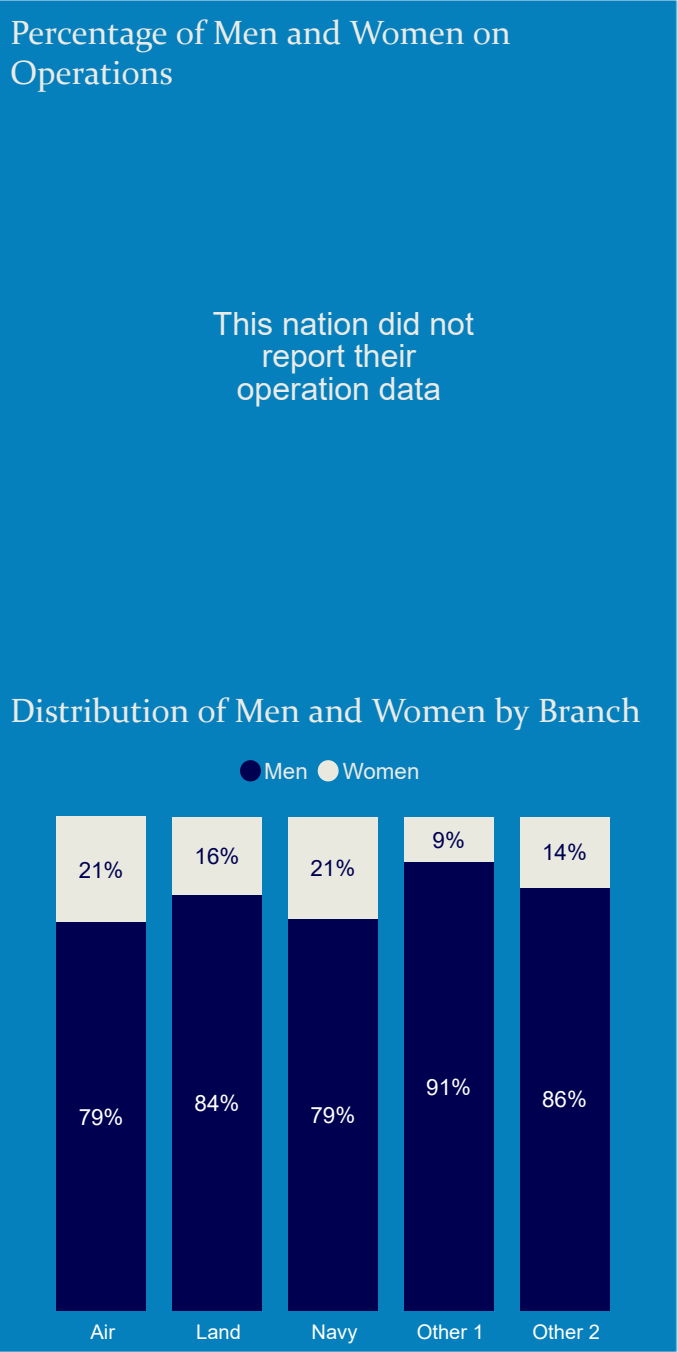
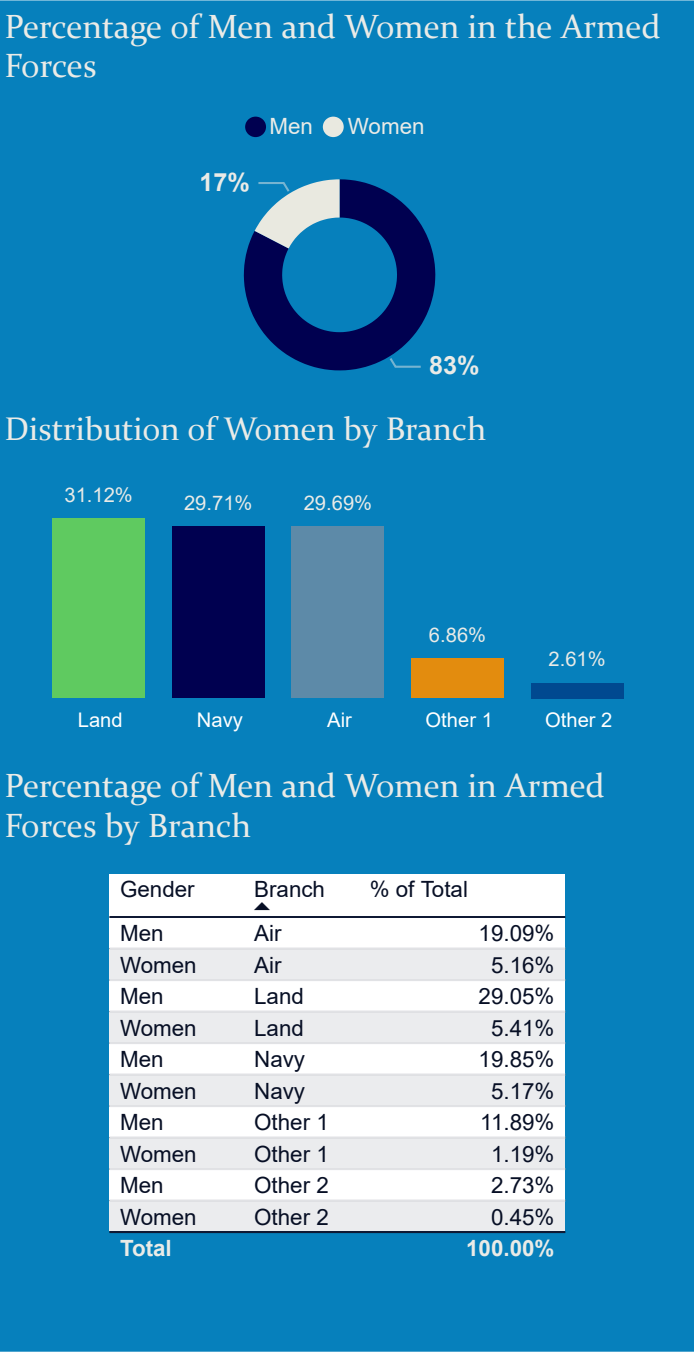
17.4%

of Armed Forces are Women

82.6%

of Armed Forces are Men

This nation did not report their recruitment data



Please note for United States Quantitative Data, Other 1 = Marine Corps | Other 2 = Coast Guard

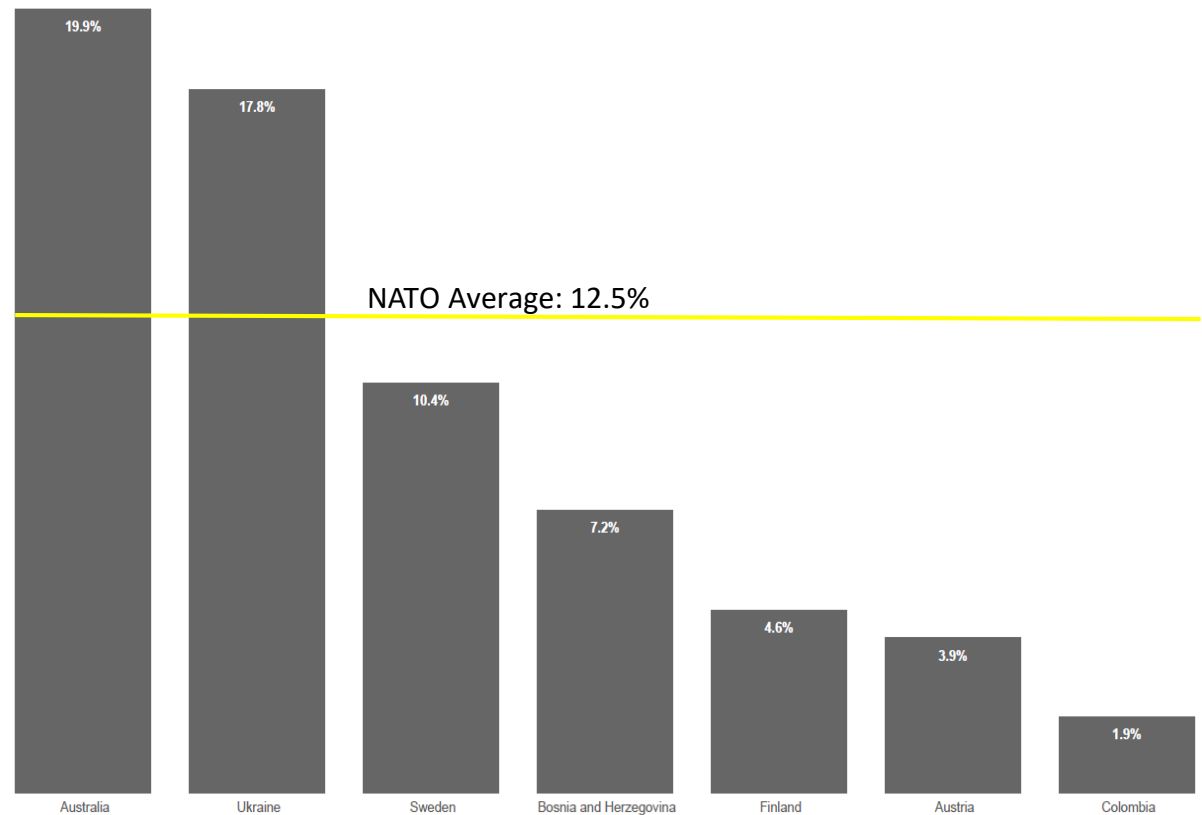
Summary of the National Reports 2021

Partner Nations

This final section incorporates the national reports from NATO Partner Nations, which are submitted on a voluntary annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters (HQ). In 2021, 10 NATO Partner Nations submitted data for the Summary of National Reports, however 3 Partner Nations did not disclose the percentage of men and women in their armed forces.

This section shows the input from NATO Partner Nations to give the reader the opportunity to learn about the different national strategies of integrating the gender perspective in their respective policies and procedures. Some partners include targeted recruitment strategies or focus on increasing the work life balance of men and women in their armed forces. NATO Partner Nation reports provide insight into the similar data and trends that are highlighted in the NATO Member Nation reports. Following the lessons identified and lessons learned processes, the participating NATO Partner Nations have voluntarily provided crucial facts and figures for the 2021 Summary of Nation Reports.

The graphs shows participating NATO Partner Nations:



Summary of the National Reports 2021

Australia

Overview

In 2021, the Australian Defence Force (ADF) was composed of 20% women and 80% men. In 2021 Australia implemented its second National Action Plan. Compared to 2020, Australia had a 0.47% increase in number of women in their Armed Forces.

Key Success

- In 2021, Australia approved additional policy and legislation regarding gender, including the 'Chief of Joint Capabilities (CJC) Directive 10/2021', the 'Defence Implementation of Australia's National Action Plan Women, Peace and Security (2021-2031)' 'CJC Directive 10/2021' and the 'Defence Implementation of Australia's National Action Plan (NAP) Women Peace and Security (2021-2031)'.

Work Life Balance

The ADF provide gendered health care services, part-time employment options, flexible working hours and telework or remote options for child care, care for the elderly or sick and for educational studies, as well as breastfeeding breaks, day care for children at military installations or the Ministry of Defence, education allowances for child's primary/secondary schooling, extra weeks of subsidised maternity/paternity leave, provisions protecting parents from deployment and provision requiring military members to report to their command who will take care of their children if they are deployed/sent on temporary duty. Unit Welfare Officers work with members to determine what family supports are required when members are deployed or sent on temporary duty. If a Commander determines the deployment or temporary duty is not feasible for the members current situation, then further action can be taken. The Defence Member and Family Support branch offers a multitude of education and assistance to prepare members and their families for absence from home. In response to the COVID-19 pandemic, the ADF provided flexible work arrangements. During the pandemic, members of the workforce were required to work from home in line with national requirements, with the exception of essential workers. Schools and childcare centres remained open to children of essential workers. The ADF also amended childcare policy to approve home located work for caring purposes in exceptional circumstances.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Director of Complaints and Resolution is delegated to resolve complaints with the Australian Human Rights Commission. The Director's assistant has the authority to oversee the response to the Australian Human Rights Commission. Other appointed personnel include unit level Commanders that and the Joint Military Police Unit. Including sexual abuse. In 2021, the ADF received 138 report of sexual offences from female victims and 24 sexual offense from male victims.

Recruitment and Retention

Since 2012, the Services have implemented mentoring initiatives to facilitate women's integration into workplaces where they are under-represented. These initiatives include programs to build management skills and external partnerships and sponsorships to build knowledge and professional experience in industry. The single Service initiatives for 2020-2021 are listed in the Women in Australian Defence Force Report 2020-2021. Each Service has set women's participation targets to be achieved by 2023. These are: 25% for Navy with an internal stretch goal of 35% by 2035; 15% for Army (achieved), with revised targets of 18% by 2025 and 20% by 2035; and 25% for Air Force (achieved) with a revised target of 35% by 2030. The ADF also have measures to target the recruitment of women, including but not limited to specialist recruitment teams, pre-conditioning program, additional targeted campaigns from each of the services, and targeted media campaigns. The ADF monitor and track the success of these programs.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Australia



AUS

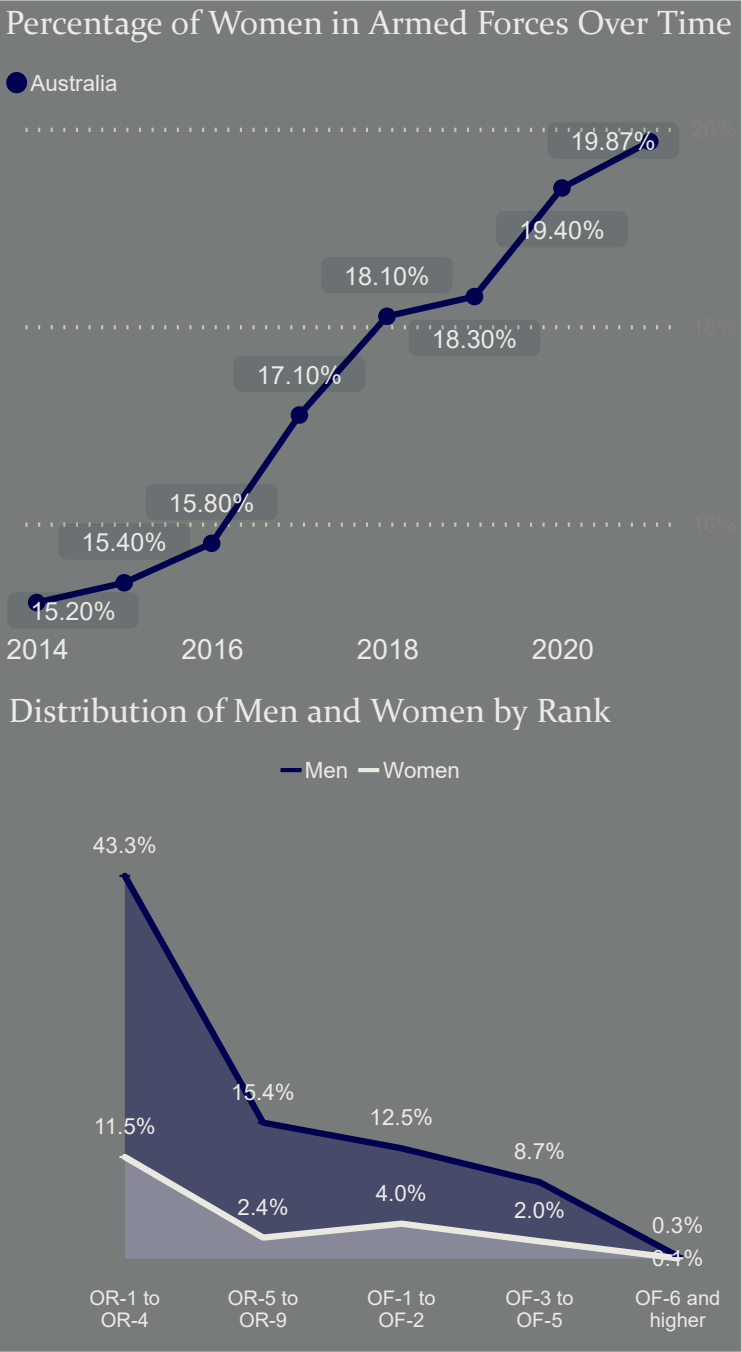
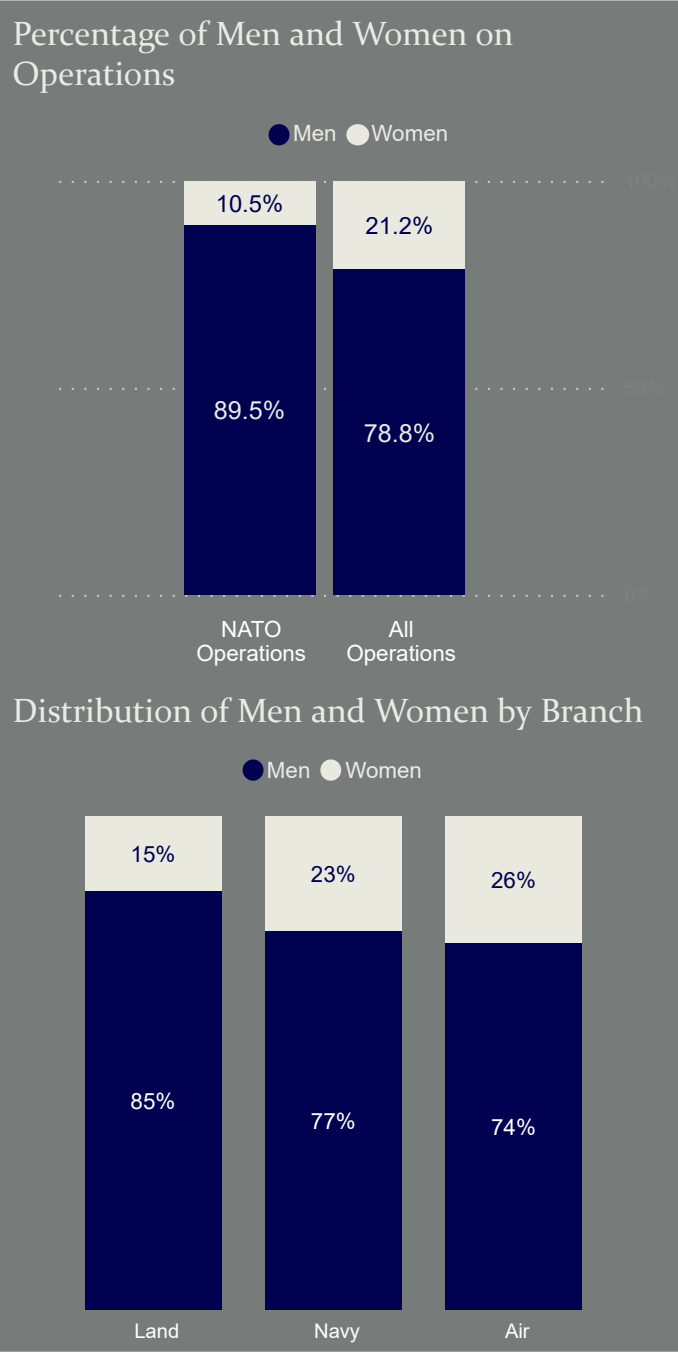
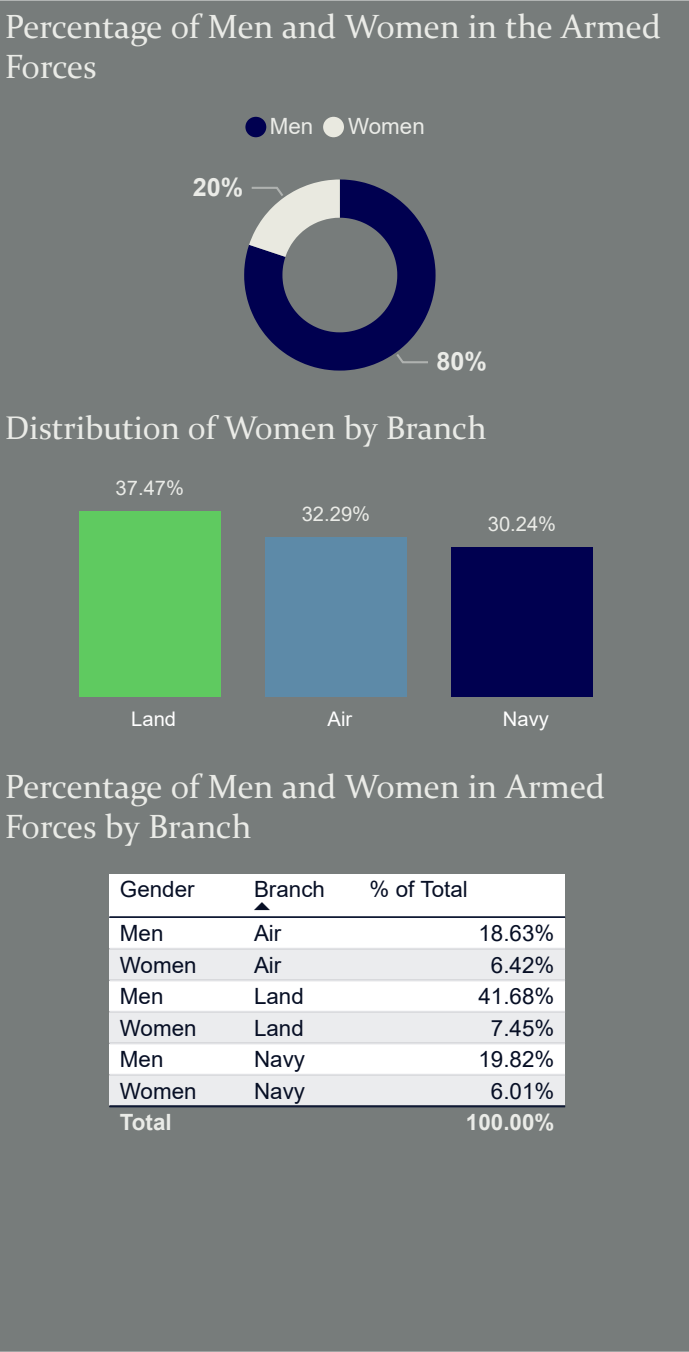
19.9%
 of Armed Forces are Women

80.1%
 of Armed Forces are Men

34.0%
 of Applicants are Women

6.7%
 of Women Applicants were Recruited

80.8%
 of Women Completed Basic Training



Summary of the National Reports 2021

Austria

Overview

In 2021, the Austrian Armed forces (AAF) was composed of 4% women and 96% men. In 2021 Austria had a valid National Action Plan. Compared to 2020, Austria had a 0.13% increase in number of women in their Armed Forces.

Key Success

- Continued targeted recruitment efforts throughout the COVID-19 pandemic.

Work Life Balance

The AAF offer parental rights and benefits, work-life balance, childcare availability and family leave programs. These policies are mandatory by law, as full time soldiers are considered public service employees and are protected accordingly. The AAF also provide breastfeeding breaks, day care for children at military installations or the Ministry of Defence, extra weeks of subsidised maternity/paternity leave and flexible working and service hours or variable start/finish times of working day. In response to the COVID-19 pandemic, the AAF took into consideration work-life balance for families working remotely while children were distance-learning.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

In 2021 the AAF received one report of sexual harassment from a female victim and one report of sexual abuse from a male victim.

Recruitment and Retention

The AAF have several programs and measure for the recruitment and retention of women. These include mentoring programs, alumni-communities and events, recurring events hosted by the women's representative and a task force/working group for anti-discrimination. The AAF have set an overall long-term target for recruiting women at 50% in all positions, in accordance with the Women Advancement Plan of the Ministry of Defence. The specific mid-term target is 10% in the AAF, according to the Sub-Strategy for Defence Policy. There are marketing strategies to increase the number of women in the AAF, such as the "Girls' Day" or other targeted marketing campaigns. The "Girls' Day" is organised in a way that young women spend a working day with the branch they are interested in. Marketing campaigns in 2021 were implemented through social media announcements, flyers, podcasts and static exhibitions.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Austria

▼



AUT

3.9%

of Armed Forces are Women

96.1%

of Armed Forces are Men

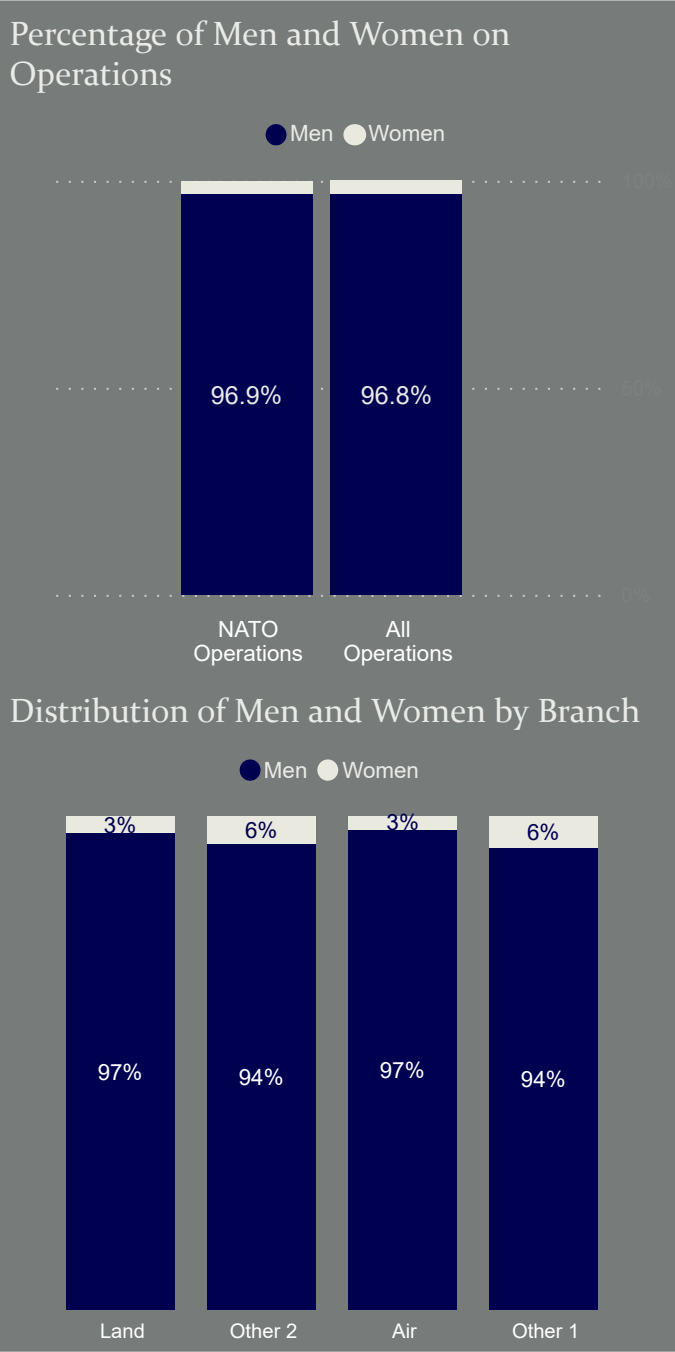
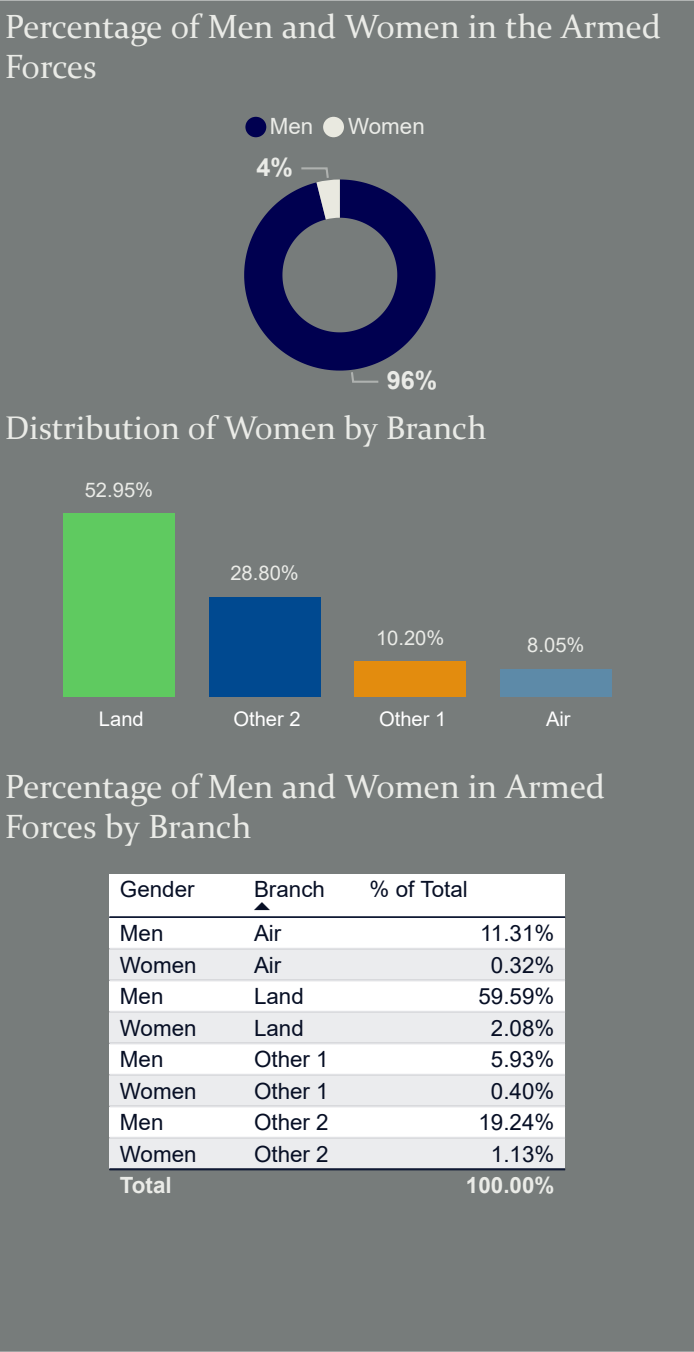
12.8%

of Applicants are Women

28.6%

of Women Applicants were Recruited

This nation did not report their recruitment data



Summary of the National Reports 2021

Bosnia and Herzegovina

Overview

In 2021, the Bosnia and Herzegovina Armed Forces (BiHAF) was composed of 7% women and 93% men. In 2021 Bosnia and Herzegovina had a valid National Action Plan (NAP). In 2021, the following topics were realized in the units of the AFBiH: training on prevention of sexual violence in conflict and children's rights; gender equality (basic concepts); gender equality and prevention of sexual harassment; gender equality policy; mechanisms for gender equality; international documents in the field of gender equality; and gender equality and prevention of violence in OPM. Compared to 2020, the BiHAF had a 0.35% increase in number of women in their Armed Forces.

Key Success

- The approval of new policy and legislation, including the Book of Rules on Military Discipline, amendments to the Rules of Service of the BiHAF and amendments to the Book of Rules for accession in professional military services MOD BiH and AFBiH.

Work Life Balance

The BiHAF provide breastfeeding breaks as well as policy on duties assignments, night duties and/or overtime work. In response to the COVID-19 Pandemic, the BiHAF provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The BiHAF follow the Ministry of Defence decision on the policy of zero tolerance towards acts of sexual and gender-based harassment (2020). All members of the BiHAF are obliged to report sexual harassment, abuse and exploitation to the chain of command and/or the military police, GFP, parliamentary military commissioner or law enforcement agencies (procedures depend on the institution to which one applies). In addition, the Inspector General has an established reporting system. Conduct and obligations regarding sexual harassment, abuse and exploitation are also included in the Law on Service in the BiHAF, the Book of Rules on Military Discipline, the Ethics Code, the instructions for the work of inspectors of the MoD and inspectors in the AF B&H and the Rules of Service of the BiHAF.

Recruitment and Retention

The BiHAF have targeted campaigns annually and the current NAP has an emphasis on increasing the participation of women in the army and peacekeeping missions, as well as participation in decision-making positions, raising awareness of gender equality through training and other forms of informing members of the MoD and AF B&H. The NAP is further concerned with the harmonization of laws and regulations with the Law on Gender Equality of B&H, keeping statistics and records disaggregated by gender and improving the living and working conditions of members of the MoD and AF B&H.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Bosnia and Herzegovina



BIH

7.2%

of Armed Forces are Women

92.8%

of Armed Forces are Men

This nation did not report their recruitment data

Percentage of Men and Women in the Armed Forces

Men

Women

7%

93%

Distribution of Women by Branch

95.26%

4.74%

Land

Air

Percentage of Men and Women in Armed Forces by Branch

Gender	Branch	% of Total
Men	Air	6.74%
Women	Air	0.34%
Men	Land	86.11%
Women	Land	6.82%
Total		100.00%

Percentage of Men and Women on Operations

Men

Women

9.0%

10.1%

91.0%

89.9%

All Operations

NATO Operations

Distribution of Men and Women by Branch

Men

Women

7%

5%

93%

95%

Land

Air

Percentage of Women in Armed Forces Over Time

Bosnia and Herzegovina

6.20%

6.00%

6.80%

7.15%

2018

2019

2020

2021

Distribution of Men and Women by Rank

Men

Women

41.8%

30.8%

10.9%

9.2%

0.1%

4.7%

1.4%

1.0%

0.2%

0.0%

OR-1 to OR-4

OR-5 to OR-9

OF-1 to OF-2

OF-3 to OF-5

OF-6 and higher

Summary of the National Reports 2021

Colombia

Overview

In 2021, the Military Forces of Colombia was composed of 2% women and 98% men. In 2021, Colombia did not have a valid National Action Plan. This is the first time Colombia has submitted their Summary of the National Reports.

Key Success

- Approval of the Ministry of Defense Resolution 3010 which include guidelines aimed at promoting gender equity and the prevention and comprehensive care of gender violence victims in the Public Force, with special emphasis on sexual violence.

Work Life Balance

The Military Forces of Colombia provide parental rights and benefits, childcare availability, family leave programs, gendered health care services, breastfeeding breaks, education allowances for child's primary/secondary schooling, flexible working and service hours, policy on duties assignments, night duties and/or overtime work and military schools and colleges for childcare. The Military Forces of Colombia provide flexibility for the fulfillment of obligations by the head of household for single parents. For dual service couples the Military Forces of Colombia allow for couples to be transferred to the same jurisdiction in order to guarantee family unity and strengthen the support network upon their request and ensure that dual service parents are not deployed or on duty at the same time. The Military Forces of Colombia also offer the possibility of leave on special days (birthdays, anniversaries or others) or during commissions and provide parents with the benefit of military accommodation in case of transfer or commission. The Military Forces of Colombia provide teleworking or remote options for child care and flexible work hours for care for the elderly or sick and educational studies. In response to the COVID-19 pandemic, the Military Forces of Colombia took into account work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person, as well as additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Military Forces of Colombia have a zero tolerance sexual harassment prevention policies that is embodied in all the governing documents and includes the "protocol for the prevention of workplace harassment and sexual harassment in the workplace, through the disclosure of the mechanisms and complaint procedures". In 2021, the Military Forces of Colombia received 6 reports of sexual harassment 2 reports of sexual abuse and 7 reports of sexual assault from female victims and 13 reports of sexual harassment, 5 reports of sexual abuse and 16 reports of sexual assault from male victims.

Recruitment and Retention

The Military Forces of Colombia have campaigns to target the recruitment of women, including the #victoriouswoman (#mujervictoriosa) campaign where successful cases of women incorporated into the Colombian Air Force in different specialties are disseminated on social networks. This campaign extends beyond social networks, making reports in national media such as Canal RNC, Caracol, Tele Antioquia, El Tiempo newspaper, El Nuevo Siglo newspaper, Caracol Radio, 360 radio, among others. The Military Forces of Colombia also provide senior management coaching with a gender and differential approach aimed at both men and women who are currently advancing the course of high military studies.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Colombia



COL

1.9%

of Armed Forces are Women

98.1%

of Armed Forces are Men

27.2%

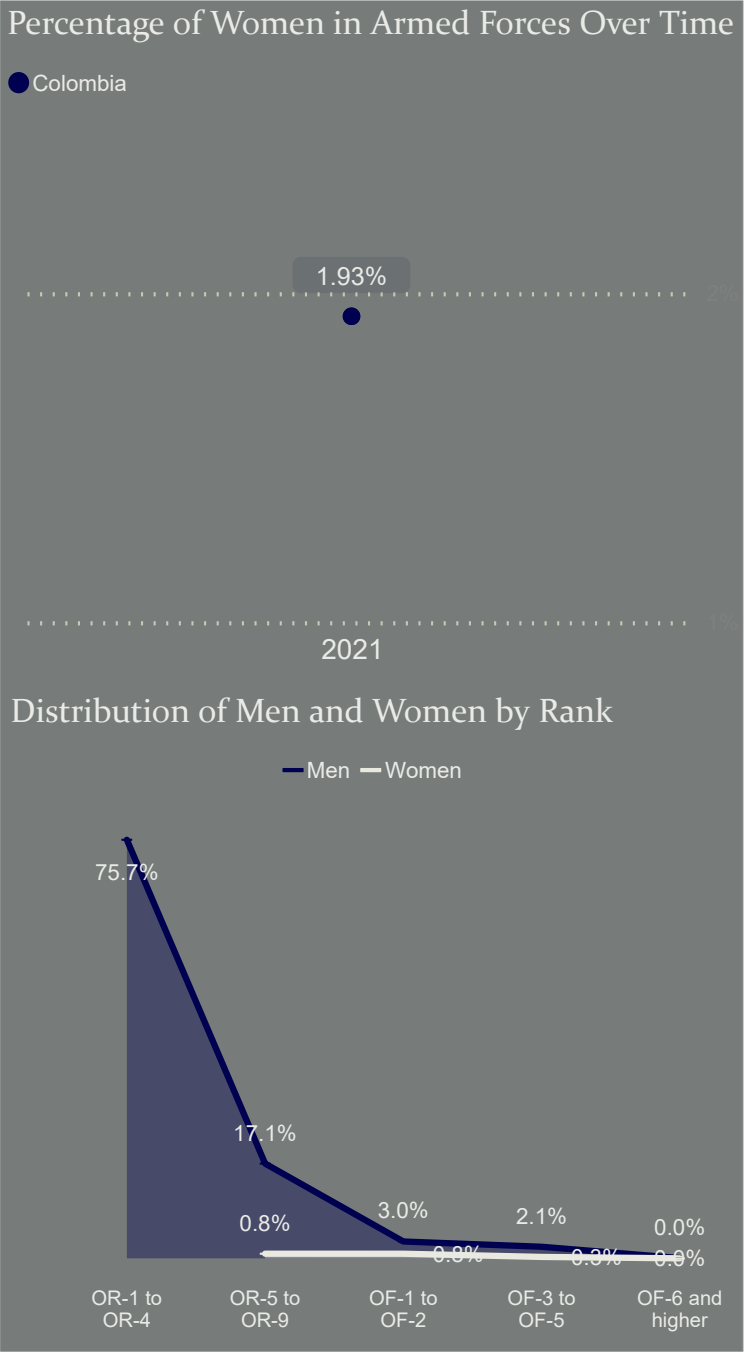
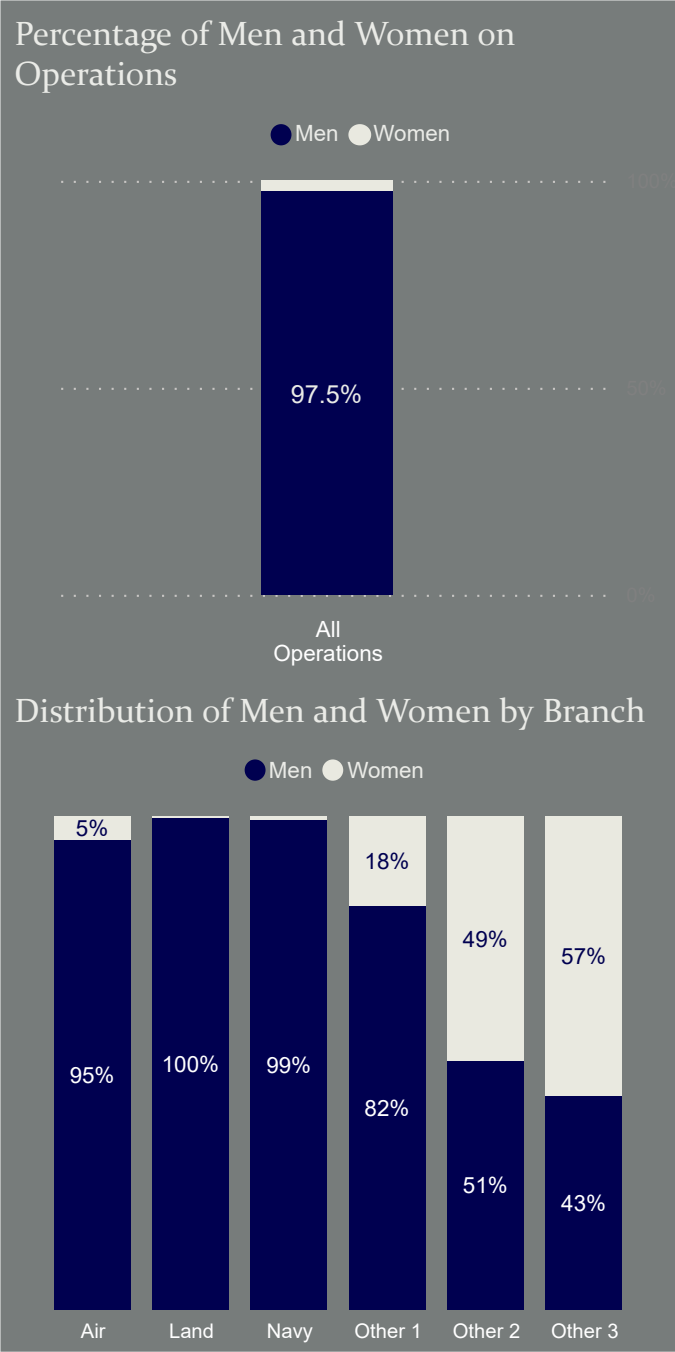
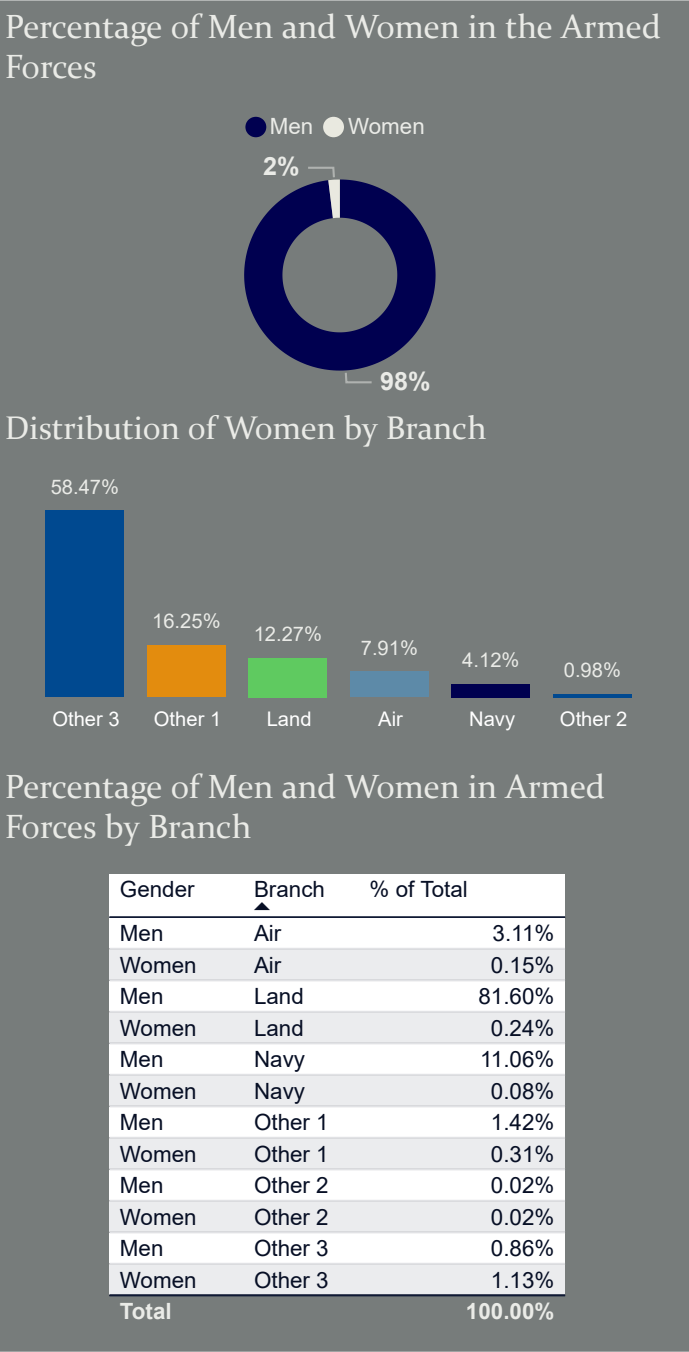
of Applicants are Women

15.6%

of Women Applicants were Recruited

98.3%

of Women Completed Basic Training



Summary of the National Reports 2021

Finland

Overview

In 2021, the Finnish Defense Forces (FDF) was composed of 5% women and 95% men. In 2021 Finland had a National Action Plan. The NAP was drafted under the leadership of the Finnish Ministry for Foreign Affairs and deals with both crisis management and political objectives. Compared to 2020, Finland had a 0.12% increase in number of women in their Armed Forces.

Key Success

- As part of the NAP, the Defense Forces will be tasked with increasing the number of women, developing crisis management planning and reporting, developing operational and tactical crisis management activities, and developing gender training.

Work Life Balance

The FDF offer flexible working and service hours or variable start/finish times of working day. Part-time employment options and flexible working hours are also available for child care and educational studies along with teleworking options for childcare.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The FDF has developed guidelines for the prevention of inappropriate treatment. The guidelines provide detailed instructions on how and to whom to report inappropriate treatment, and how to handle cases in the division or by the civilian police and judiciary. In 2021, the FDF received 20 reports of sexual harassment from female victims and 3 reports of sexual harassment from male victims.

Recruitment and Retention

FDF are mainly based on men's compulsory conscript service and reservists. All men are required to perform military service lasting 6 to 12 months. Additionally, FDF have a high share of civilian employees and civilian employees often perform the same tasks as soldiers. FDF regularly run recruitment campaigns in magazines and on television. Women are prominently featured in these campaigns.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Finland



FIN

4.6%

of Armed Forces are Women

95.4%

of Armed Forces are Men

4.9%

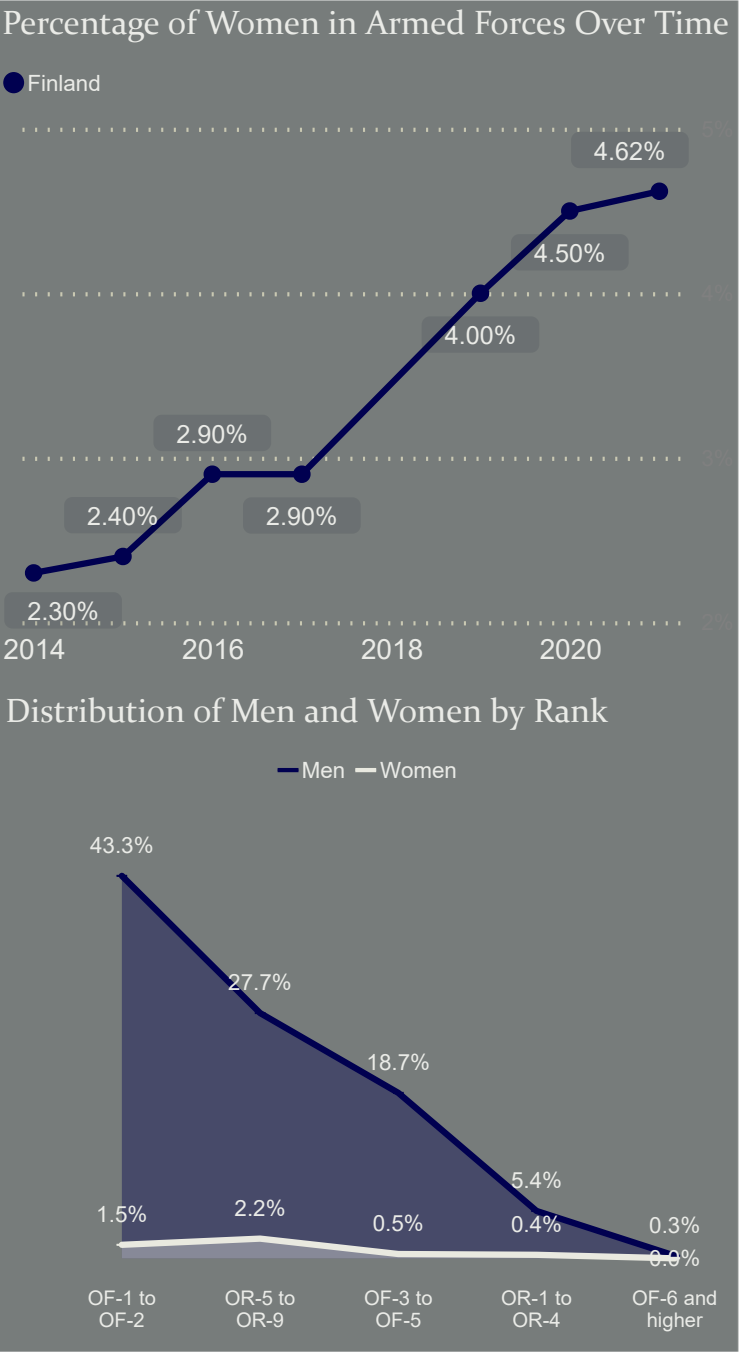
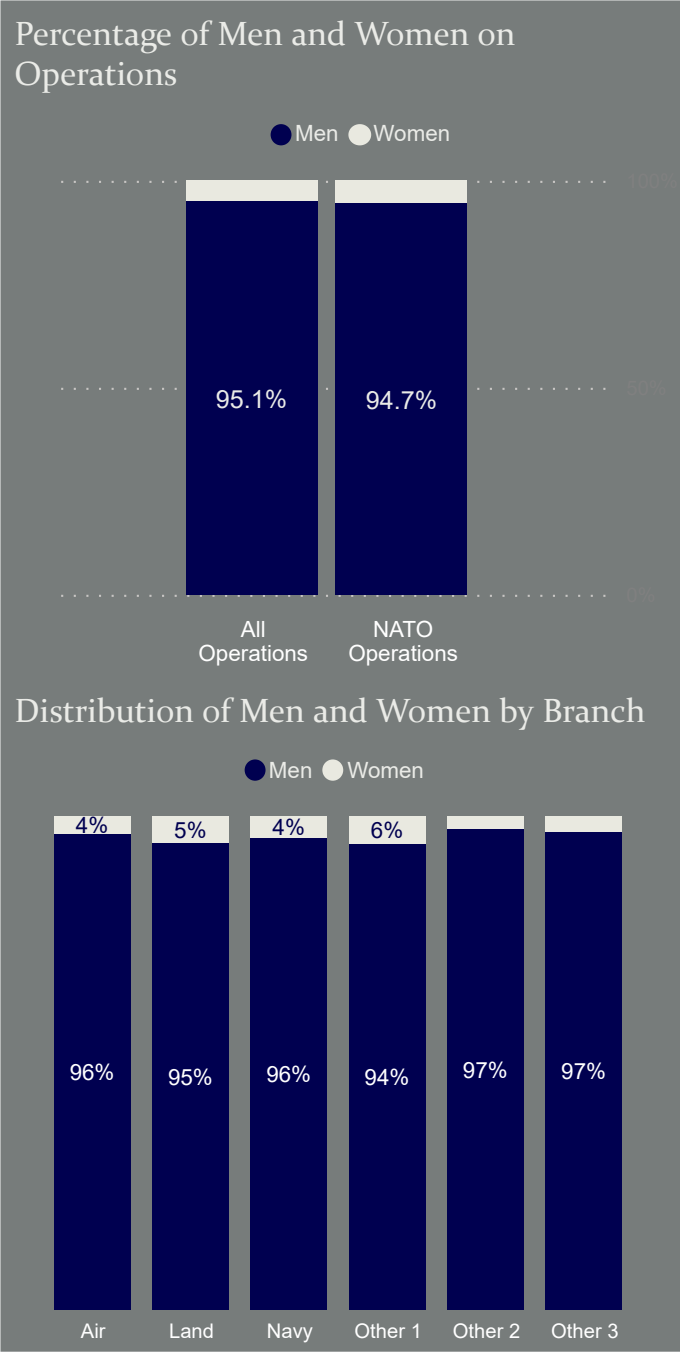
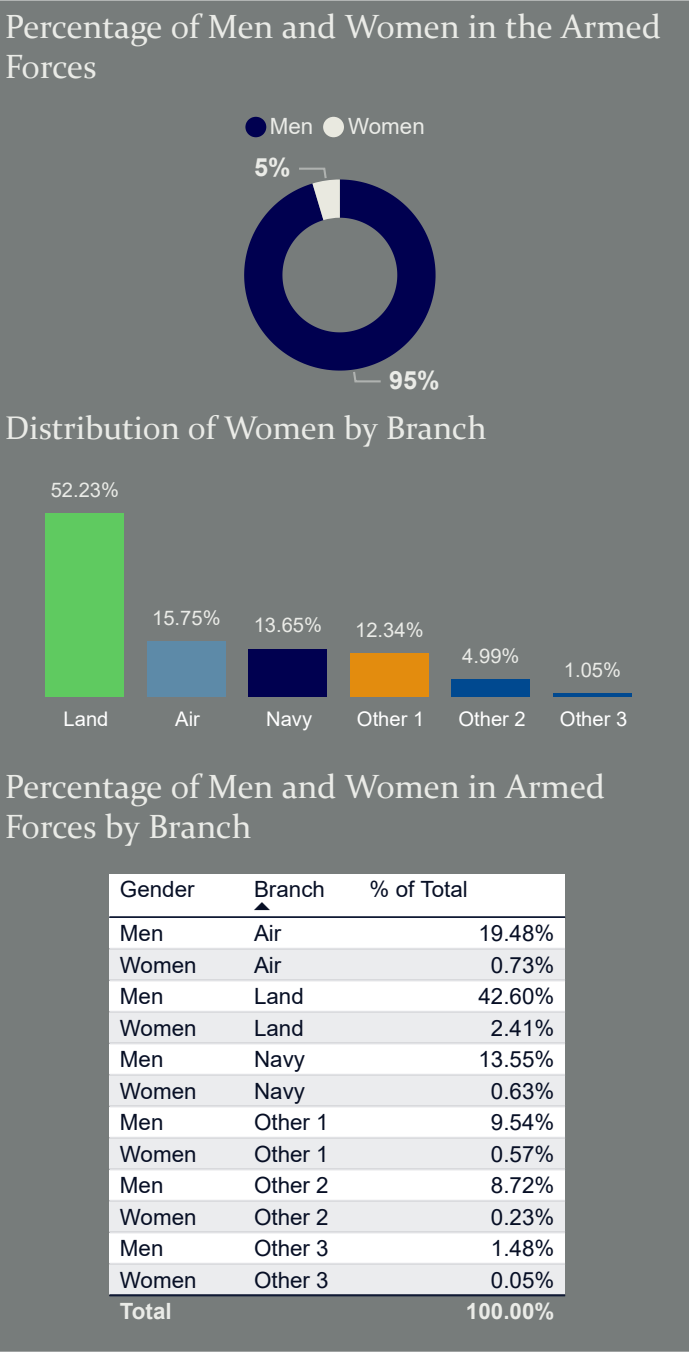
of Applicants are Women

76.9%

of Women Applicants were Recruited

90.0%

of Women Completed Basic Training



Summary of National Reports 2020

Georgia

Overview

In 2021, the Georgian Defense Forces (GDF) did not disclose the percentage of men and women in their armed forces. In 2021 Georgia's previous National Action Plan expired and was not renewed.

Key Success

- Updates to the gender equality strategy and elaboration on the general syllabus on gender equality for militaries/civilians.
- 100% of women recruited completed basic training.

Work Life Balance

The GDF offer parental rights and benefits and flexible working hours for child care and educational studies. The GDF also facilitate the offer of special discounts for children and family members of military staff by private companies and organizations. Online psychological resilience courses for military and civilian personnel are also offered by the GDF. In response to the COVID-19 pandemic, the GDF provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The GDF have strategies, policies and trainings to prevent and respond to sexual harassment, abuse and assault. The GDF have appointed personnel who oversee allegations of sexual harassment and sexual abuse and formal procedures declared by General Inspection.

Recruitment and Retention

All leadership positions within the GDF are open to women and the GDF conduct retention questionnaires twice in a year prior to the 6 and 12 month contract expiration.



Summary of the National Reports 2021

Republic of Moldova

Overview

In 2021, the Moldovan National Army did not disclose the percentage of men and women in their armed forces. During 2021, Moldova had a valid National Action Plan.

Key Success

- Comprehensive measures on sexual harassment, sexual abuse and sexual assault as part of the National Action Plan.
- The Republic of Moldova has 10 officers in UN peacekeeping missions in Africa. Respectively, of these 10 officers, 2 officers must always be women (at least 20 percent).

Work Life Balance

In response to the COVID-19 pandemic, the Moldovan National Army took into consideration work-life balance for families working remotely while children were distance-learning and provided childcare availability while schools were closed but military members had to report in person.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Moldovan National Army implement measures on the prevention of sexual harassment, abuse and assault according to the Action Plan of the Ministry of Defence of the Republic of Moldova on the implementation of UNSCR 1325 on Women, Peace and Security. The personnel of the National Army are trained annually on the respective subjects. Regulation on the procedure for prevention, identification, registration, reporting and examination of cases of discrimination, sexual harassment and gender-based violence, was approved by the order of the Minister of Defence on 07 July 2020. Under the Regulation there are designated staff to deal with or to report sexual harassment and there are formal procedures for female and male victims to report harassment and safeguard. Victims can also report to the Coordinating Group of the Ministry of Defense regarding Gender Perspectives, gender focal points, to the Chief/Commander, to the General Directorate of Inspection of the Military Inspectorate, to the Military Police and to a 24/7 telephone helplines, where victims can report to higher authorities. In general, gender focal points, the General Directorate of inspection of the military inspectorate, military police, chief or commander act as the respective staff in each situation and have the right to deal with or investigate the respective cases.

Recruitment and Retention

The Moldovan National Army have a network to support women in the military called the Women's Association of the National Army which has been active since 2019. In accordance with Moldovan military regulations, at least 10 days before dismissal, military and civil servants must have an interview with their Commander and with Human Resources representatives. The Moldovan National Army also use psychologists to conduct periodic surveys to identify what factors are causing military personnel to leave the armed forces.

Summary of National Reports 2021

Serbia

Overview

In 2021, the Serbian Armed Forces (SAF) did not disclose the percentage of men and women in their armed forces. During 2021 Serbia's previous National Action Plan expired and they were in the process of drafting a new one.

Key Success

- The approval or implementation of several policies and legislation related to integrating the gender perspective including the Law on Gender Equality in the Republic of Serbia, the establishment of the Office for Gender Equality in the Human Resource Sector of the Ministry of Defence and the Strategy for Gender Equability from 2021-2030.

Work Life Balance

The SAF offer parental rights and benefits and family leave programs that include extra weeks of subsidised maternity/paternity leave, flexible working and service hours, policy on duties assignments, night duties and/or overtime work and provision protecting parents from deployment. The SAF also offer flexible working hours for childcare and care of the elderly and sick. The SAF do not deploy both serving parents at the same time at the parents request and duty service is adapted to single parents who can also receive housing benefits. In response to the COVID-19 pandemic, the SAF took into consideration work-life balance for families working remotely while children were distance-learning and also provided additional laptops for remote work.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The SAF have appointed personnel to oversee allegations of sexual offences, including a Person of Trust who acts as the first responder and provides advice, mediation and initial measures, the Defence Inspectorate who controls the implementation of laws related to the defence and regulates such violations as well as external mechanisms such as courts, the commissioner for the protection of equality and whistleblowers. After talking with the person designated for support, the victim can submit a request with explanation to their immediate superior to initiate the procedure for protection against abuse. An authorized person, with the written consent of the victim, can also submit the request. A victim exposed to abuse or sexual harassment by a superior can also directly apply to the court of general jurisdiction by filing a lawsuit for protection against such behaviour (civil-law suit), without first starting a procedure for protection with the employer. The victim can also address the Commissioner for the Protection of Equality, as an independent, autonomous and specialized state entity established on the basis of the Law on Prohibition of Discrimination. In accordance with the Law on the Protection of Whistleblowers, a whistleblower mechanism can be used for these cases as well.

Recruitment and Retention

Within the SAF, all leadership positions open to women.

Summary of National Reports 2021

Sweden

Overview

In 2021, the Swedish Armed Forces (SwAF) were composed of 10% women and 90% men. In 2021 Sweden had a valid National Action Plan. Compared to 2020, Sweden had a 0.03% increase in number of women in their Armed Forces.

Key Success

- The approval or implementation of several policies and legislation related to integrating the gender perspective including the SwAF Strategic guidance 2021-2025 and the Common guidance on Whole-of-Government approach between military and civilian total defence.

Work Life Balance

The SwAF provide part-time employment options for child care and educational studies and telework and remote work options in some cases. In response to the COVID-19 pandemic, the SwAF provided additional laptops for work. While there is no official program concerning dual-service parents, the SwAF have a common rule not to deploy both parents.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Human Resources Centre supports employees and leadership in handling cases of sexual harassment, abuse and assault. The Human Resources Centre acts as the harassment centre and also provides preventive trainings on code of conduct. The SwAF also provide central courses regarding equal treatment, local training to prevent sexual harassment and a Gender Coach program for higher leadership. The SwAF also provide training of local focal points for equal treatment.

Recruitment and Retention

The SwAF have a network to support women in the Armed Forces One called NOAK at national level, with several local clubs at the military units. The SwAF also provide mentorship programmes with a focus on women and leadership training on gender equality. The SwAF maintain the following targets for women in the Armed Forces: OF 6,8 %, NCO 12 %, Civilian 40 %, OR 14 %, Military academy officer training 20 %, Basic Military Training 20 %. All leadership positions are open to women in the SwAF.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation

Sweden



SWE

10.4%

of Armed Forces are Women

89.6%

of Armed Forces are Men

28.6%

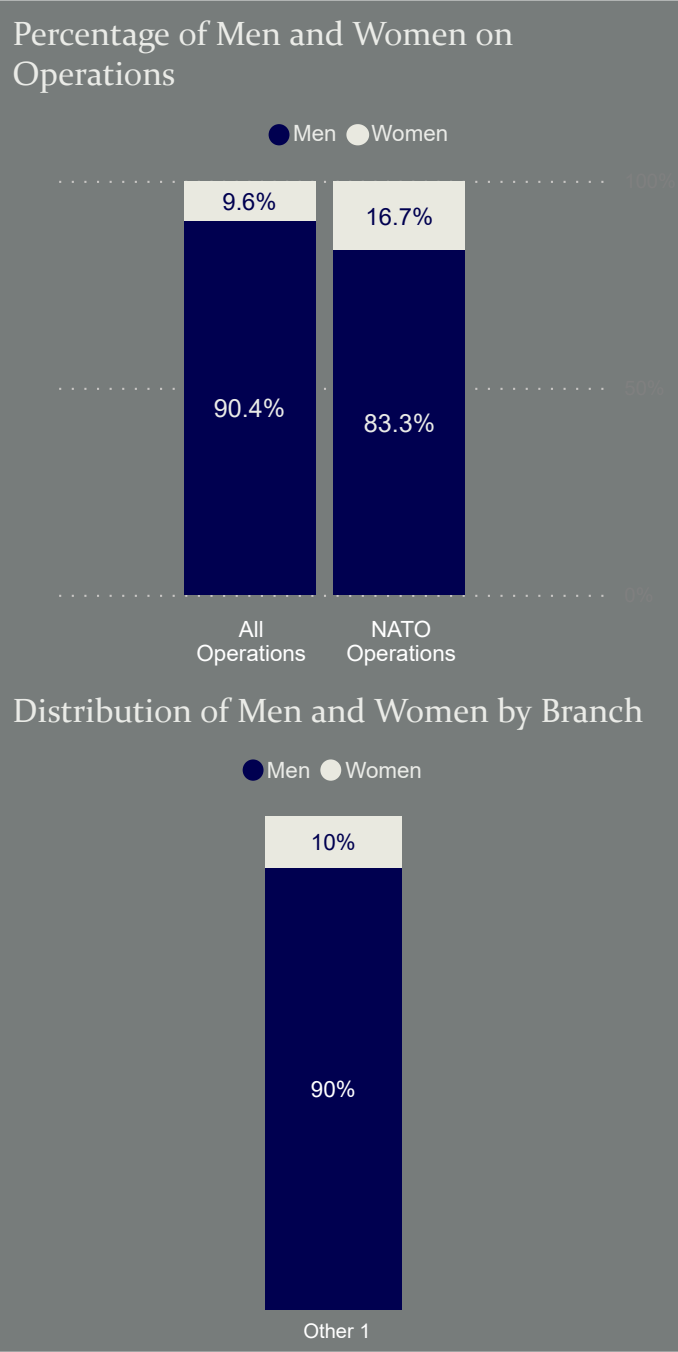
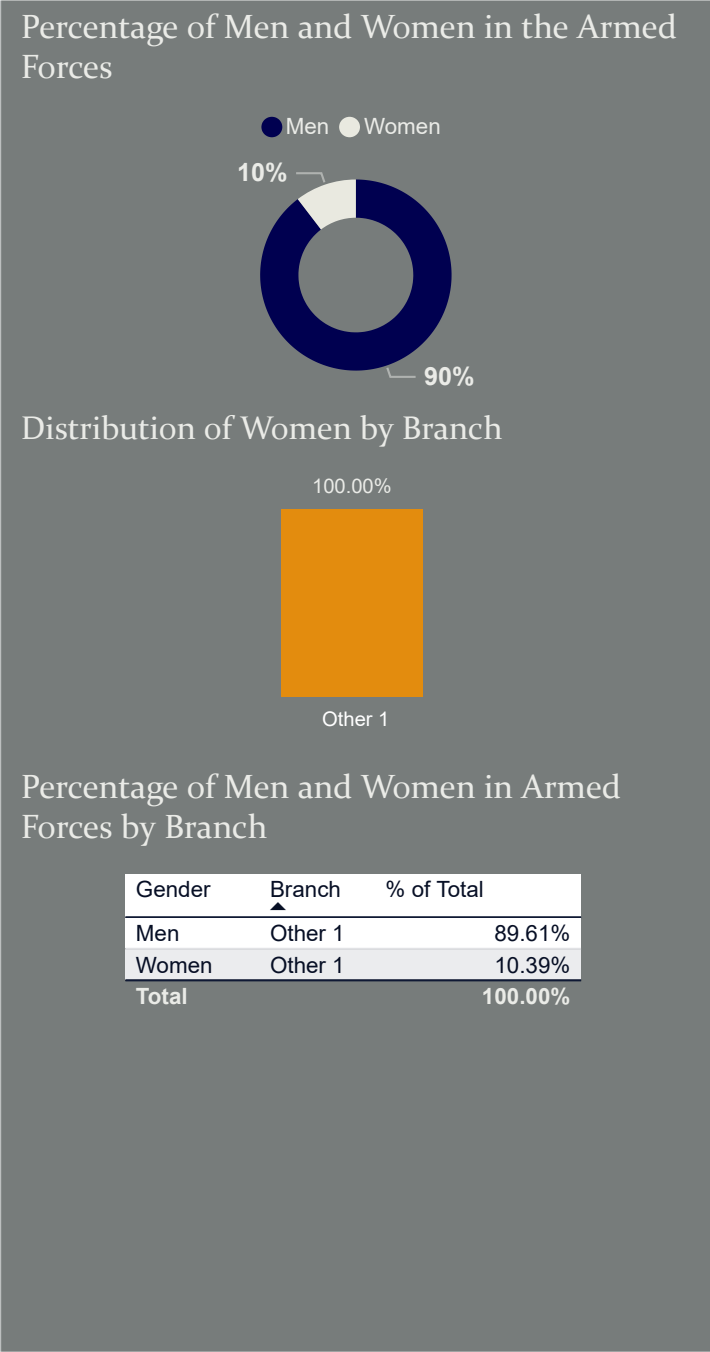
of Applicants are Women

26.4%

of Women Applicants were Recruited

62.0%

of Women Completed Basic Training



Summary of National Reports 2021

Ukraine

Overview

In 2021, the Armed Forces of Ukraine were composed of 18% women and 82% men. In 2021 Ukraine had a valid National Action Plan. Compared to 2015, Ukraine had a 9.83% increase in number of women in their Armed Forces.

Key Success

- New specific updates for policy and legislation related to integrating the gender perspective in the Armed Forces including the Military Security Strategy, the Regulations on military lyceums with enhanced military and physical training and the Annual National Programme under the auspices of the Ukraine-NATO Commission.
- The development and approval of methodological recommendations on the procedure for receiving and considering reports of discrimination during military service in the Armed Forces of Ukraine .
- The development of a manual on "Culture of Relations in the Military Team. Advisor to the commander", which includes the section "Gender Aspect in Building a Culture of Relations in the Military Team.
- The preparation of a draft of the Law of Ukraine "On Amendments to Certain Legislative Acts of Ukraine Regarding the Regulation of Responding to, Preventing, and Countering Manifestations of Discrimination and Sexual Harassment Among Servicemen".

Work Life Balance

The Armed Forces of Ukraine provide childcare availability, family leave programs, gendered health care services, policy on duties assignments, night duties and/or overtime work and provision protecting parent from deployment. The Armed Forces of Ukraine offer flexible working hours for child care, care for the elderly or sick and education studies as well as part time employment options for educational studies. The Armed Forces of Ukraine also provide support for service duties to single parents, divorced parents, or widows/widowers looking after their children. In response to the COVID-19 pandemic, the Armed Forces of Ukraine took into account work-life balance for families working remotely while children were distance-learning.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The Armed Forces of Ukraine have in place strategies, policies and training to prevent or respond to sexual harassment, abuse and assault and measures have being undertaken to regulate the issues for preventing discrimination and sexual violence during military service. The Law Enforcement Service in the Armed Forces of Ukraine acts as appointed personnel to respond to allegations and incidents of sexual offences. A system of "hotline" and call centers was also created and operates in the Ministry of Defense (MoD), available on the MoD's official website for reporting. In 2021 the Armed Forces of Ukraine received 2 reports of sexual harassment, 3 reports and sexual abuse and 1 report of sexual assault from female victims and 2 reports of sexual harassment, 3 reports of sexual abuse and 1 report of sexual assault from male victims.

Recruitment and Retention

The Armed Forces of Ukraine offer mentoring, training or professional development activities to foster the advancement of women into military leadership positions.

SUMMARY OF NATIONAL REPORTS 2021

Partner Nation
 Ukraine



UKR
 17.8%
 of Armed Forces are Women
 82.2%
 of Armed Forces are Men

This nation did not report their recruitment data

