Summary of the National Reports

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

Full Report

2019

Table of Contents

Introduction . . . 5

Executive Summary . . . 7

Acronyms . . . 9

Consolidated Report . . . 17

1 Representation of Women and Men in the Armed Forces . . . 19

2 Applications and Recruitment . . . 43

3 Retention . . . 57
- 3.1. Average Age . . . 58
- 3.2. Work-Life Balance . . . 58
- 3.3. Personnel Leaving the Military . . . 63

4 Services and Ranks . . . 71

5 Sexual Harassment, Abuse and Assault . . . 99

6 Gender Advisors and Gender Focal Points . . . 105

7 Education and Training . . . 113

8 NATO Committee on Gender Perspectives Recommendation to the Military Committee . . . 125

Conclusion . . . 133

2019 National Reports from NATO Member Nations . . . 135
- Albania . . . 137
- Belgium . . . 153
- Bulgaria . . . 167
- Canada . . . 181
- Croatia . . . 207
- Czech Republic . . . 225
- Denmark . . . 241
- Estonia . . . 253

France . . . 263
Germany . . . 281
Greece . . . 297
Hungary . . . 311
Iceland . . . 325
Italy . . . 327
Latvia . . . 347
Lithuania . . . 363
Luxembourg . . . 381
Montenegro . . . 393
Netherlands . . . 409
Norway . . . 423
Poland . . . 435
Portugal . . . 445
Slovakia . . . 463
Slovenia . . . 477
Spain . . . 493
Turkey . . . 509
United Kingdom . . . 521
United States . . . 533

2019 National Reports from NATO Partner Nations . . . 547
Australia . . . 549
Austria . . . 569
Bosnia and Herzegovina . . . 579
Finland . . . 591
Georgia . . . 603
Ireland . . . 609
Japan . . . 619
Moldova . . . 629
New Zealand . . . 639
Serbia . . . 655
Sweden . . . 663
Republic of North Macedonia[1] . . . 673

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

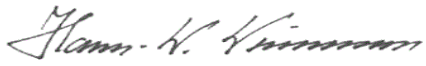
Introduction

The Annual Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) reflects the Alliance's continuous commitment to the implementation of United Nations Security Council Resolution (UNSCR) 1325 and to the integration of gender perspective in the military.

The year 2019 was a pivotal one, both for the Women Peace and Security (WSP) Agenda and for NATO. During 2019, the WPS Agenda was extended by two Resolutions[1], reiterating the importance of a survivor-centred approach to address conflict-related sexual violence and urging for Nations' recommitment to the Agenda's principles.

In April 2019, NATO celebrated the 70th anniversary since the signing of the North Atlantic Treaty. With regards to gender perspective at the Alliance, NATO-EU Military Leadership came together at the Senior Leaders Seminar (SLS) to discuss Gender in Military Operations in October 2019. One month later, in November 2019, NATO Foreign Ministers adopted the first-ever NATO Policy on Preventing and Responding to Sexual Exploitation and Abuse.[2]

In the sixth edition of this report, NATO is honoured to showcase the achievements and milestones of as many as 40 Member and Partner Nations in their efforts to integrate gender perspective in their militaries. I extend my sincere gratitude and appreciation to the 28 NATO Member Nations and 12 dedicated Partner Nations for their genuine contribution. The Summary of the National Reports continues to encourage the exchange of information and sharing of best practices which, with the commitment of NATO Member and Partner Nations, will lead to more diverse, gender-inclusive and effective armed forces.



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[1] UNSCR 2467 (2019) and 2493 (2019).

[2] North Atlantic Treaty Organisation, Policy on Preventing and Responding to Sexual Exploitation and Abuse, Available on https://www.nato.int/cps/en/natolive/official_texts_173038.htm.



Executive Summary

Since 2014, the Annual Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) has been a mechanism of transparently sharing information and best practices related to the progress of integrating a gender perspective throughout and beyond the Alliance.

For this 2019 edition, 28 NATO Member and 12 Partner Nations have submitted their contributions and substantiated their respective commitment to the integration of a gender perspective, as well as to the implementation of United Nations Security Council Resolution 1325. It is thanks to their detailed provision of sex-disaggregated data on numerous questions that the 2019 Summary of the National Reports can offer a comprehensive analysis and thus a more complete understanding of the situation for both women and men in the armed forces. Besides promoting gender awareness and continuous progress, the 2019 Summary of the National Reports seeks to highlight gender-specific challenges and opportunities. Wherever possible, contrasts and parallels to previous reporting years are drawn, presenting the general trends. By making this unique compilation available to a broad audience ranging from national armed forces, governments, academic researchers to other stakeholders, the key objective is to better equip decision-makers to respond to gender-related shortcomings at the strategic, operational and tactical levels, and thus to increase situational awareness, overall military readiness and mission success.

The key findings of the 2019 Summary of the National Reports are the following:

- During the last 20 years, the NATO Member Nation average in the representation of full-time military women has **doubled**. Advancements in the representation of Reserve military women have also been identified. Across other ranks and even more so across officer ranks, NATO Member Nations see a steady average increase of women soldiers.
- There has been a slight increase in the average representation of military women engaged in NATO and non-NATO operations. With an average of 7%, NATO fell-short of the UN target of 15% of military women engaged in operations. However, the trends are positive with more and more Allies nearing this 15% target.
- In 2019, 41% of NATO Member Nations had policies to specifically promote the recruitment of women. Yet, in comparison with 2018 data, overall a **decrease** in women applicants and women recruits has been identified.
- There was a significant augmentation of national measures for the support and retention of military servicewomen in 2019, indicating a growing consensus

amongst nations to integrate a gender perspective within their national armed forces. Of NATO Member Nations, 63% had specific networks to support women in the military (2018: 50%). Formal procedures were in place amongst 88% to report sexual harassment. In 70% of cases, Allies had Gender Advisors (GENADs), whilst 56% had Gender Focal Points (GFPs) to ensure integration of a gender perspective into military work strands and structures.

As NATO's largest compilation of gender statistics, the Annual Summary of the National Reports represents a continuous effort to strengthen the Alliance's effectiveness. To integrate a gender perspective is to integrate a force multiplier. With the help of the findings and trends outlined in this compilation, nations are thus encouraged to exchange best practices and develop gender-related policies. Their enduring commitment to gender perspective will remain crucial for future comprehensive approaches to collective defence, cooperative security and crisis management.

Acronyms

A

AAF	Albanian Armed Forces / Austrian Armed Forces
ACT	Allied Command Transformation
ADF	Australian Defence Force
ADL	Advanced Distance Learning
AFM	Armed Forces of Montenegro
AICM	Africa Integrated Crisis Management Course
AOR	Area of Responsibility
AP	Action Plan

B

BAF	Belgian Armed Forces / British Armed Forces
BAME	Black, Asian and Minority Ethnic Group
BGRAF	Bulgarian Armed Forces
BiHAF	Armed Forces of Bosnia and Herzegovina
Bi-SC	Bilateral-Strategic Command
Bi-SCD	Bi-Strategic Command Directive
BMI	Body Mass Index
BUAFWA	Bulgarian Armed Forces Women Association

C

CAF	Canadian Armed Forces / Croatian Armed Forces / Czech Armed Forces
CASD	Centre for Higher Studies of Defence (Centro Alti Studi per la Difesa)
CBRN	Chemical, Biological, Radiological and Nuclear
CCMS	Conflict and Complaint Management Services Centres
CDP	Chief of Defence People
CDS	Chief of Defence Staff
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CERP	Compensation for Employers of Reservists Program
CFMWS	Canadian Forces Morale and Welfare Services
CFNIS	Canadian Forces National Investigation Services
CFPM	Canadian Forces Provost Marshal
CHOD	Chief of Defence
CIMIC	Civil-Military Cooperation
CIP	Career Intermission Programme
CIS	Computer and Information Systems
CJTF-OIR	Combined Joint Task Force-Operation Inherent Resolve

CMF	Combined Maritime Forces
CMPC	Chief of Military Personnel Command
CMPS	Canadian Military Prosecution Service
CoC	Chain of Command / Code of Conduct
CoESPU	Centre of Excellence for Stability Police Units
CPTM	Core Pre-Deployment Training Material
CR-SGBV	Conflict-Related Sexual and Gender Based Violence
CSDP	Common Security and Defence Policy
CSEL	Command Senior Enlisted Leaders
CSO	Civil Society Organisation
CV	Curriculum Vitae
CVEO	Counter Violent Extremism Officer
CWINF	Committee on Women in the NATO Forces

D

D&I	Diversity and Inclusion
DAF	Danish Armed Forces / Dutch Armed Forces
DAP	Defence Action Plan
DCAF	Geneva Centre for Security Sector Governance
DCM	Decision of the Council of Ministers
DDR	Disarmament, Demobilisation and Reintegration
DGMPRA	Director General of Military Personnel Research
DIP	Defense Implementation Plan
DM	Deputy Minister
DMP	Director of Military Prosecutions
DND	Department of National Defence
DOD	Department of Defence
DoDD	Department of Defence Directive
DWAO	Defence Women's Advisory Organisation

E

E&T	Education and Training
EAC	External Advisory Council
EEAS	European Union External Action Service
EDF	Estonian Defence Forces
eFP	NATO enhanced Forward Presence
EI	Employment Insurance
ESDC	The European Security and Defence College
EUFOR	European Union Force Bosnia and Herzegovina, Operation Althea
EUIACM	European Union Integrated Approach on Crisis Management Course
EUMM Georgia	European Union Monitoring Mission in Georgia
EUNAVFOR	European Union Naval Force Somalia
EUNAVFOR MED	European Union Naval Force Mediterranean, Operation Sophia

EUPOL Afghanistan	European Union Police Mission in Afghanistan
EUTM	European Union Training Mission Mali

F

FAF	French Armed Forces
FAS	Foreign Area Specialist
FBA	Folke Bernadotte Academy
FDF	Finnish Defence Force
FET	Female Engagement Team
FMoD	Federal Ministry of Defence
FOI	Swedish Defence Research Agency (Totalförsvarets Forskningsinstitut)
FWA	Flexible Work Arrangement

G

GBA+	Gender-Based Analysis Plus
GDF	Georgian Defence Forces
GENAD	Gender Advisor
GFA	Gender Field Advisor
GFP	Gender Focal Point
GO	Governmental Organisation
GSDF	Ground Self-Defence Force
GToT	Gender Training of Trainers Course

H

HADR	Humanitarian Assistance and Disaster Response
HAF	Hellenic Armed Forces
HDF	Hungarian Defence Forces
HMoD	Ministry of Defence of the Hellenic Republic
HQ	Headquarters
HR	Human Resources / Human Rights
HRVCON	Hrvatski Contingent (Croatian Contingent)

I

IAF	Italian Armed Force
ICCM	Integrated Complaint and Conflict Management service
ICM	Integrated Crisis Management Course
IHL	International Humanitarian Law
IMOC	International Military Operations Centre
IMPS	Initial Minimum Period of Service
IMS GENAD	International Military Staff Office of the Gender Advisor
INDOPACOM	Indo-Pacific Command
IO	International Organisation
ISAF	International Security Assistance Force
ISTI	Advanced Institute for Investigation Techniques
IT	Information and Technology

J

J1	Manpower, Personnel and Administration
JADL	Joint Advanced Distributed Learning
JAG	Judge Advocate General
JFC	Joint Force Command
JMS	Joint Medical Service
JSDF	Japan Self-Defence Forces
JSS	Joint Support Service

K

KFOR	Kosovo Force

L

LAF	Latvian Armed Forces/ Lithuanian Armed Forces
LEGAD	Legal Advisor
LEONTE	Mission of the Italian Republic to the Lebanon
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer and Intersex
LMT	Liaison Monitoring Team
LOAC	Law on Armed Conflict
LTDDP	Long Term Defence Development Plan
LUXAF	Luxembourg Armed Forces

M

MAL	General Jonas Žemaitis Military Academy of Lithuania
MATA	Maternity Allowance
MC	Military Committee
MC/PS	Military Committee Permanent Session
MFO	The Multinational Force and Observers
MFRC	Military Family Resource Centre
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MoD	Ministry of Defence
MoND	Ministry of National Defence
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MP	Military Police

N

NAF	Norwegian Armed Forces
NAP	National Action Plan
NATO	North Atlantic Treaty Organization
NATO UN POC	Approaches to the Protection of Civilians in NATO and UN Peace Operations Course

NATOSOC	NATO Staff Officers Course
NCGM	Nordic Centre for Gender in Military Operations
NCGP	NATO Committee on Gender Perspectives
NCO	Non-Commissioned Officer
NGO	Non-Governmental Organization
NLO	NATO Liaison Office
NMI	NATO Mission Iraq
NOAK	Network for Officers and Employed Women (Nätverk för Officerare och Anställda Kvinnor)
NOGP	NATO Office on Gender Perspectives
NZDF	New Zealand Defence Forces

O

OF	Officer Rank
OGC	Operational Gender Advisor Course
OIR	Operation Inherent Resolve
OPRK	Organisation for Personal Advice and Peer Support
OR	Other Rank
OWINF	Office on Women in the NATO Forces

P

PAF	Polish Armed Forces / Portuguese Armed Forces
PAO	Public Affairs Office
PAPRR	Plan of Activities for Achieving Gender Equality in Montenegro
PATA	Paternity Allowance
PCBMS	Permanent Compulsory Basic Military Service
PFT	the Physical Fitness Tests
PoC	Point of Contact
PoW	Prisoner of War
PSO	Peace Support Operation
PSOCC	Peace Support Operations Cooperation Course
PSOTC	Peace Support Operations Training Centre

R

RACVIAC	Regional Arms Control Verification and Implementation Assistance Centre, Centre for Security Cooperation
RD	Royal Decree
RSM	Resolute Support Mission

S

SAF	Serbian Armed Forces / Slovenian Armed Forces / Spanish Armed Forces
SAPRA	Sexual Assault Prevention and Response Advisor
SARP	Sexual Assault Review Programme
SBGS	State Border Guard Service of Ukraine

SCA	Commissariat of the Defence Forces
SDSR	Strategic Defence and Security Review
	Military Fuel Service
SEA	Sexual Exploitation and Abuse
SEESAC	South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons
SeMPRO	Sexual Misconduct Prevention and Response Office
SERCAT	Service Category
SGBV	Sexual and Gender-Based Violence
SLS	Senior Leaders Seminar
SMART	Sexual Misconduct Action Response Team
SME	Subject Matter Expert
SMRC	Sexual Misconduct Response Centre
SOF	Special Operations Forces
SOP	Standard Operating Procedure
SORT	Sexual Offence Response Team
SSA	French Defence Health Service
SSR	Security Sector Reform
STANAG	Standardization Agreements
SVKAF	Slovak Armed Forces
SwAF	Swedish Armed Forces
SWEDINT	Swedish Armed Forces International Centre

T

TAF	Turkish Armed Forces
TCIMIC	Tactical Civil Military Cooperation Course
TRADOC	Training and Doctrine Command

U

UK	United Kingdom
UN	United Nations
UNCMAC	United Nations Command Military Armistice Commission
UNCPOC	United Nations Comprehensive Protection Civilians Course
UNDOF	United Nations Disengagement Observer Force
UNDP	United Nations Development Programme
UNIFIL	United Nations Interim Force in Lebanon
UNMEM	United Nations Military Experts on Mission Course
UNMIK	United Nations Mission in Kosovo
UNMISS	United Nations Mission in South Sudan
UNMOC	United Nations Military Observer Course
UNPOC	United Nations Protection of Civilians Course
UNSC	United Nations Security Council
UNSCR	United Nations Security Council Resolution
UNSOC	United Nations Staff Officers Course
UNTSO	United Nations Truce Supervision Organisation

US	United States

V

VNC	Voluntary National Contributions
VTM	Voluntary Military Training

W

WAN	Women's Advisory Network
WEPs	Women's Empowerment Principles
WINGS	Women's Integrated Network Group
WPS	Women, Peace and Security



Consolidated Report

Since 2014, the Annual Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives (NCGP) has been a mechanism of sharing information and best practices related to the integration of gender perspective.

For both NATO and the Women Peace and Security (WPS) Agenda, 2019 marked a year of milestones. In April 2019, NATO celebrated the 70th anniversary since the signing of the North Atlantic Treaty and the existence of the most successful alliance in history, continuing to strive for security and stability under NATO's three core tasks: collective defence, cooperative security and crisis management. With two additional United Nations Security Council Resolutions (UNSCRs)[1], the WPS Agenda grew to reiterating the importance of a survivor-centred approach when addressing conflict-related sexual violence and urging for Nations' recommitment to the Agenda's principles.

With regards to gender perspective at the Alliance, NATO hosted a Senior Leaders Seminar (SLS) in October 2019, bringing together NATO-EU Military Leadership to discuss Gender in Military Operations. One month later, in November 2019, NATO Foreign Ministers adopted the first-ever NATO Policy on Preventing and Responding to Sexual Exploitation and Abuse.[2]

This sixth edition of the Summary of the National Reports analyses the integration of gender perspective in armed forces by considering National Action Plans, policies, gender related programmes and sex-disaggregated data. The end product is an overview of the NATO Member and Partner Nations' efforts and best practices towards integrating gender perspective in their armed forces in 2019, as well as, their implementation of UNSCR 1325 on WPS.

Updates to the 2019 Summary of the National Reports allowed for a more detailed comparative analysis with previous reporting years. Especially the improved analysis of percentage change and percentage point differences provides the Alliance with a detailed and accurate understanding of the developments in integrating women into their national armed forces. Wherever possible, comparisons to previous reporting years are drawn, presenting the improvements in recruitment and

[1] UNSCR 2467 (2019) and 2493 (2019).

[2] North Atlantic Treaty Organisation, Policy on Preventing and Responding to Sexual Exploitation and Abuse, Available on https://www.nato.int/cps/en/natolive/official_texts_173038.htm.

retention of women in military occupations and across military ranks.

Amongst the total of 40 national contributions, the 28 NATO Member Nations that have provided data for the 2019 Summary of the National Reports are the following: Albania, Belgium, Bulgaria, Canada, Croatia, Czech Republic, Denmark, Estonia, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Montenegro, the Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Turkey, the United Kingdom and the United States. The 12 NATO Partner Nations that have provided data for the 2019 Summary of the National Reports are the following: Australia, Austria, Bosnia and Herzegovina, Finland, Georgia, Ireland, Japan, Moldova, New Zealand, North Macedonia, Serbia, and Sweden.

The 2019 Summary of the National Reports is structured into two segments. The first segment is the Consolidated Report, which provides for a comprehensive analysis of general trends identified from the information shared by NATO Member and Partner Nations. The Executive Summary consists of seven chapters:

- Chapter 1: Representation of Women and Men in the Armed Forces;
- Chapter 2: Recruitment and Enlistment Requirements;
- Chapter 3: Retention; including the Average Age of Military Personnel, Work-Life Balance and Personnel Leaving the Military;
- Chapter 4: Services and Ranks;
- Chapter 5: Sexual Harassment, Sexual Abuse and Sexual Assault;
- Chapter 6: Gender Advisors and Gender Focal Points;
- Chapter 7: Education and Training; and
- Chapter 8: Implementation of the 2018 and 2019 NCGP Recommendations.

The second segment comprises the National Reports of Member and Partner Nations. It introduces the profiles of the 28 NATO Member Nations that submitted data for the 2019 Summary of National Reports, followed by 12 Partner Nations. These national narratives enable the reader to learn about different national strategies of the integration of gender perspective in policy and procedures and the progression of incorporation of women into their armed forces.

Due to an improvement of the questionnaire for the compilation of the previous 2018 Report, in-depth data analysis and comparison was made possible for the areas of recruitment, retention and average age of military personnel. As NATO's largest compilation of gender statistics, the continuous improvement of the report aims to strengthen an international endeavour to project stability through a diverse and yet cohesive effort of gender mainstreaming. NATO stakeholders, partners, researchers and communities of interest rely on NATO's lead in advancing gender perspective and ability to share data analysis.

1 Representation of Women and Men in the Armed Forces

Chapter 1 of the Executive Summary explores trends in the representation of women and men in the armed forces of NATO Member and Partner Nations in 2019.

Figure 1 indicates the percentage of active duty women and men in the armed forces of NATO Member Nations in 2019.

Based on 27 out of 29 NATO Member Nations who reported on this particular data, the average representation of women in the national armed forces of NATO Member Nations was **12%** in 2019. Since 2018, the representation of women increased by **6%** (from 11.3% to 12%), whereas the representation of men decreased by **1%** (from 88.7% to 88%) in 2019. Whilst the representation of women continues to increase gradually, women represent **1** out of every **10** military personnel on average across NATO Member Nations. In contrast, men represent **9** out of every **10** military personnel on average across NATO Member Nations.

This average excludes Iceland, as this nation does not have an armed force to report upon.

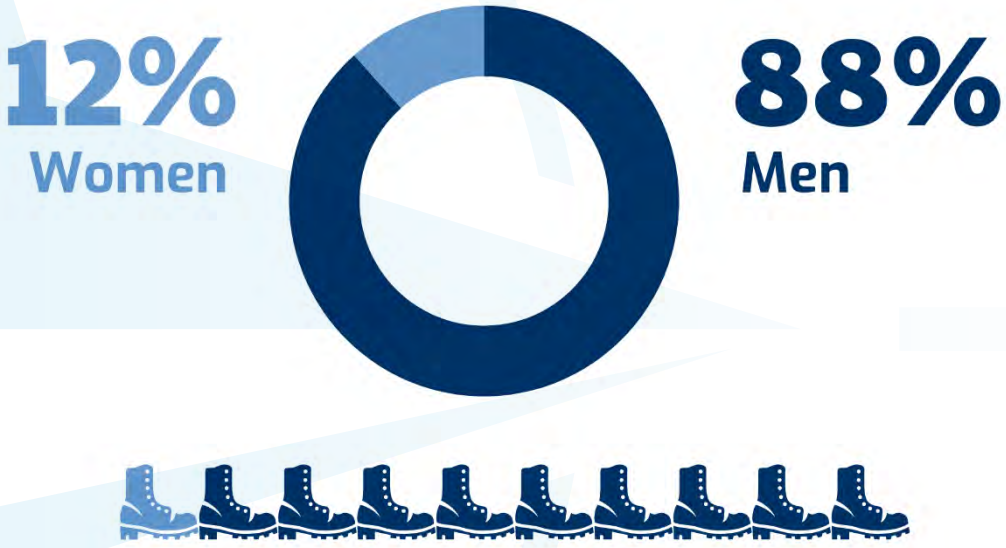
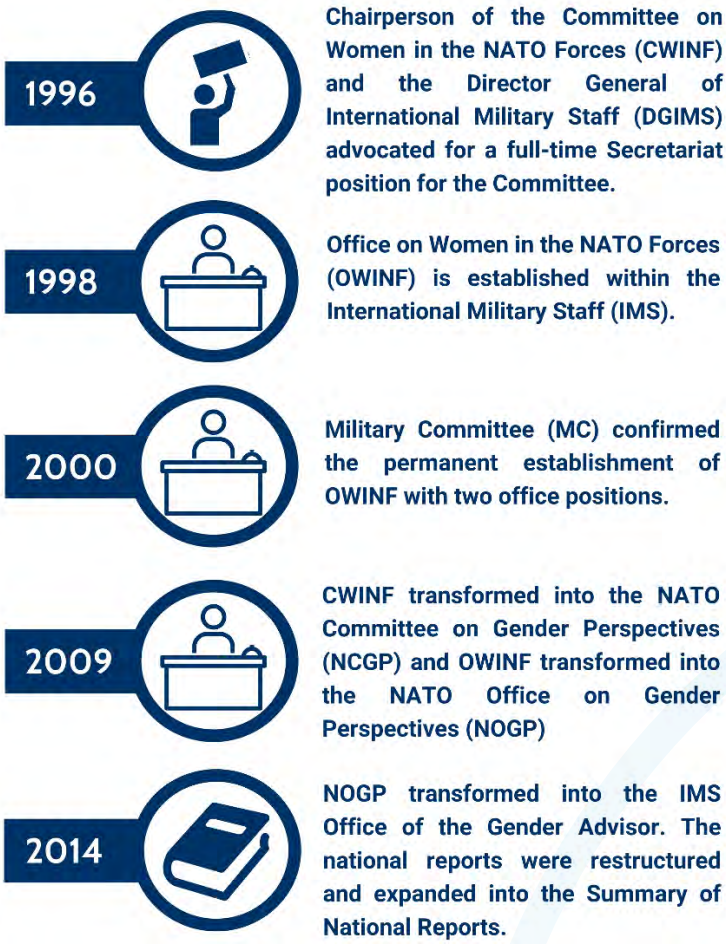


Figure 1: NATO Member Nation Average Representation of Full-Time Military Women in 2019



Prior to publishing the 2019 Summary of National Reports, the IMS Office of the Gender Advisor completed an in-depth analysis of the data that was compiled in the past reports. This inquiry found that reports spanning from 2001 to 2013 often had incomplete and inconsistent data.

From 1999 to 2008, the Committee on Women in the NATO Forces (CWINF) collected data from NATO Member Nations to create national reports on women in the armed forces. CWINF delegated data collection to the newly established Office on Women in the NATO Forces (OWINF). In 2009, CWINF evolved into the NATO Committee on Gender Perspectives (NCGP) and OWINF evolved to the NATO Office on Gender Perspectives (NOGP), continuing to collect data and draft national reports. In 2014, the NOGP had an official name change to the IMS Office of the Gender Advisor based on the new Terms of Reference[1][2][3].

The methodology in which the data was collected and the tools that were initially used for reporting went through significant changes in 2013. Prior to 2014, reports were less structured and had inconsistencies in the type of data that was received. Subsequently, an official annual Summary of National Reports Questionnaire was created for NATO Member and Partner Nations to complete and summit to the Office of the Gender Advisor for compilation and data analysis.

[1] North Atlantic Treaty Organisation. Annex A to MC 0249/3 (Final): Terms of Reference – NATO Committee on Gender Perspectives. Brussels: 3 February 2014.
[2] North Atlantic Treaty Organisation. Annex A to MC 0249/2 (Final): NATO Committee on Gender Perspectives. Brussels: 20 May 2009.
[3] North Atlantic Treaty Organisation. Annex A to MC 0249/1 (Final): The Committee on Women in the NATO Forces (CWINF). Brussels: 17 June 2003.

Table 1 highlights the inconsistencies in the number of NATO Member Nations who reported data on the annual representation of women. Unfortunately, the data sets changed from year to year. For example, not all of the same Member and Partner Nations nor the same number of nations reported on an annual basis. As a result of these inconsistencies, analysing trends accurately was extremely challenging due to skewed data.

In 2014, the Summary of National Reports was developed to bring together the national reports in a more cohesive manner and incorporate an Executive Summary to aggregate the national reports for an overview of NATO's progression. With the evolution of technology and a more structured reporting process, a higher number of nations reported with more consistency since 2014.

Figure 2 illustrates the trends in the average representation of military women across NATO Member Nations over the course of the last 20 years.

This graph has been adapted to account for the findings from the in-depth analysis of previous reports.

Table 1: Number of Reporting NATO Member Nations by Year

Year	Number of Reporting Nations	Year	Number of Reporting Nations
1999	18 out of 19	2010	16 out of 28
2000	No Report	2011	19 out of 28
2001	18 out of 19	2012	14 out of 28
2002	12 out of 19	2013	No Report
2003	12 out of 19	2014	27 out of 28
2004	20 out of 26	2015	27 out of 28
2005	17 out of 26	2016	27 out of 28
2006	17 out of 26	2017	28 out of 29
2007	20 out of 26	2018	22 out of 29
2008	15 out of 26	2019	27 out of 29
2009	12 out of 28		

While data from 2002 to 2013 have some inconsistencies in the number of nations who reported, it is clear that the representation of women in the armed forces of NATO Member Nations has nearly doubled over the past 20 years. The data from 2014 to 2019 showed trends of gradual growth in the representation of women. Furthermore, NATO Member Nations continued to implement strategies and policies for the continuation of this growth.

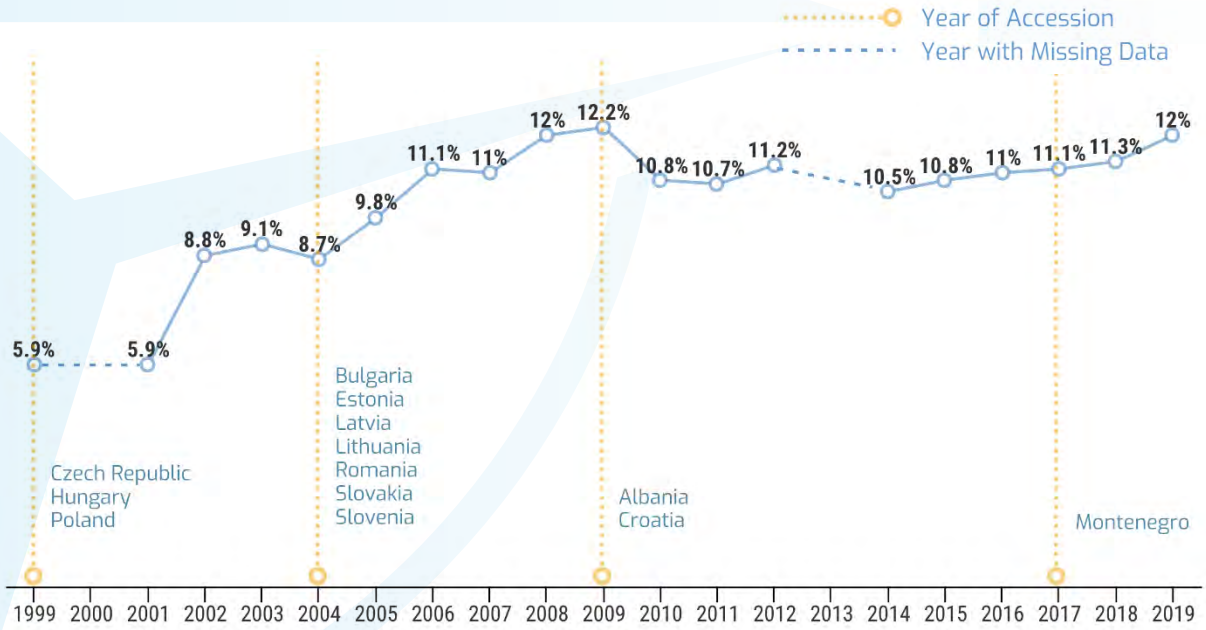


Figure 2: Average Representation of Full-Time Women in the Armed Forces of NATO Member Nations from 1999-2019

Figure 3 illustrates the trends in the average representation of military women across NATO Member Nations over the course of the last 20 years, excluding the data from 2001-2013.

By excluding the data from 2001-2013, it offers an illustration without the fluctuations caused by discrepancies in earlier data collection. Despite this exclusion, this graph reinforces that the representation of women has nearly doubled over the last 20 years. It also reveals the steady growth that followed the restructuring of the Summary of National Reports in 2014, as well as the increase of reporting nations as shown in *Table 1*.

With the accession of many nations over the past 20 years, newly joined NATO Member Nations continue to contribute to the growing representation of women.

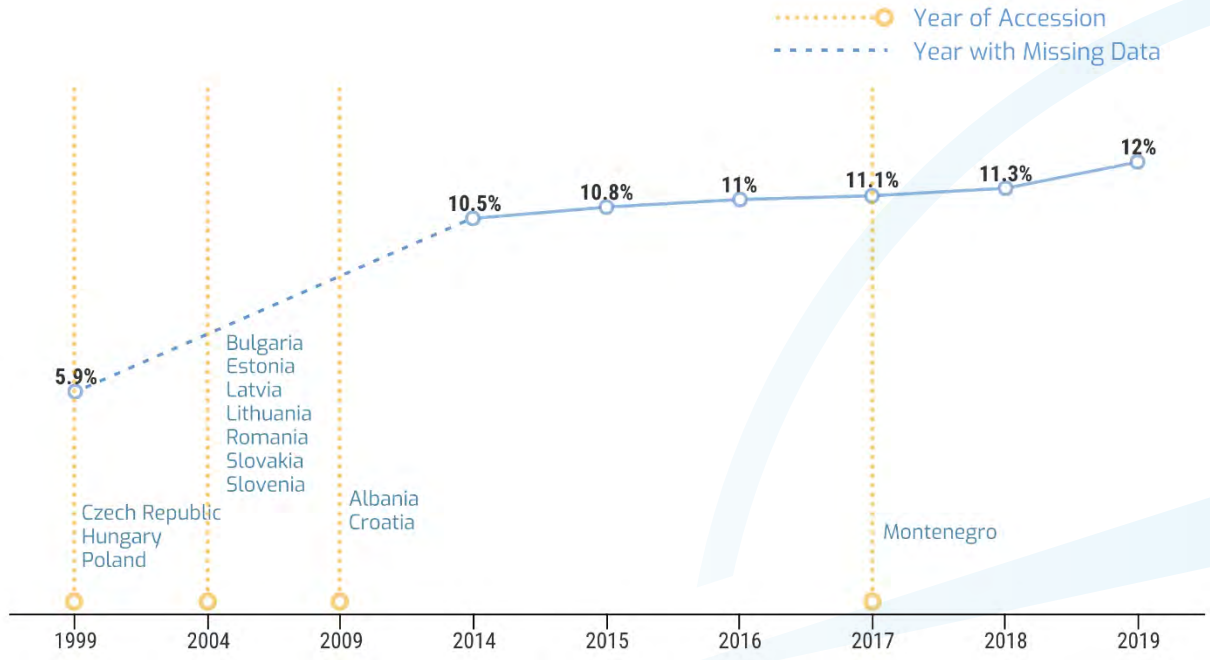


Figure 3: Average Representation of Full-Time Women in the Armed Forces of NATO Member Nations from 2014-2019

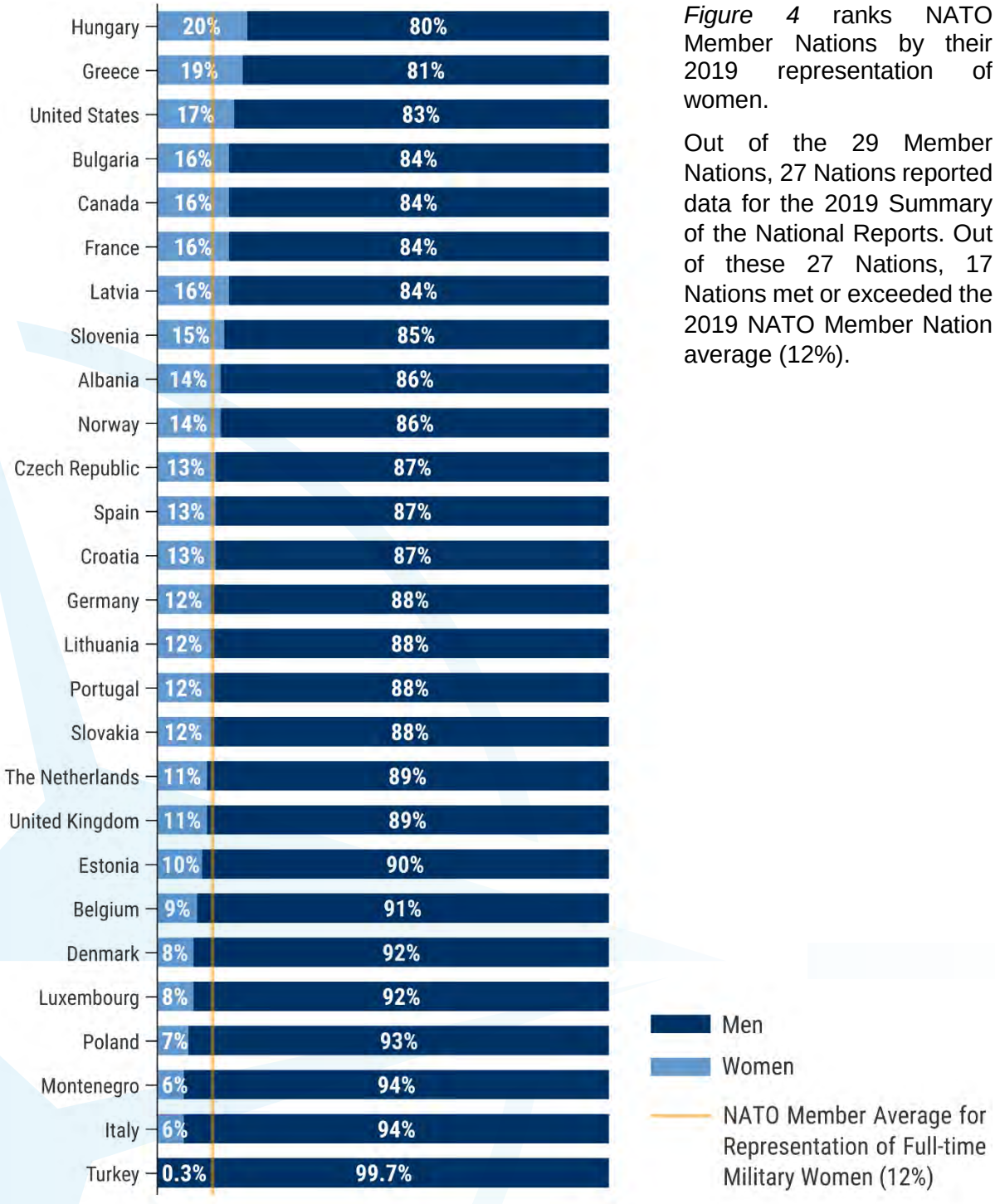


Figure 4 ranks NATO Member Nations by their 2019 representation of women.

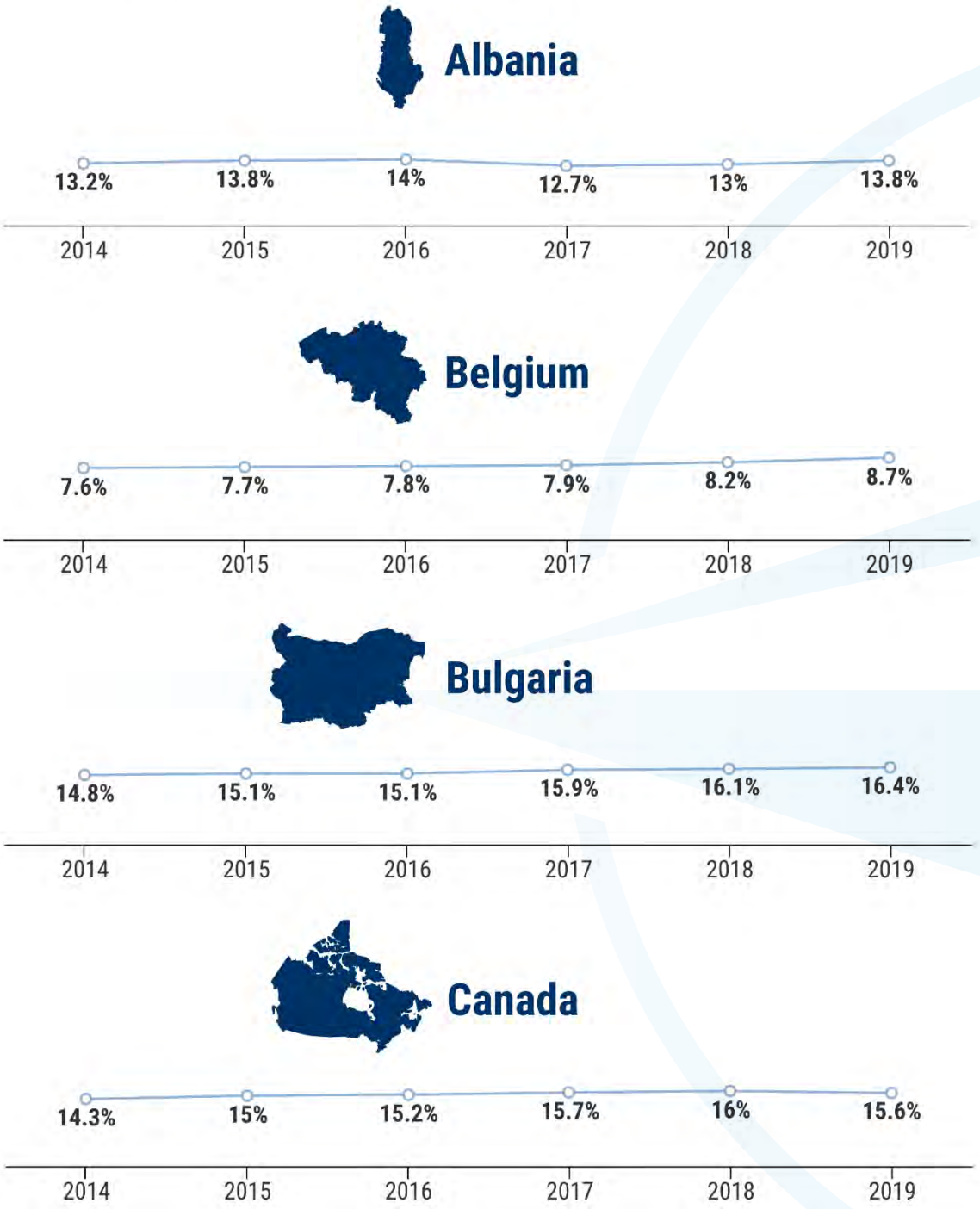
Out of the 29 Member Nations, 27 Nations reported data for the 2019 Summary of the National Reports. Out of these 27 Nations, 17 Nations met or exceeded the 2019 NATO Member Nation average (12%).

Figure 4: Percentage of Full-Time Military Women and Men Across NATO Member Nations in 2019

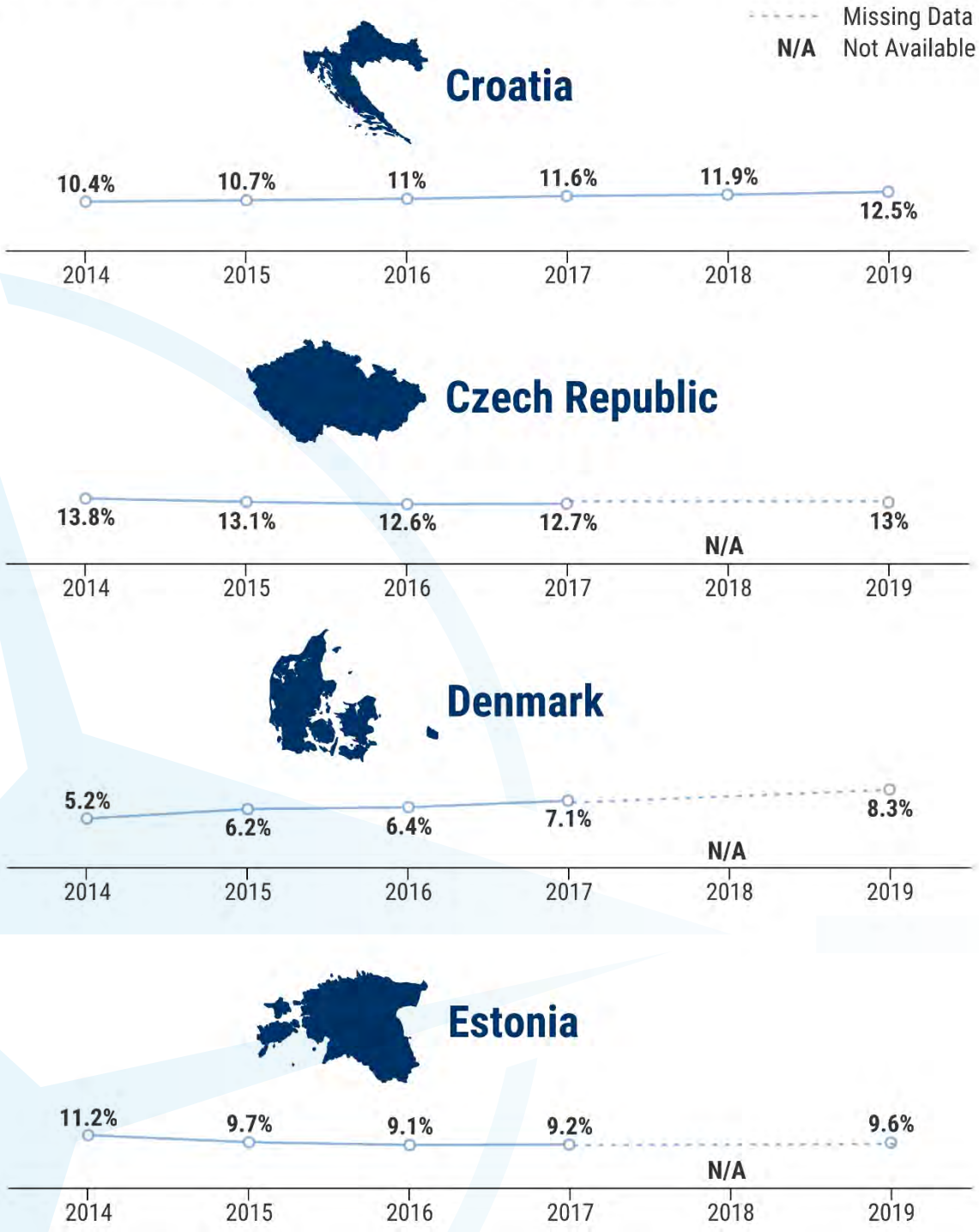
The Summary of National Reports significantly restructured and expanded in 2014.

Therefore, the graphics below illustrate the progression of each NATO Member Nation in their representation of full-time military from 2014 to 2019.

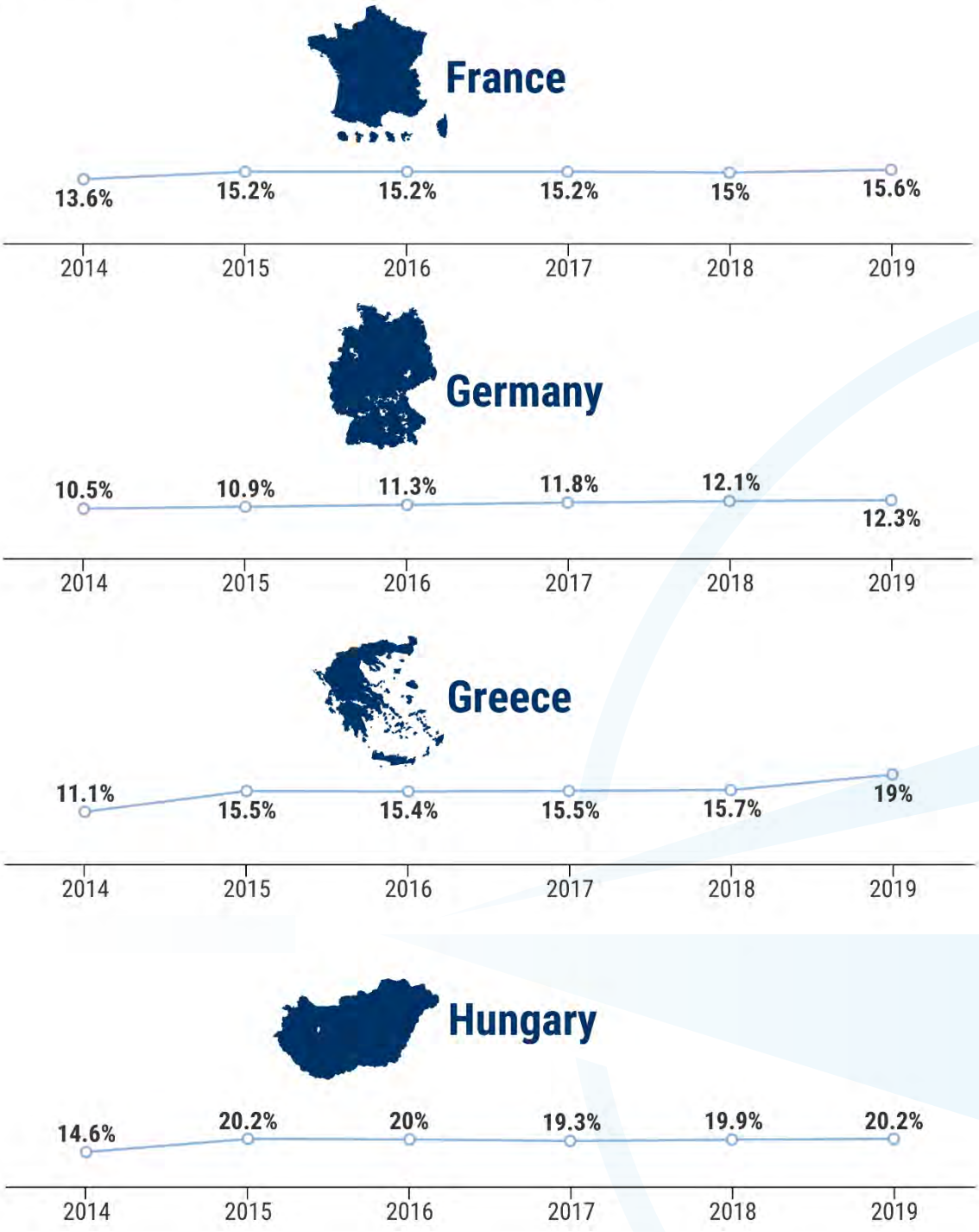
Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



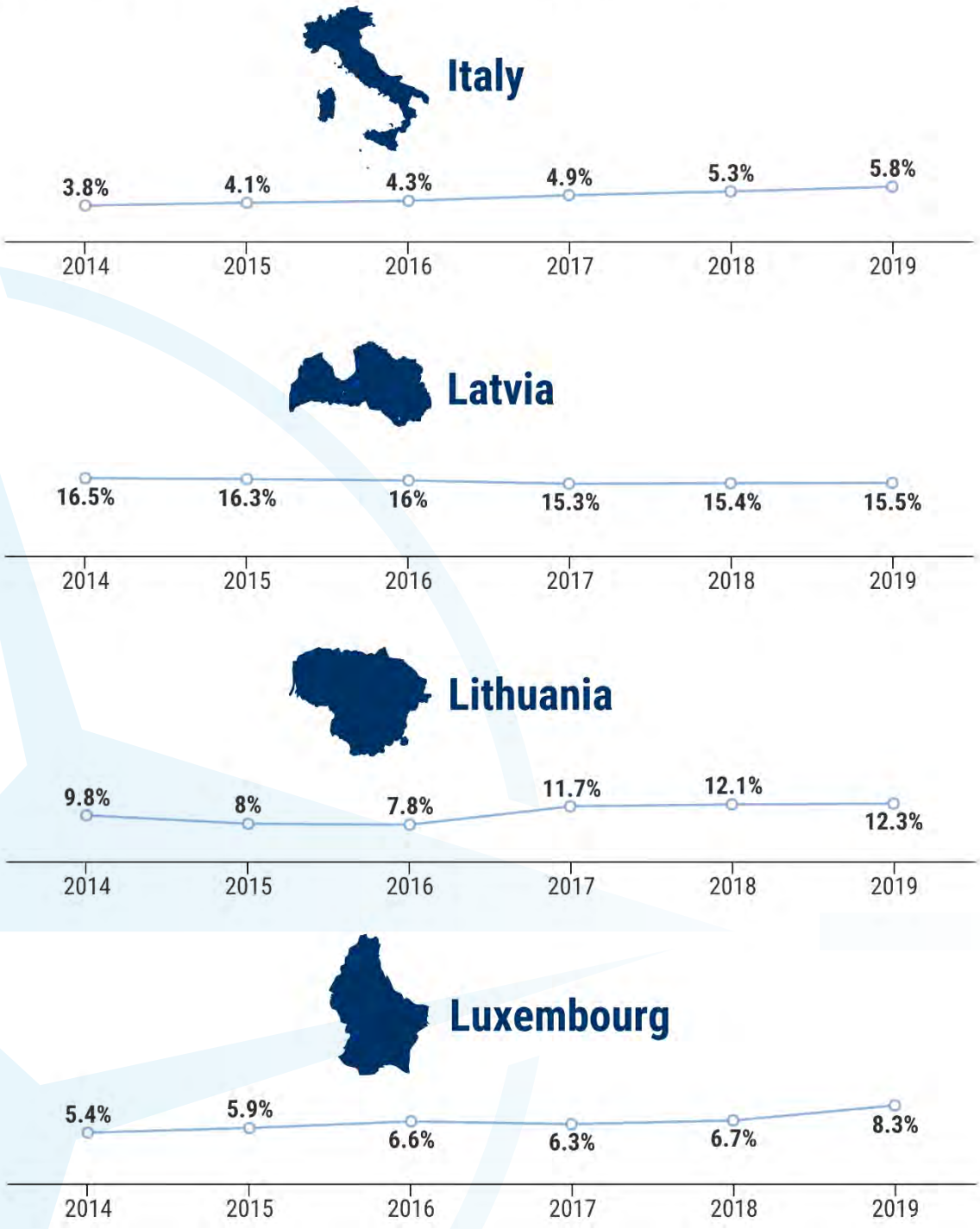
Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



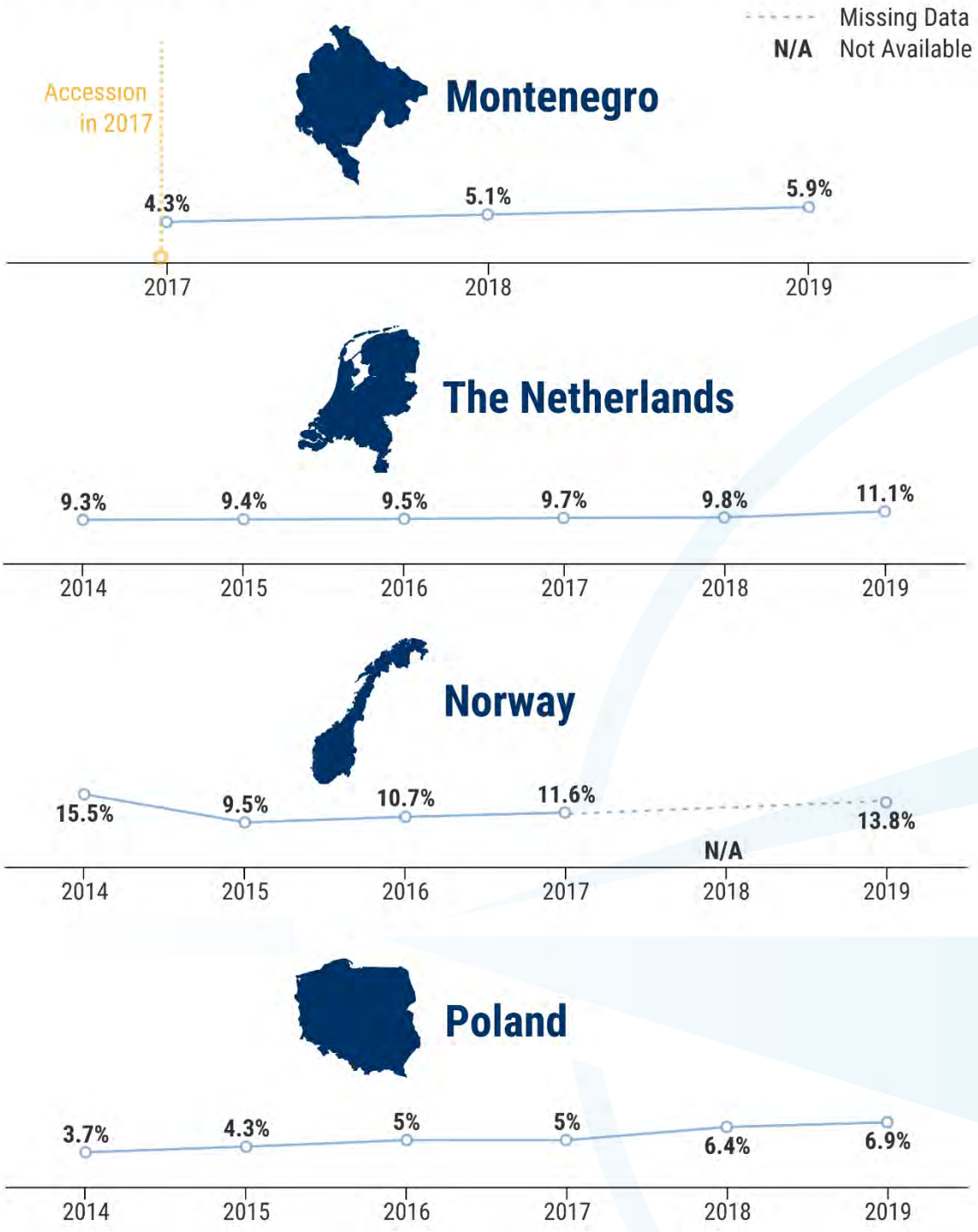
Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



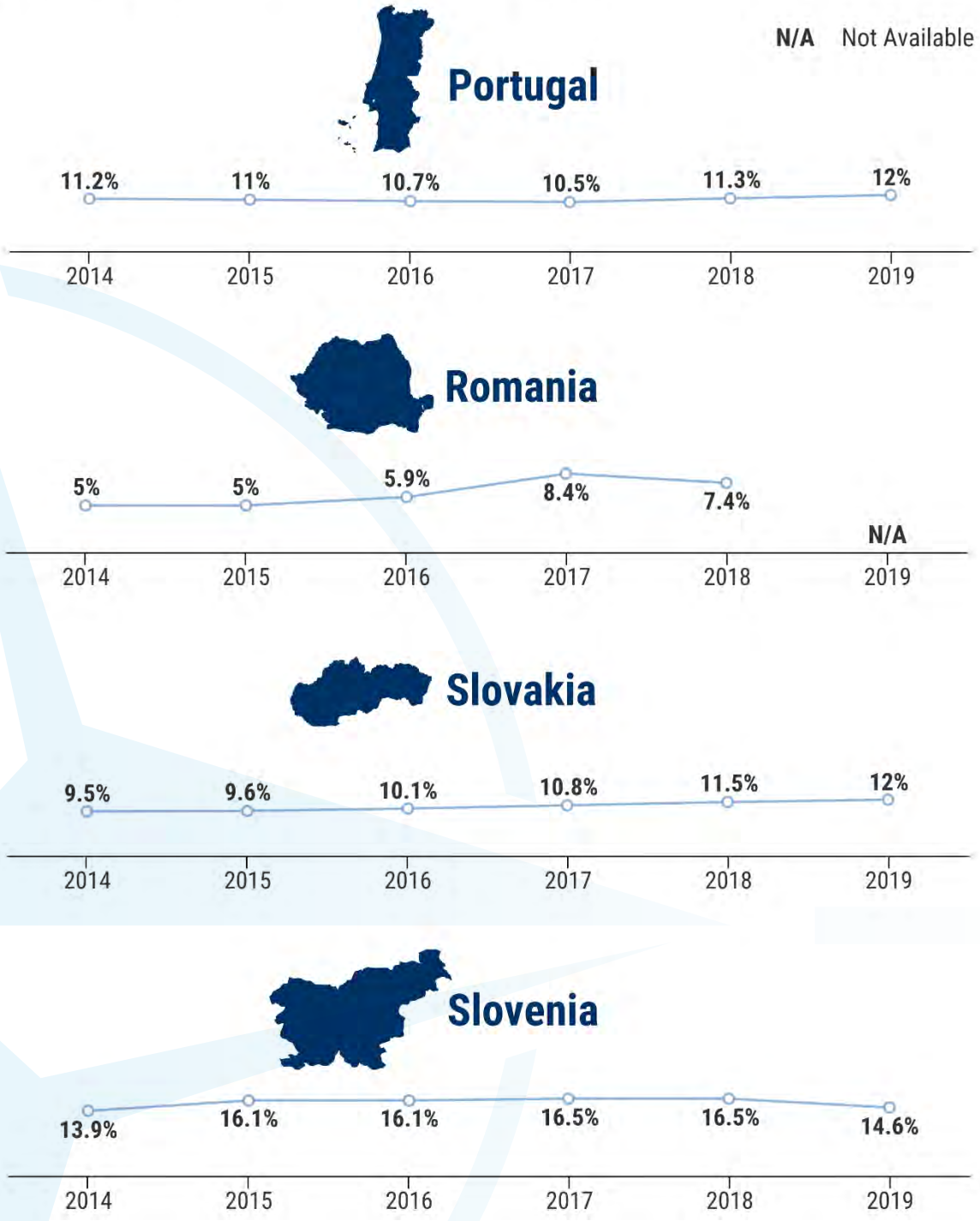
Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



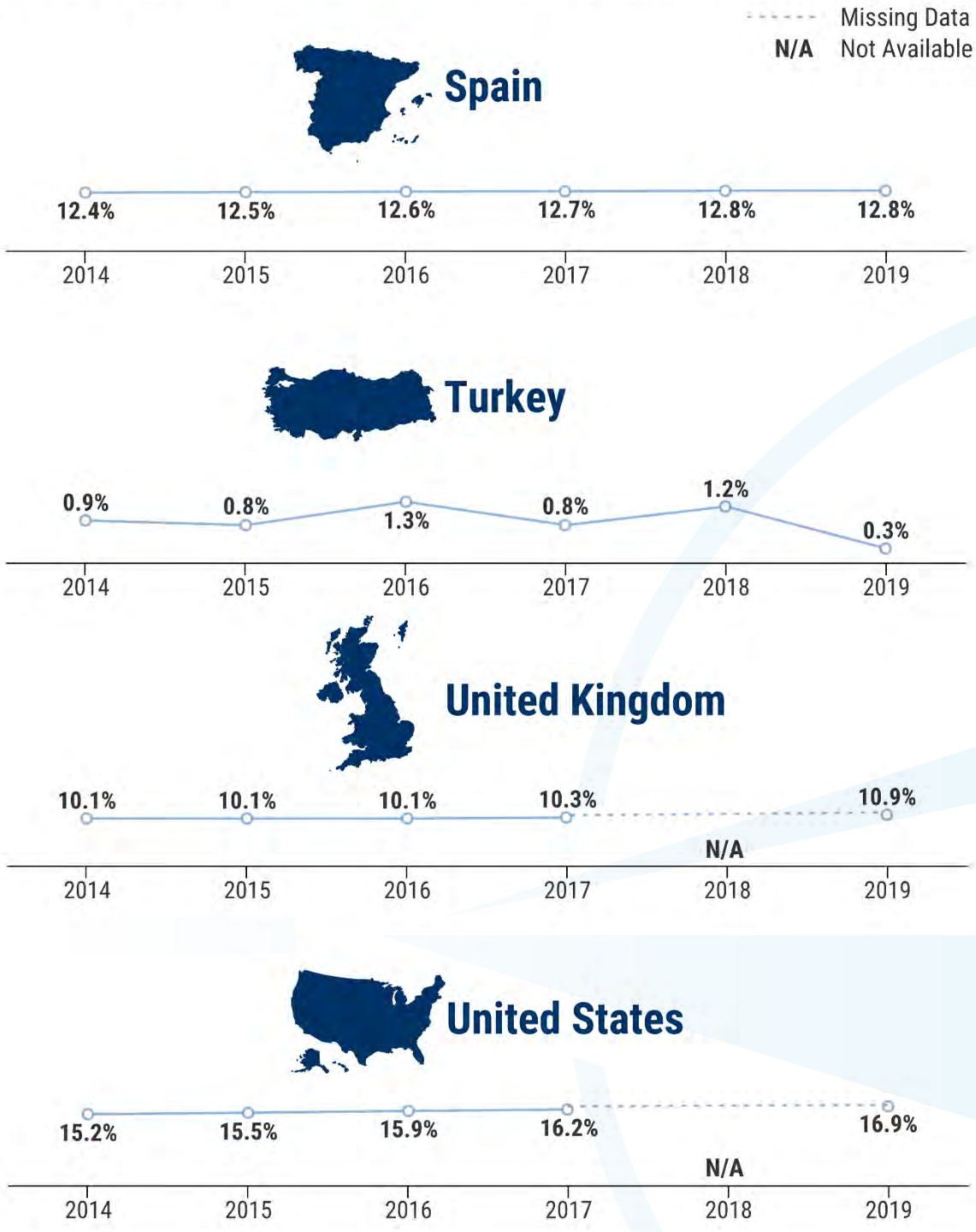
Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



Evolution in the Representation of Full-Time Military Women by NATO Member Nations From 2014-2019



The graphic below highlights the evolution in the representation of full-time military women across NATO Member Nations from 1999 to 2019.

Notably, all 18 NATO Member Nations from 1999 increased their representation of military women over the past 20 years.



Representation of Military Women and Men in NATO Partner Nations

Figure 5 ranks NATO Partner Nations by their 2019 representation of women.

Out of the 12 Partner Nations that reported in 2019, three Nations met or exceeded the 2019 NATO Member Nation average (12%).

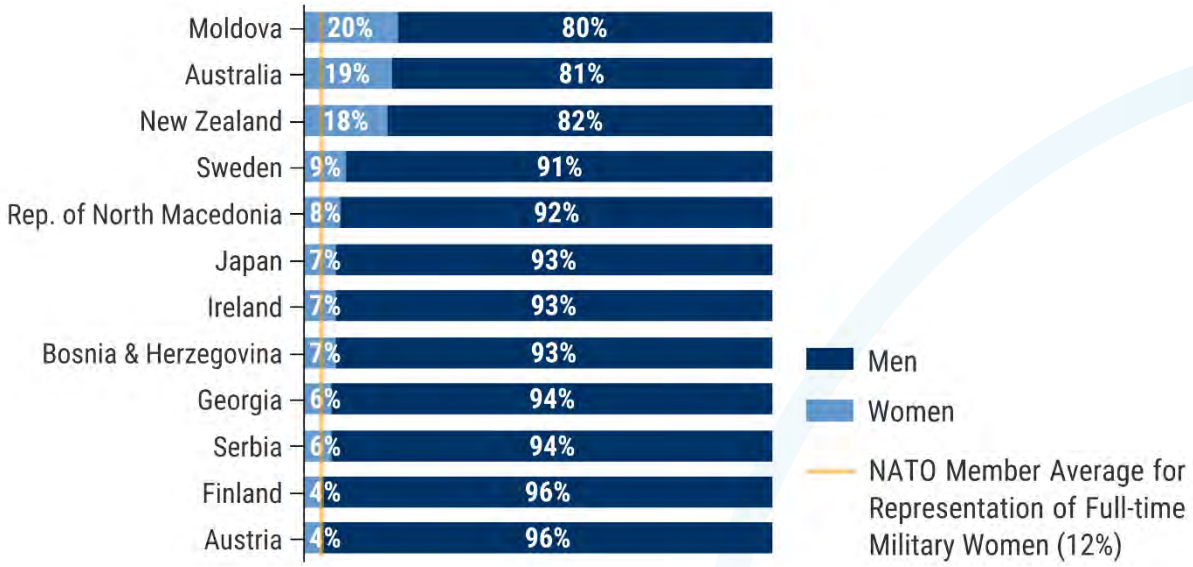
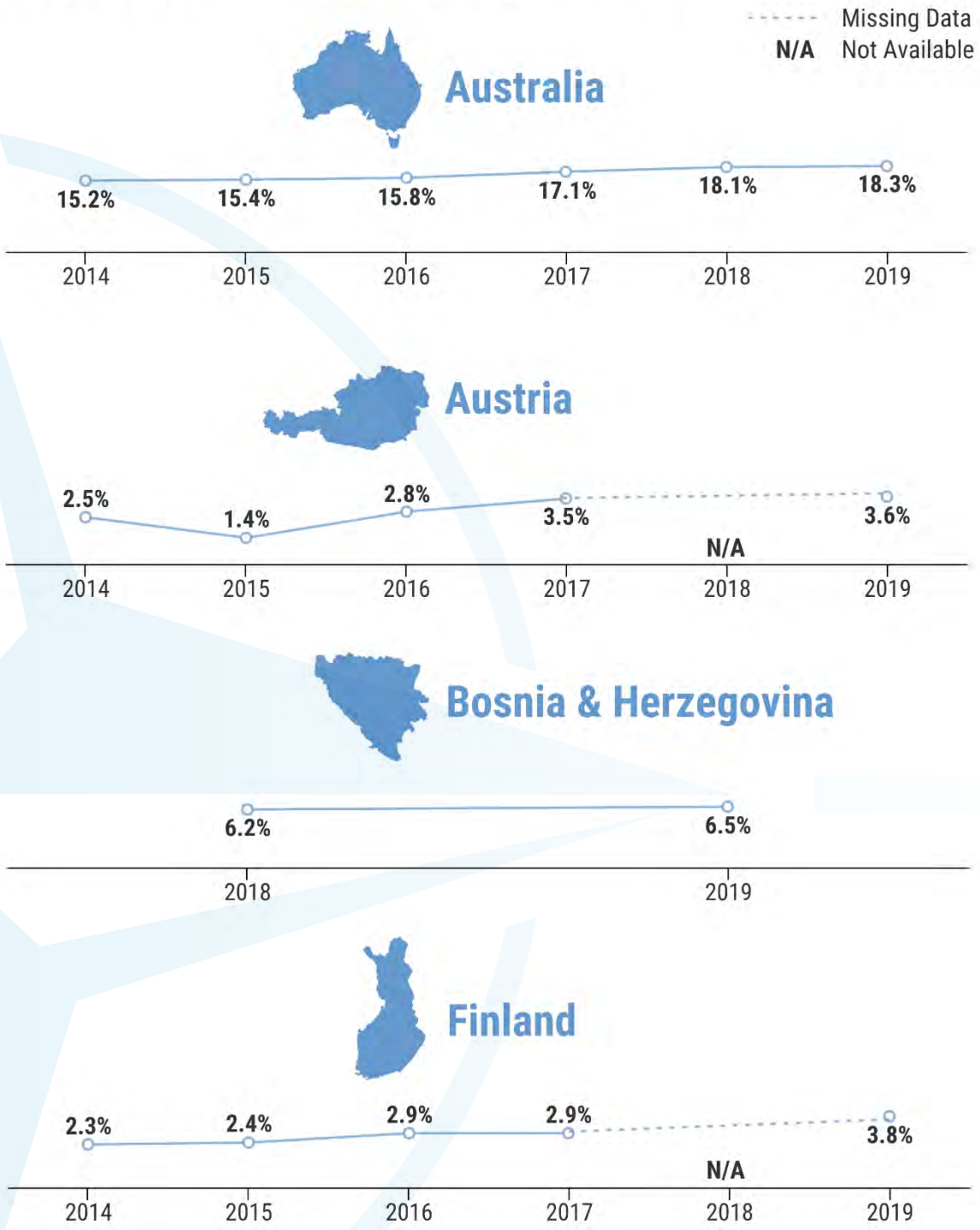


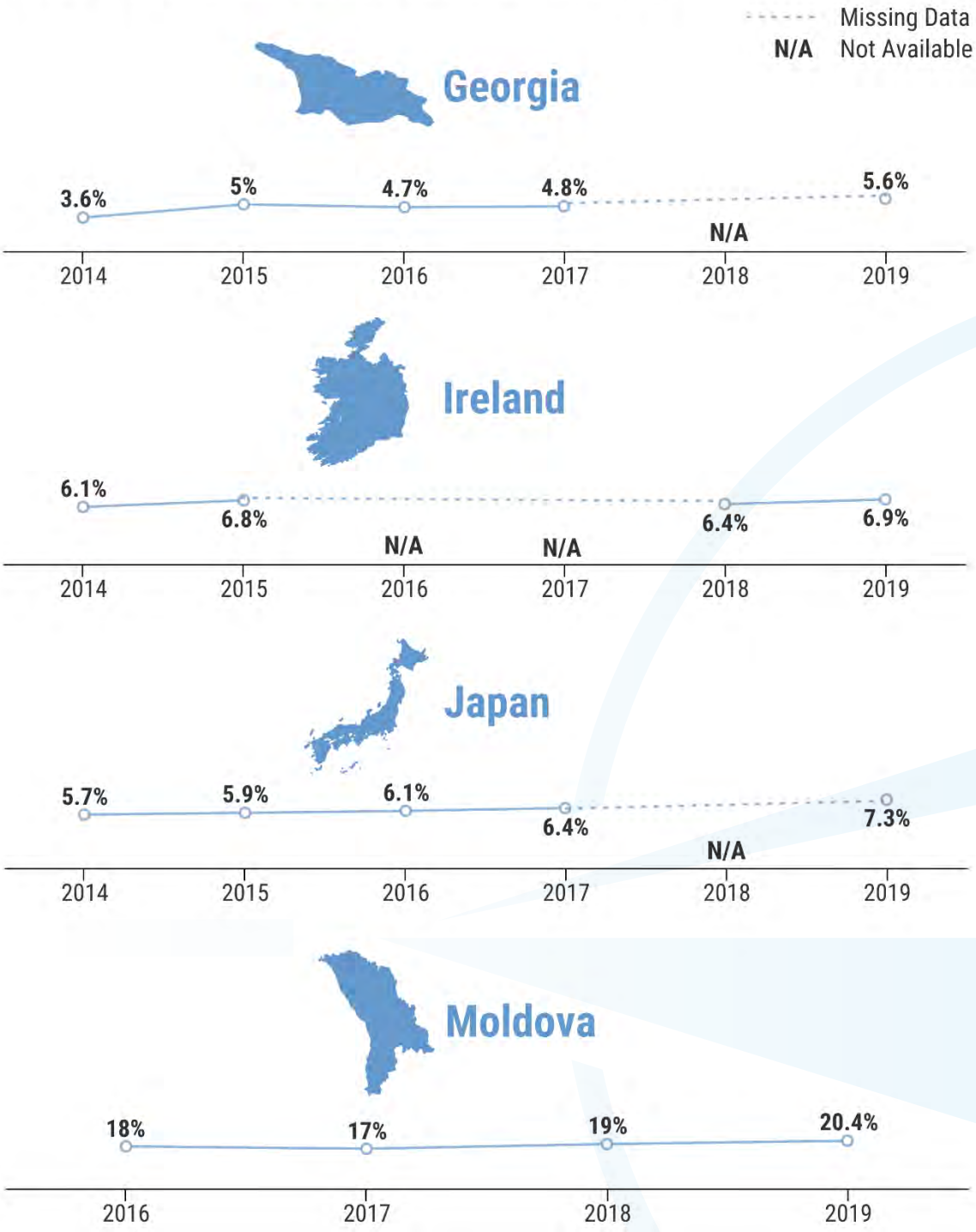
Figure 5: Ranking of NATO Partner Nations Based on their Representation of Full-Time Military Women in 2019

The graphics below illustrate the progression of each NATO Partner Nations in their representation of full-time military from 2014 to 2019.

Evolution in the Representation of Full-Time Military Women by NATO Partner Nations From 2014-2019



Evolution in the Representation of Full-Time Military Women by NATO Partner Nations From 2014-2019



Evolution in the Representation of Full-Time Military Women by NATO Partner Nations From 2014-2019

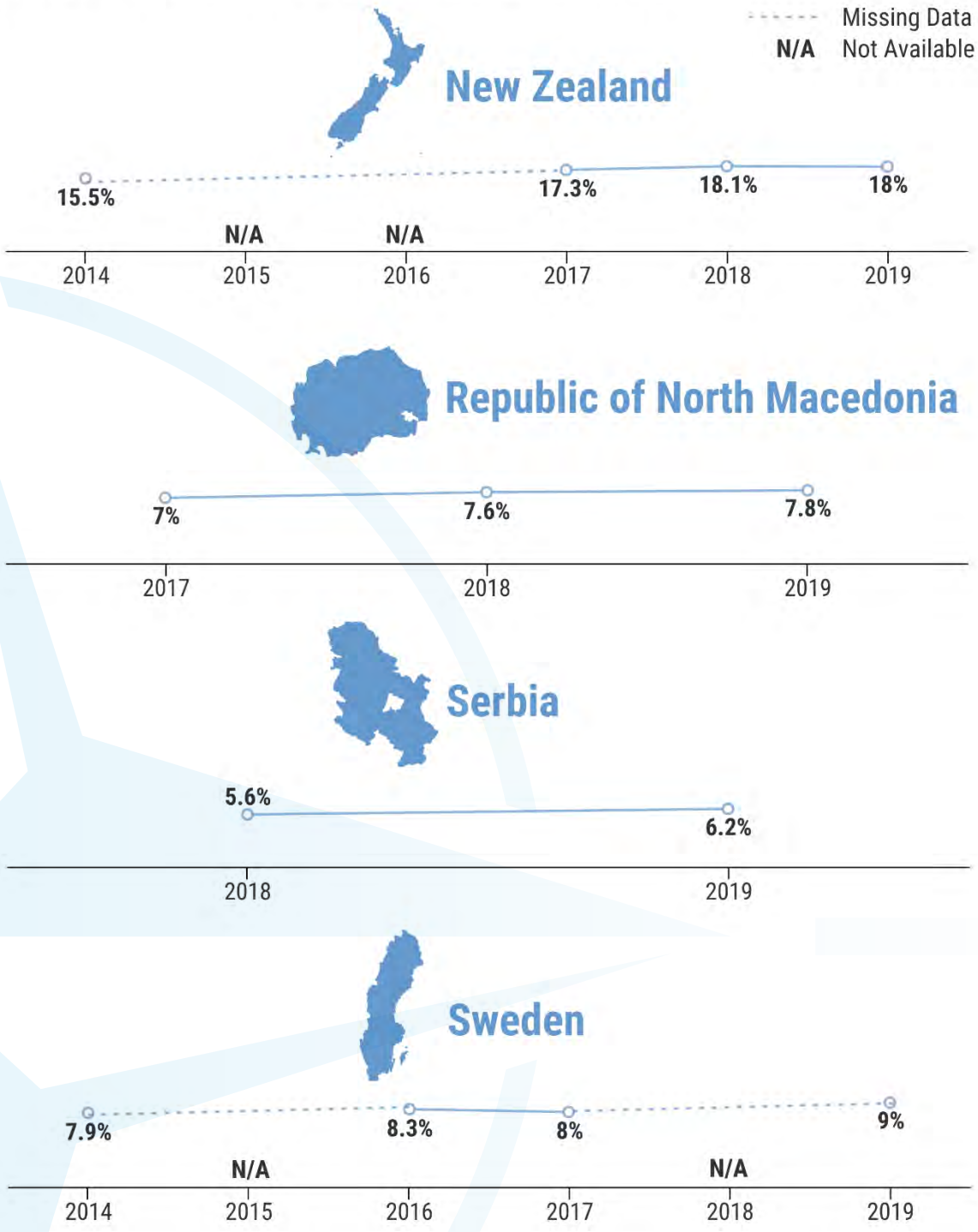




Figure 6: NATO Member Nation Average in the Representation of Women and Men Engaged Across All Operations in 2019

Representation of Military Women and Men Engaged in Military Operations Across NATO Member Nations

Out of the 29 Member Nations, 27 Nations reported data for the 2019 Summary of the National Reports. Out of these 27 Nations, only 22 reported on the representation of full-time military women and men engaged across All Operations in 2019. *Figure 6* indicates the NATO Member Nation average in the representation of full-time women and men engaged across All Operations in 2019.

Since 2018, the NATO Member Nation average in the representation of women engaged across All Operations increased by **17%** (from 6% to 7%), whilst the representation of men decreased by **1%** (from 94% to 93%). Out of the 29 Member Nations, 22 Nations provided data for the 2018 Summary of the National Reports. Out of these 22 Nations, only 19 reported on the representation of full-time military women and men engaged across All Operations in 2018.

Figure 7 highlights that 12 NATO Member Nations met or exceeded the NATO Member average in the representation of military women engaged across All Operations in 2019.

More information on how the representation of military women engaged across All Operations has evolved for each reporting Member Nation can be found in their corresponding national report chapter.

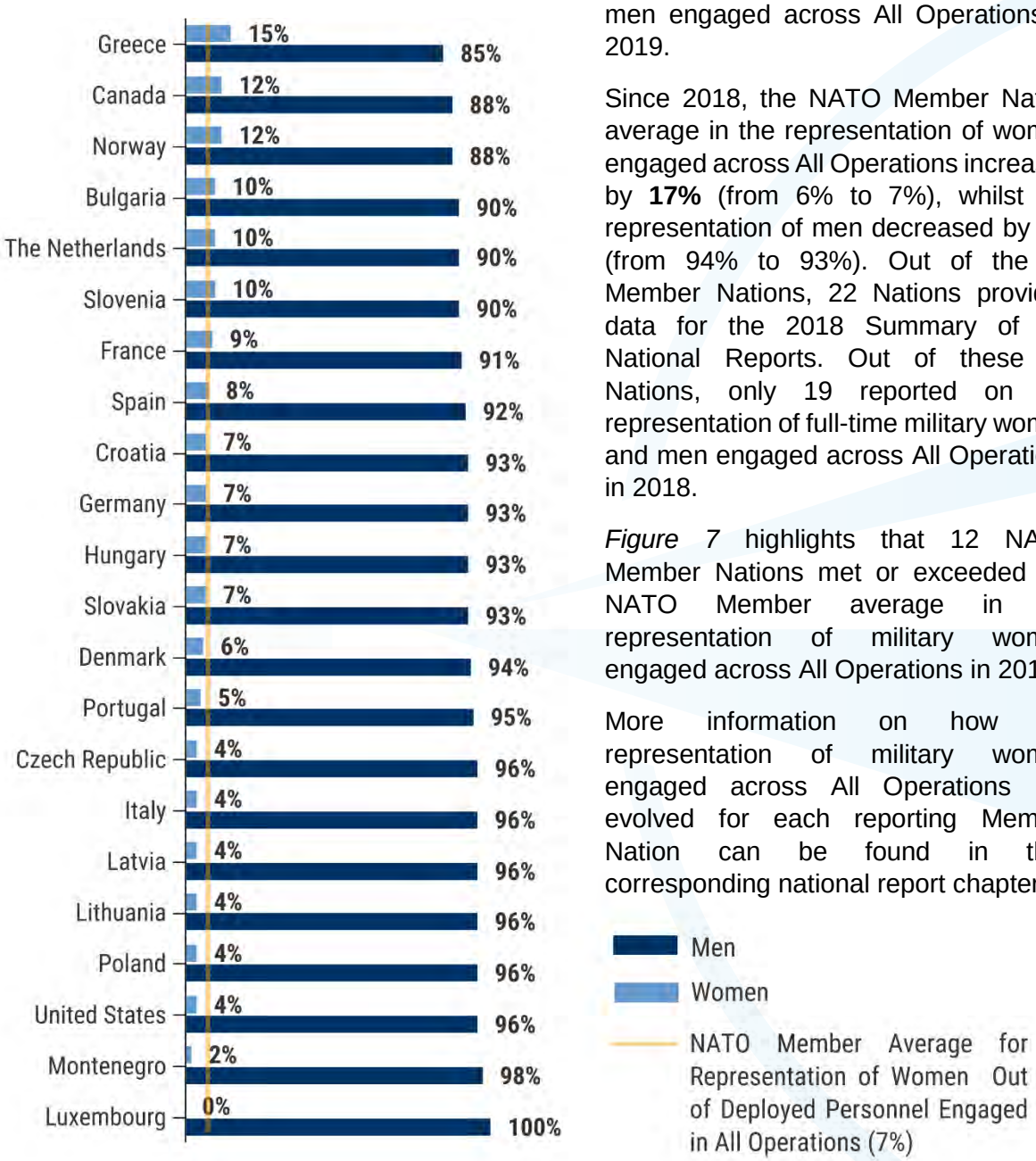


Figure 7: Ranking of NATO Member Nations Based on their Representation of Women Engaged in All Operations in 2019



Figure 8: NATO Member Nation Average in the Representation of Women and Men Engaged Across NATO Operations in 2019

In 2019, 22 out of 27 NATO Member Nations that reported on the representation of full-time military women and men engaged in NATO Operations.

In 2018, 20 out of 22 reporting NATO Member Nations reported on this information. Since 2018, the NATO Member Nation average in the representation of women engaged in NATO Operations increased by **40%** (from 5% to 7%), whilst the representation of men decreased by **2%** (from 95% to 93%).

Figure 9 indicates that 11 NATO Member Nations met or exceeded the NATO Member average for representation of women engaged in NATO Operations in 2019.

More information on how the representation of military women engaged in NATO Operations has evolved for each reporting Member Nation can be found in their corresponding national report chapter.

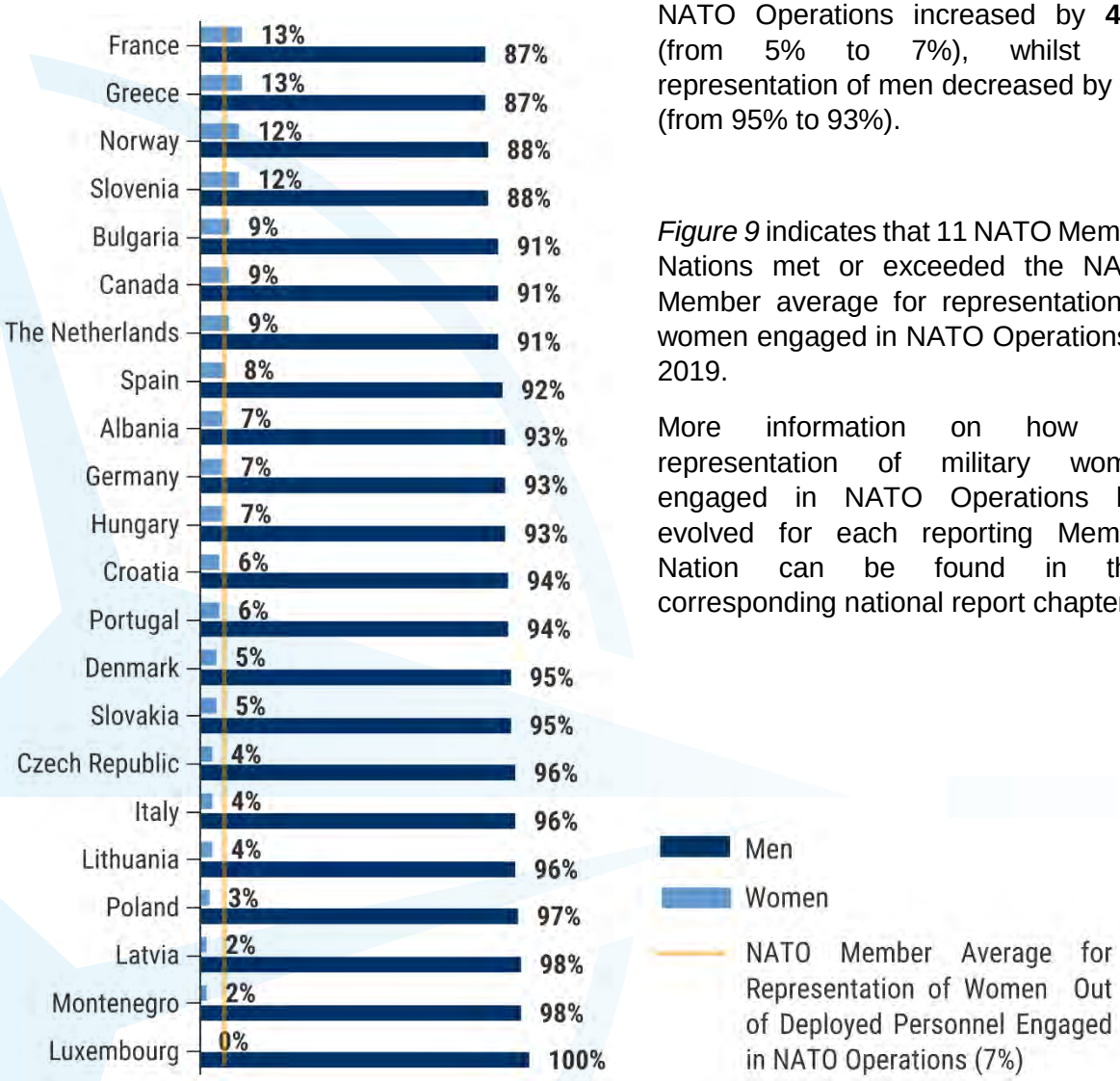


Figure 9: Ranking of NATO Member Nations Based on their Representation of Women Engaged in NATO Operations in 2019

Representation of Military Women and Men in the Reserve Forces

As shown in *Figure 10*, military women represented an average of 14% of the Reserve Forces across 18 NATO Member Nations in 2019. In comparison to 2018, the representation of women in the Reserve Forces has increased by **21%** (from 11.7% to 14.1%), whilst the representation of men decreased by **3%** (from 88.3% to 85.9%).

Figure 11 illustrates that 11 out of 18 NATO Member Nations that reported sex-disaggregated data for Reserve Forces met or exceeded the NATO Member Nation average (14%). Notably, Italy had the highest representation of Reserve women in 2019.

More information on how the representation of Reserve military women has evolved for each reporting Partner Nation can be found in their corresponding national report chapter. Of note, Luxembourg, Norway and Portugal did not have a Reserve Force in 2019.



Figure 10: NATO Member Nation Average Representation of Reserve Military Women in 2019

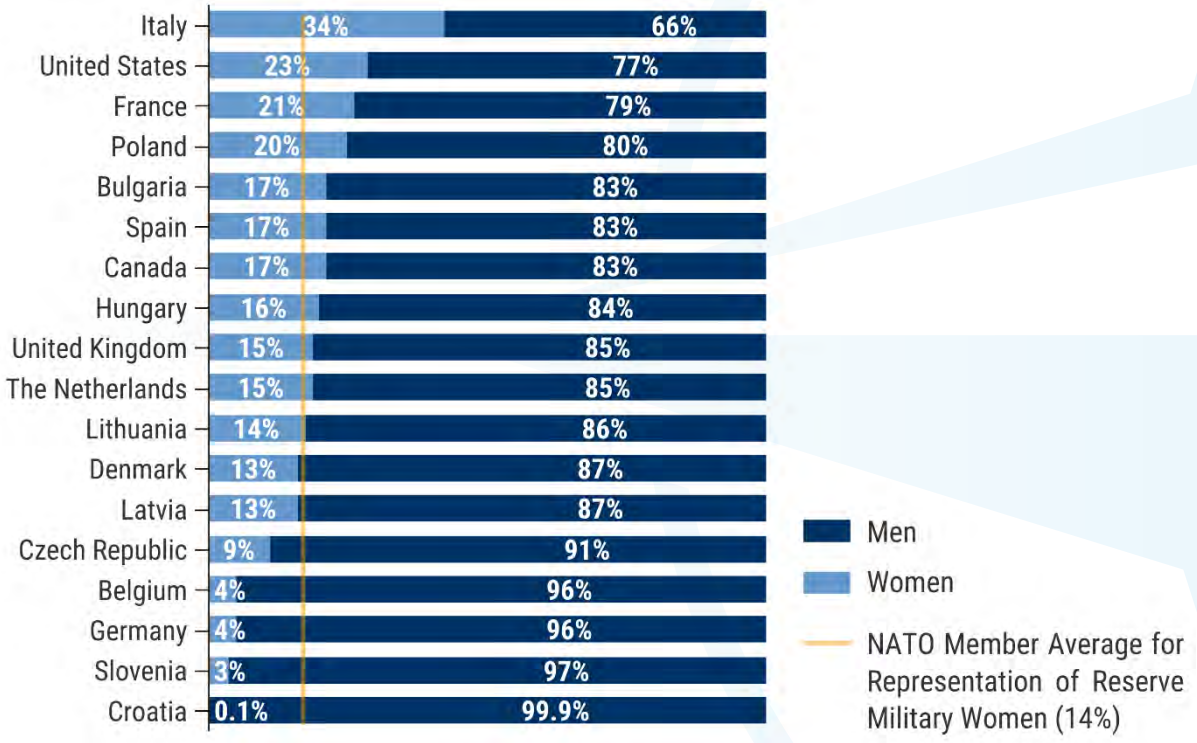


Figure 11: Ranking of NATO Member Nations Based on their Representation of Reserve Military Women in 2019

Table 2: Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Reserve Forces Each Year from 2014-2019

Reporting Year	Overall Representation in Other Ranks
2019	18 nations
2018	14 nations
2017	17 nations
2016	19 nations
2015	16 nations
2014	13 nations

Figure 12 illustrates the trends in the average representation of Reserve military women across NATO Member Nations from 2014 to 2019. Over the previous five years, NATO Member Nations have gradually increased their average representation of women in the Reserve Forces. Since 2014, the representation of Reserve military women has increased by **50%** (from 9.4% to 14.1%), whilst the representation of Reserve military men has decreased by **5%** (from 90.6% to 85.9%).

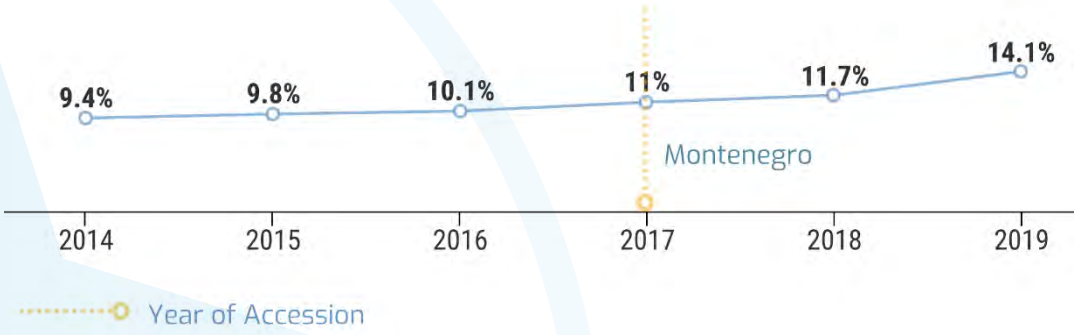
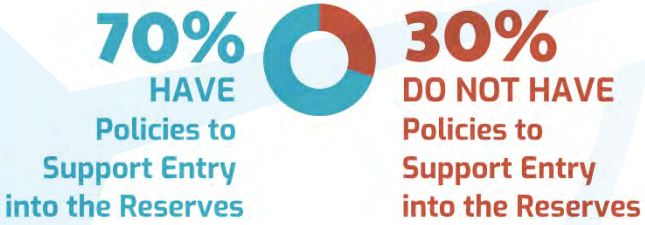


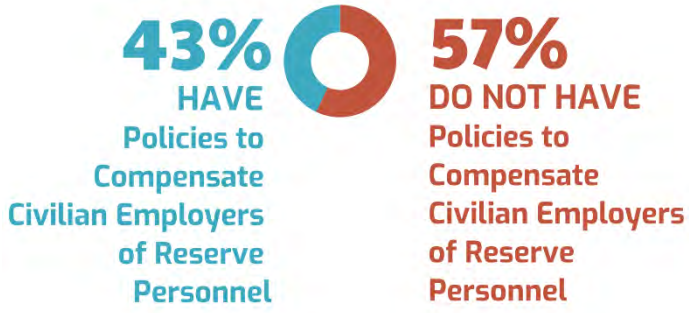
Figure 12 Average Representation of Reserve Women in the Armed Forces of NATO Member Nations from 2014-2019



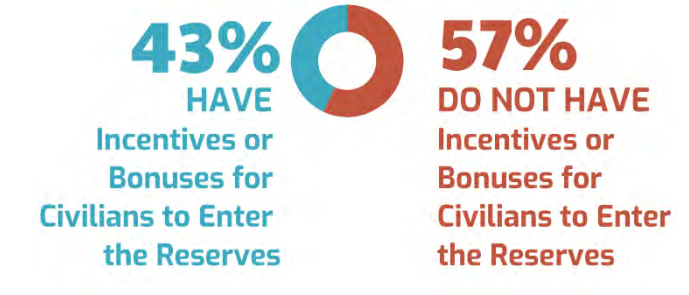
Policies for Reserve Forces

This section highlights policies and incentives to support civilians entering into the Reserve Forces, as well as their civilian employers. These percentages are based on 23 out of 29 NATO Member Nations that reported on this particular data.

In 2019, 70% NATO Member Nations (16 out of 23) had policies to support civilians entering the Reserve Forces. These 16 nations include: Albania, Belgium, Bulgaria, Canada, Czech Republic, France, Germany, Hungary, Italy, Montenegro, The Netherlands, Poland, Slovakia, Slovenia, Spain and the United Kingdom



In 2019, 43% NATO Member Nations (13 out of 23) had policies to compensate civilian employers of Reserve Personnel. These nations include: Bulgaria, Canada, Croatia, Czech Republic, France, Germany, Hungary, The Netherlands, Poland, Slovakia, Slovenia, Spain and the United Kingdom.



In 2019, 43% NATO Member Nations (13 out of 23) had incentives or bonuses to support civilians entering the Reserve Forces. These nations include: Bulgaria, Croatia, Czech Republic, France, Germany, Hungary, The Netherlands, Poland, Slovakia, Slovenia, Spain, the United Kingdom and the United States.

Reserve Forces Across Partner Nations

As shown in *Figure 13*, 7 out of 12 NATO Partner Nations reported sex-disaggregated data on their Reserve Forces in 2019. Of those nations, New Zealand and Australia exceeded the NATO Member Nation average (14%) in the representation of Reserve military women in 2019.

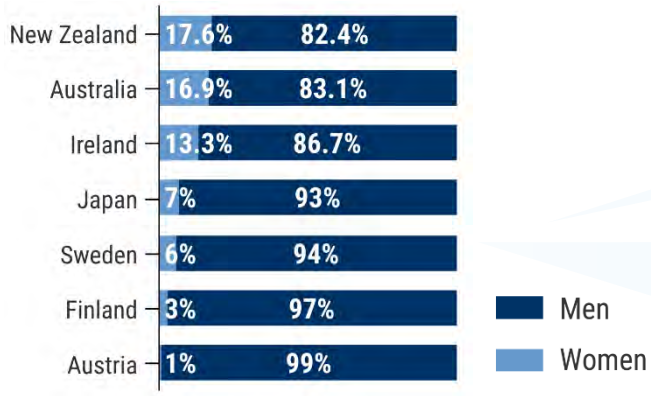
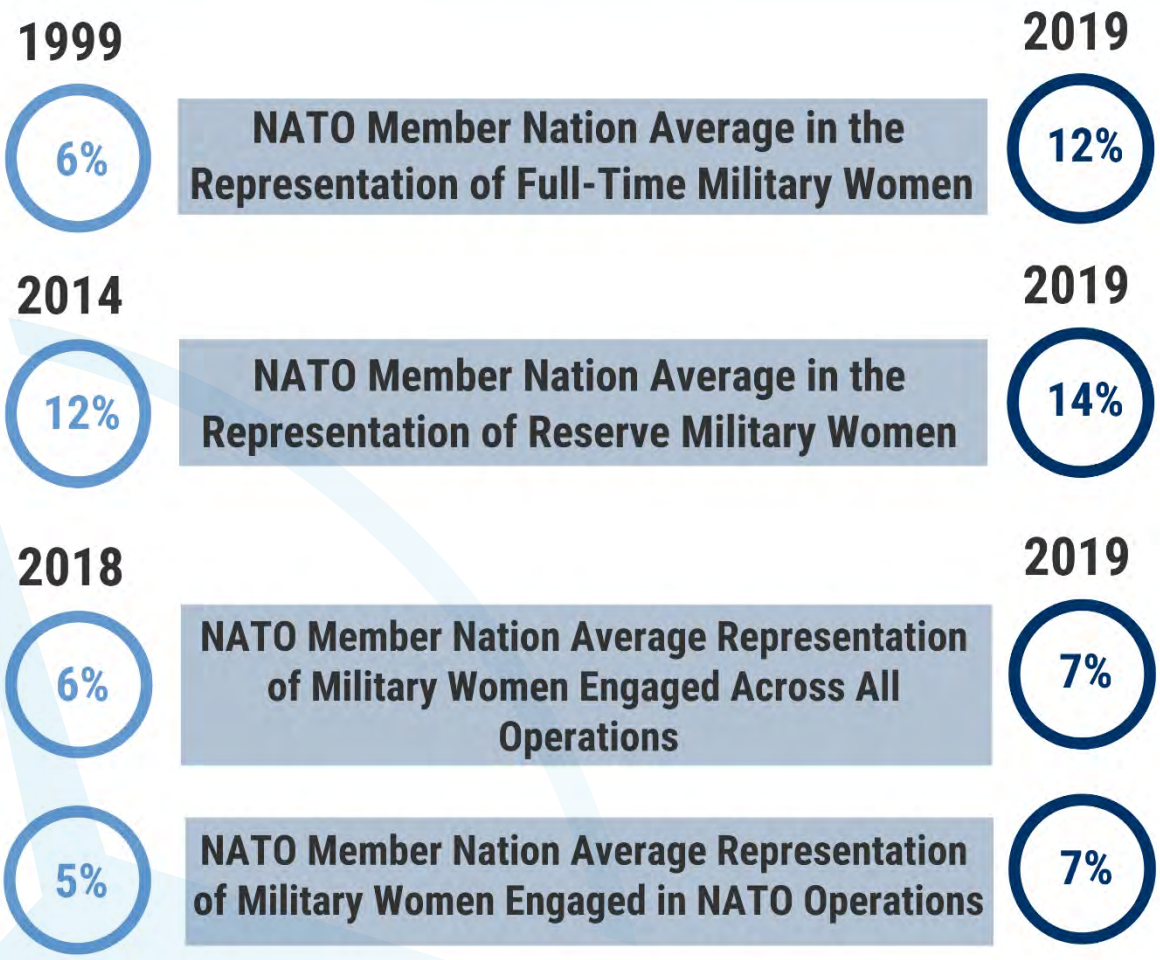


Figure 13: Ranking of NATO Partner Nations Based on their Representation of Reserve Military Women in 2019

Regarding policies and incentives to support civilians entering into the Reserve Forces, as well as their civilian employers, the following four Partner Nations had policies to support civilians entering the Reserve Forces in 2019: Australia, Austria, Moldova and North Macedonia. In addition, Australia and Japan had policies to compensate civilian employers of Reserve Personnel. Furthermore, the following three Partner Nations had incentives or bonuses for civilians to enter the Reserve Forces: Australia, Moldova and the Republic of North Macedonia.

More information on how the representation of Reserve military women has evolved for each reporting Partner Nation can be found in their corresponding national report chapter.

Summary



70% of NATO Member Nations have Policies to Support Entry into the Reserves

43% of NATO Member Nations have Policies to Compensate Civilian Employers of Reserve Personnel

43% of NATO Member Nations have Incentives or Bonuses for Civilians to Enter the Reserves



2 Recruitment and Enlistment Requirements

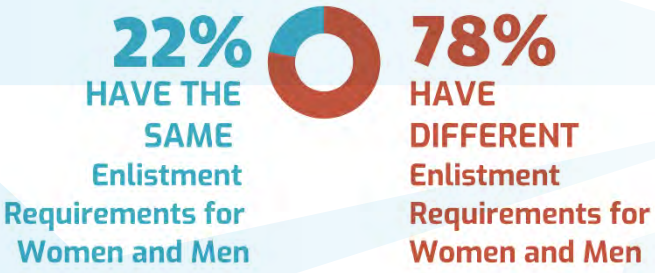
Chapter 2 of the Executive Summary highlights the trends identified in the 2019 recruitment processes and enlistment requirements of NATO Member and Partner Nations' armed forces.

Enlistment Requirements

In 2019, 22% of Member Nations (6 out of 27) reported that they had the same enlistment requirements for women and men, whilst 78% of Member Nations (21 out of 27) reported having different enlistment requirements for women and men.

In 2018, 3 out of 22 reporting Member Nations stated women and men had the same enlistment requirements, whilst 19 out of 22 Member Nations reported having different enlistment requirements.

Enlistment requirements remained the same for nations that reported on this information in both 2018 and 2019.



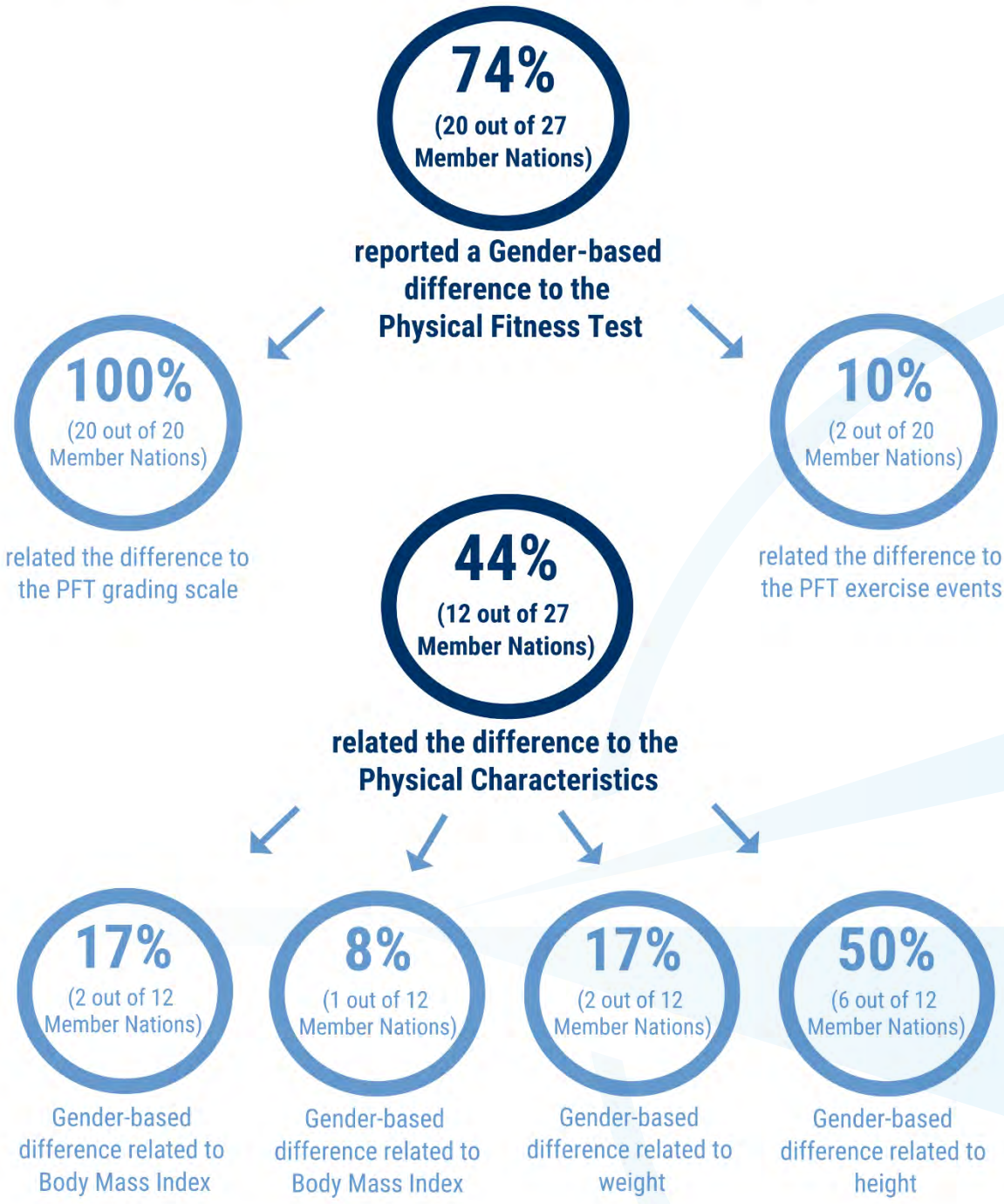
in more detail by identifying whether differences were related to the Physical Fitness Tests (PFT) or to physical characteristics of men and women (e.g. weight, height, body mass index).

Notably, 20 out of the 27 Member Nations (74%) reported a gender-based difference in the PFT. All of these 20 Member Nations stated that women and men are evaluated differently in the PFT across some or all of the exercise events. In addition, 2 out of the 20 Member Nations stated that women perform different PFT exercises compared to men.

Furthermore, 12 out of the 27 Member Nations (44%) stated that differences in enlistment requirements are related to the physical characteristics of applicants. Some of the differences in physical characteristic requirements included:

- Gender-based differences related to the Body Mass Index (BMI);
- Age-based differences related to the BMI;
- Gender-based differences related to weight; and
- Gender-based differences related to height.

Statistics on the 21 Member Nations Reporting a Difference in Enlistment Requirements for Women and Men



Average Age of Enlistment

As shown in *Figure 1*, 52% of Member Nations (14 out of 27) reported that women enlisted during the ages of 21-25 years old in 2019.

Furthermore, Member Nations reported that the majority of men enlist during ages of 18-25 years, with 10 Member Nations stating that their average enlistment age for men is 18-20 and another 10 Member Nations stating that it is 21-25 years old.

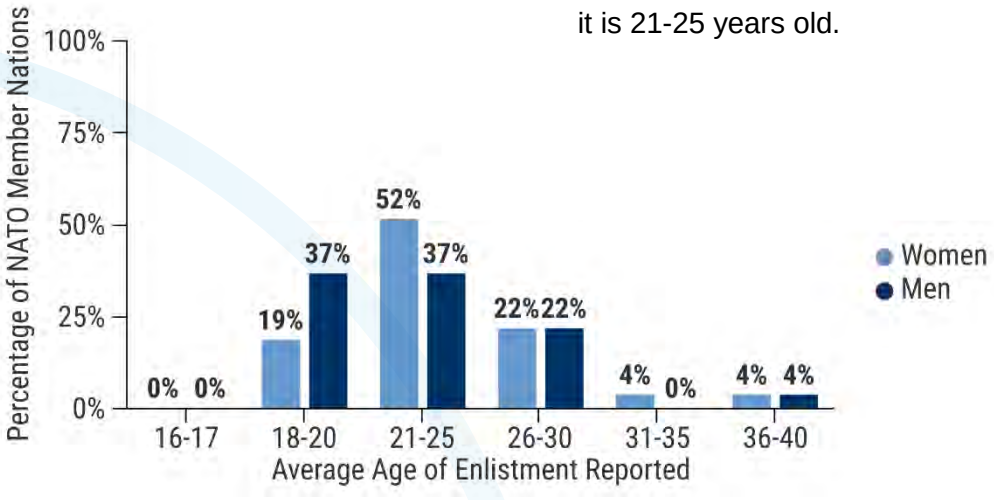


Figure 1: Average Age of Enlistment for NATO Member Nations in 2019

Policies to Promote the Recruitment of Women



In 2019, 41% of Member Nations (11 out of 27) reported that they had policies to promote the recruitment of women, whilst 59% of reporting Member Nations (16 out of 27) stated that they did not have policies to promote the recruitment of women.

In 2018, 6 out of the 22 Member Nations (27%) that provided data on this section stated that they had policies to promote the recruitment of women, whilst 16 out of 22 Member Nations (73%) stated that they did not have these policies.

Moreover, eight Member Nations and six Partner Nations explicitly specified that they used campaigns to promote the recruitment of women.

NATO Member Nations That Promoted the Recruitment of Women in 2019

(27 out of 29 nations reported on this information)

Used Policies to Promote the Recruitment of Women

Albania	Germany	Poland
Canada	Luxembourg	United Kingdom
Denmark	Montenegro	United States
France	Norway	

11 Nations

Used Campaigns to Promote the Recruitment of Women

France	Poland
Germany	Spain
Luxembourg	United Kingdom
Montenegro	United States

8 Nations

NATO Partner Nations That Promoted the Recruitment of Women in 2019

(13 out of 13 nations reported on this information)

Used Policies to Promote the Recruitment of Women

Australia	Finland	Republic of North Macedonia
Austria	Ireland	Serbia
Bosnia & Herzegovina	Japan	Sweden
	Moldova	

10 Nations

Used Campaigns to Promote the Recruitment of Women

Australia	Ireland
Austria	Republic of North Macedonia
Finland	Serbia

6 Nations

Representation of Women and Men throughout the Recruitment Process

Figure 2 illustrates the 2019 average representation of women and men in each recruitment stage in NATO Member Nations. Since 2018, the average representation of women changed in the following ways across each recruitment stage:

- **-10%** of applicants were women (from 20% to 18%)
- **-16%** of recruits were women (from 19% to 16%)

While the representation of women appears to have decreased amongst applicants and recruits, it is important to note that fewer nations reported on this information in 2018 compared to 2019.

Conversely, the average representation of men changed in the following ways across each recruitment stage:

- **+3%** of applicants were men (from 80% to 82%)
- **+4%** of recruits were men (from 81% to 84%)

The representation of women and men recruits completing basic training remained relatively the same for both 2018 and 2019.

Table 1: Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Each Recruitment Stage in 2018 and 2019

Type of Sex-Disaggregated Data Provided	2018	2019
Number of Applicants	20 out of 22	22 out of 27
Number of Recruits	19 out of 22	23 out of 27
Number of Basic Training Completions	18 out of 22	21 out of 27

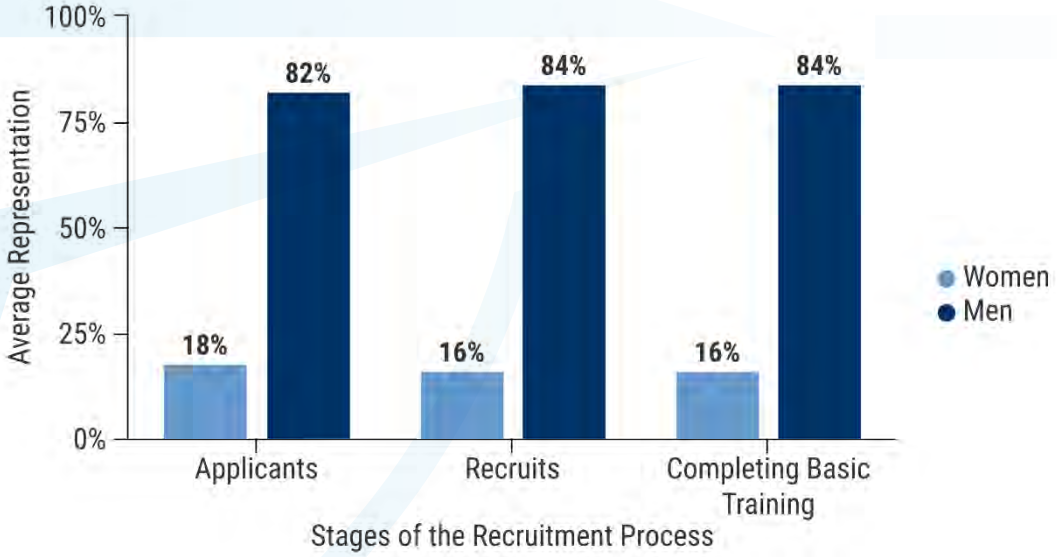


Figure 2: Average Representation of Women and Men in Each Recruitment Stage in NATO Member Nations in 2019

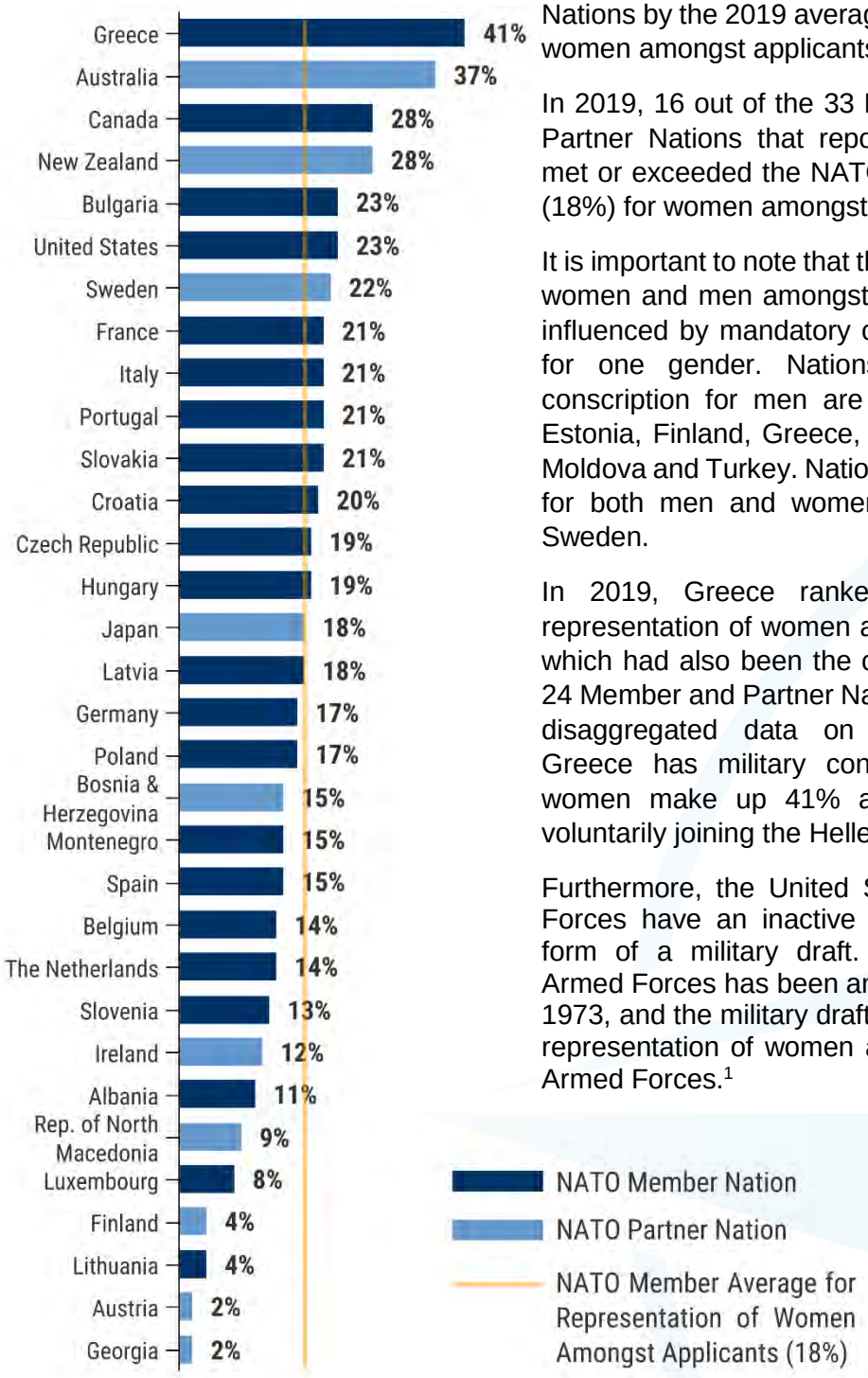


Figure 3 ranks NATO Member and Partner Nations by the 2019 average representation of women amongst applicants.

In 2019, 16 out of the 33 NATO Member and Partner Nations that reported on applicants met or exceeded the NATO Member average (18%) for women amongst applicants.

It is important to note that the representation of women and men amongst applicants may be influenced by mandatory conscription service for one gender. Nations with mandatory conscription for men are Austria, Denmark, Estonia, Finland, Greece, Georgia, Lithuania, Moldova and Turkey. Nations with conscription for both men and women are Norway and Sweden.

In 2019, Greece ranked highest in the representation of women amongst applicants, which had also been the case in 2018, when 24 Member and Partner Nations provided sex-disaggregated data on applicants. While Greece has military conscription for men, women make up 41% amongst applicants voluntarily joining the Hellenic Armed Forces.

Furthermore, the United States (US) Armed Forces have an inactive conscription in the form of a military draft. However, the US Armed Forces has been an all-volunteer since 1973, and the military draft does not affect the representation of women and men in the US Armed Forces.[1]

Figure 3: Average Representation of Women Amongst Applicants in NATO Member and Partner Nations in 2019

[1] Government of the United States of America, *Selective Service.* Accessed on February 10th, 2021 on https://www.usa.gov/selective-service

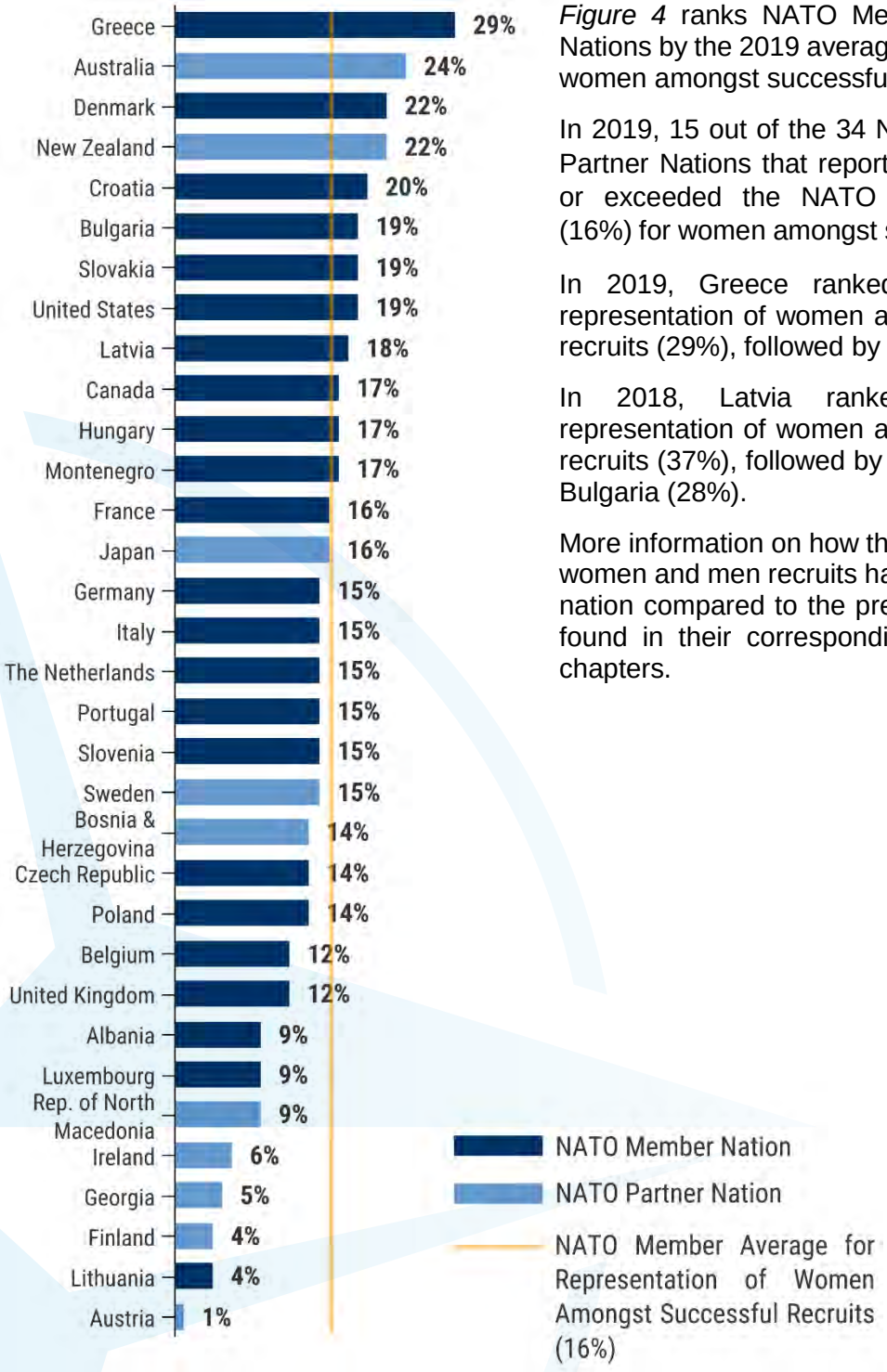


Figure 4: Average Representation of Women Amongst Successful Recruits in NATO Member and Partner Nations in 2019

Figure 4 ranks NATO Member and Partner Nations by the 2019 average representation of women amongst successful recruits.

In 2019, 15 out of the 34 NATO Member and Partner Nations that reported on recruits met or exceeded the NATO Member average (16%) for women amongst successful recruits.

In 2019, Greece ranked highest in the representation of women amongst successful recruits (29%), followed by Australia (24%).

In 2018, Latvia ranked first in the representation of women amongst successful recruits (37%), followed by Greece (29%) and Bulgaria (28%).

More information on how the representation of women and men recruits has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

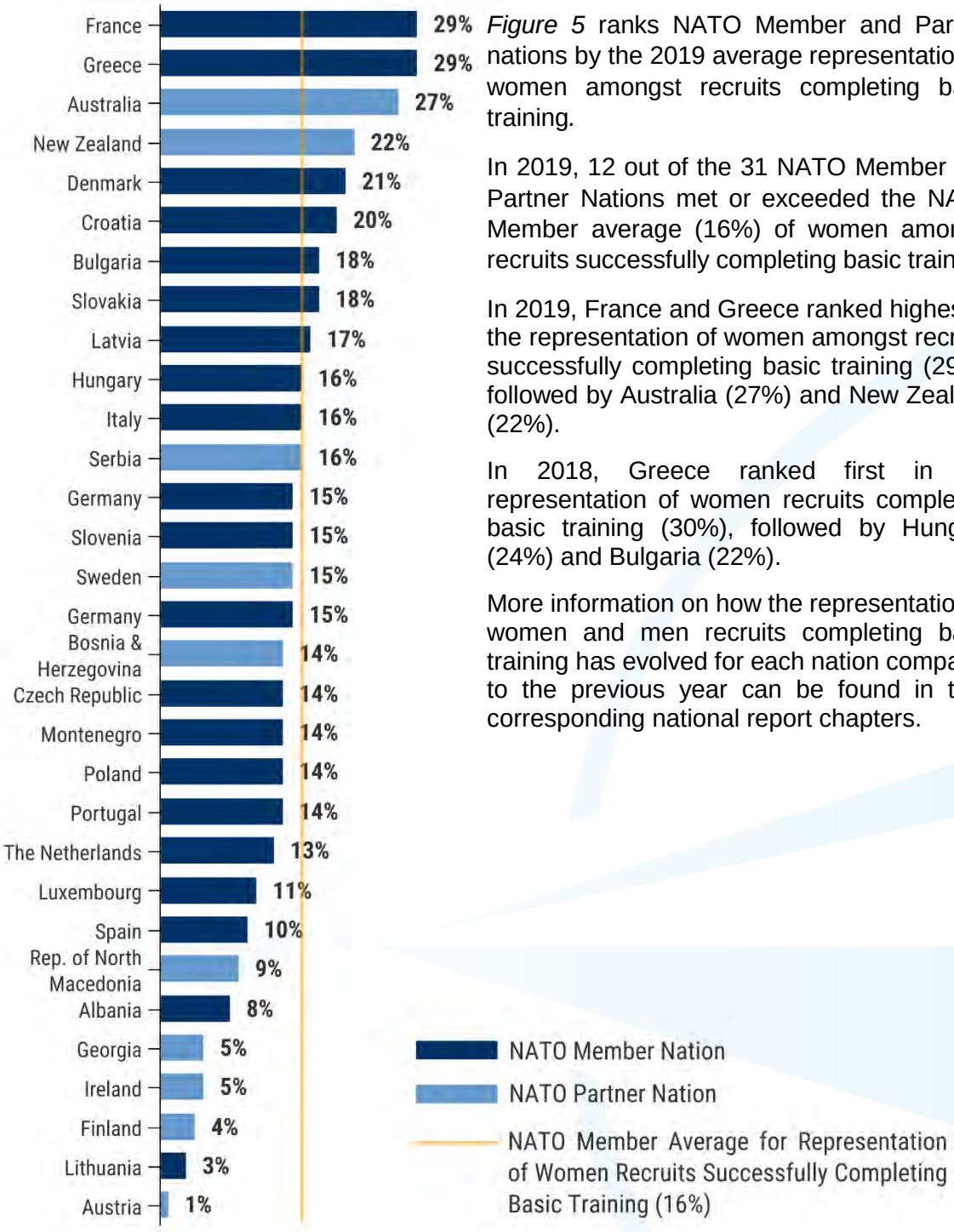


Figure 5 ranks NATO Member and Partner nations by the 2019 average representation of women amongst recruits completing basic training.

In 2019, 12 out of the 31 NATO Member and Partner Nations met or exceeded the NATO Member average (16%) of women amongst recruits successfully completing basic training.

In 2019, France and Greece ranked highest in the representation of women amongst recruits successfully completing basic training (29%), followed by Australia (27%) and New Zealand (22%).

In 2018, Greece ranked first in the representation of women recruits completing basic training (30%), followed by Hungary (24%) and Bulgaria (22%).

More information on how the representation of women and men recruits completing basic training has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

Figure 5: Average Representation of Women Amongst Recruits Successfully Completing Basic Training in NATO Member and Partner Nations in 2019

Success Rates of Women and Men throughout the Recruitment Process

Whilst the section above outlined the representation of women and men in recruitment, this section highlights the success rates of women and men throughout the recruitment process. Specifically, this section outlines for the percentage of applicants who are recruited, as well as what percentage of recruits who succeeded in completing basic training.

Figure 6 illustrates the 2019 average success rate of women and men in recruitment processes in NATO Member Nations.

In 2019, 21 Member Nations provided data to calculate the success rates of women and men applicants. Of note, women applicants (41%) experienced a lower success rate in the recruitment process compared to men applicants (46%).

In 2019, 20 Member Nations provided data on the success rates of women and men recruits in completing basic training. Women recruits (75%) had a lower success rate compared to men (78%) in completing basic training.

Measuring the success rates of women and men throughout the recruitment process began in the 2019 Summary of National Reports. A comparison to the previous years cannot yet be provided.

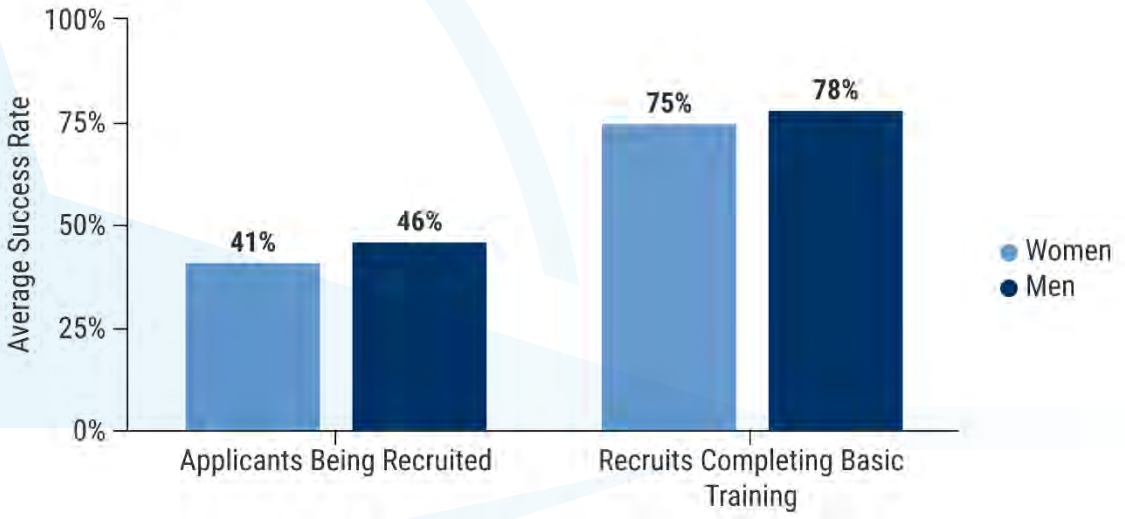


Figure 6: Average Success Rate of Women and Men in Recruitment Processes in NATO Member Nations in 2019

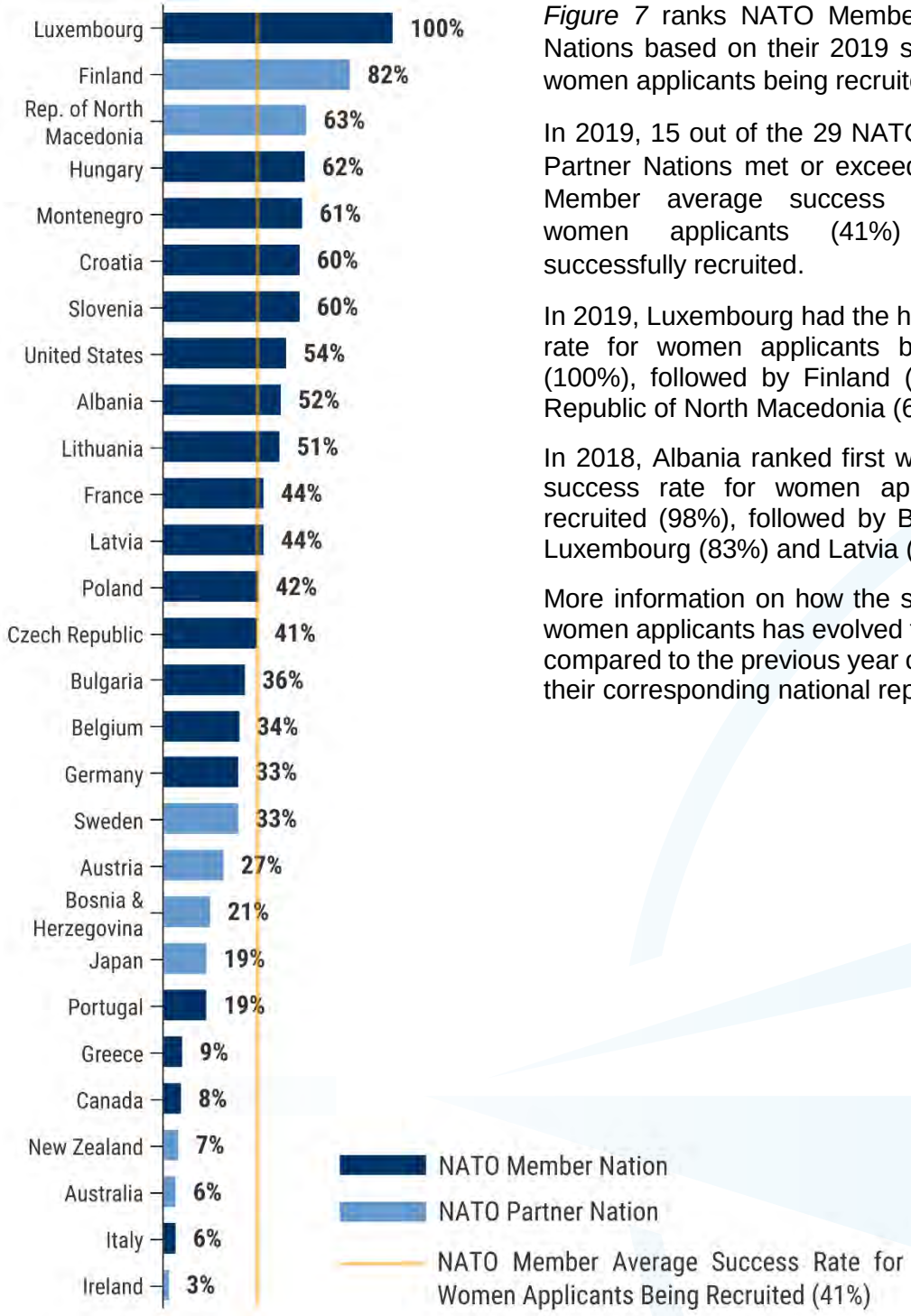


Figure 7: Success Rates of Women Applicants in NATO Member and Partner Nations in 2019

Figure 7 ranks NATO Member and Partner Nations based on their 2019 success rate of women applicants being recruited.

In 2019, 15 out of the 29 NATO Member and Partner Nations met or exceeded the NATO Member average success rate amongst women applicants (41%) that were successfully recruited.

In 2019, Luxembourg had the highest success rate for women applicants being recruited (100%), followed by Finland (82%) and the Republic of North Macedonia (63%).

In 2018, Albania ranked first with the highest success rate for women applicants being recruited (98%), followed by Bulgaria (84%), Luxembourg (83%) and Latvia (83%).

More information on how the success rate of women applicants has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

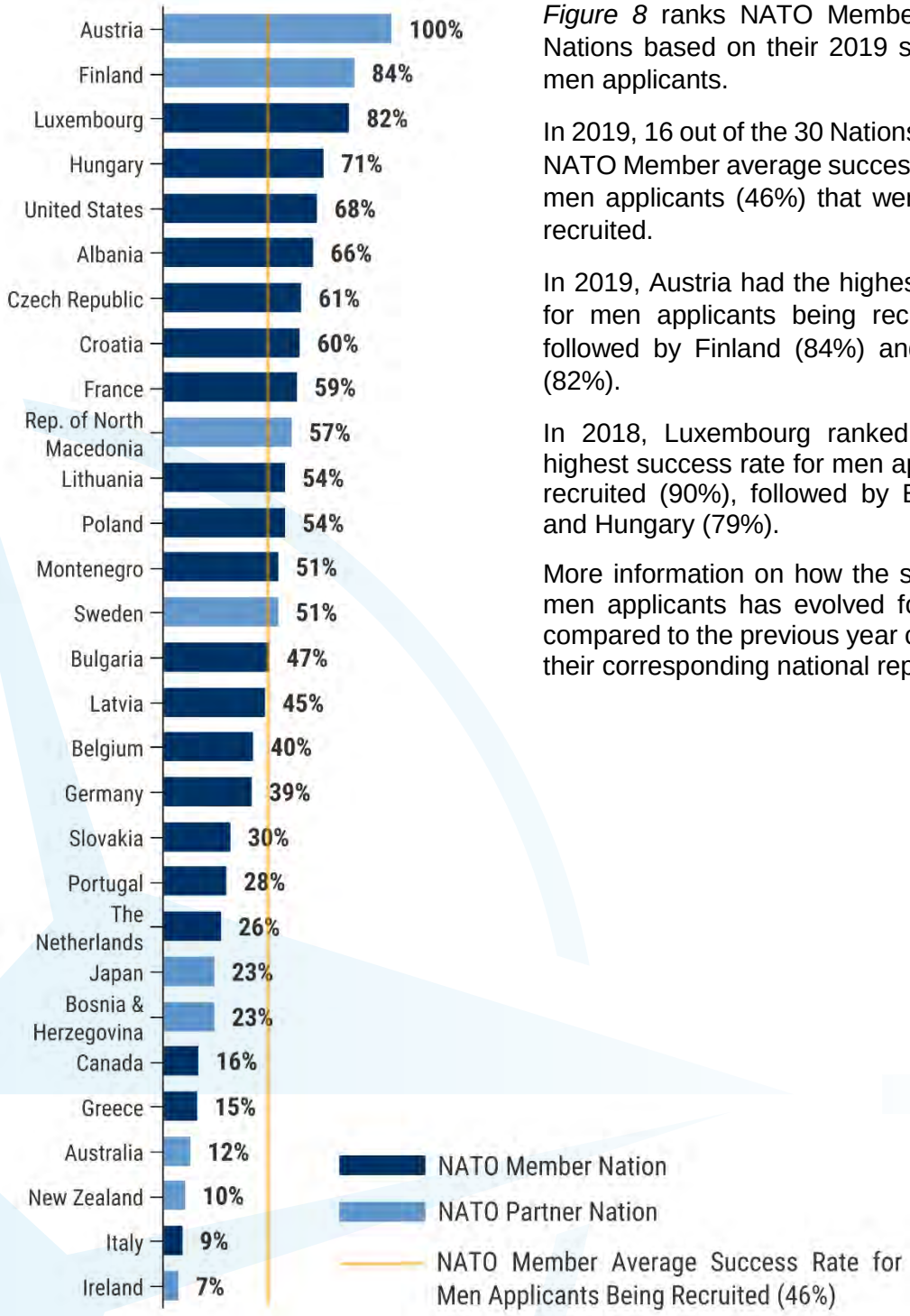


Figure 8: Success Rates of Men Applicants in NATO Member and Partner Nations in 2019

Figure 8 ranks NATO Member and Partner Nations based on their 2019 success rate of men applicants.

In 2019, 16 out of the 30 Nations exceeded the NATO Member average success rate amongst men applicants (46%) that were successfully recruited.

In 2019, Austria had the highest success rate for men applicants being recruited (100%), followed by Finland (84%) and Luxembourg (82%).

In 2018, Luxembourg ranked first with the highest success rate for men applicants being recruited (90%), followed by Bulgaria (85%) and Hungary (79%).

More information on how the success rate of men applicants has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

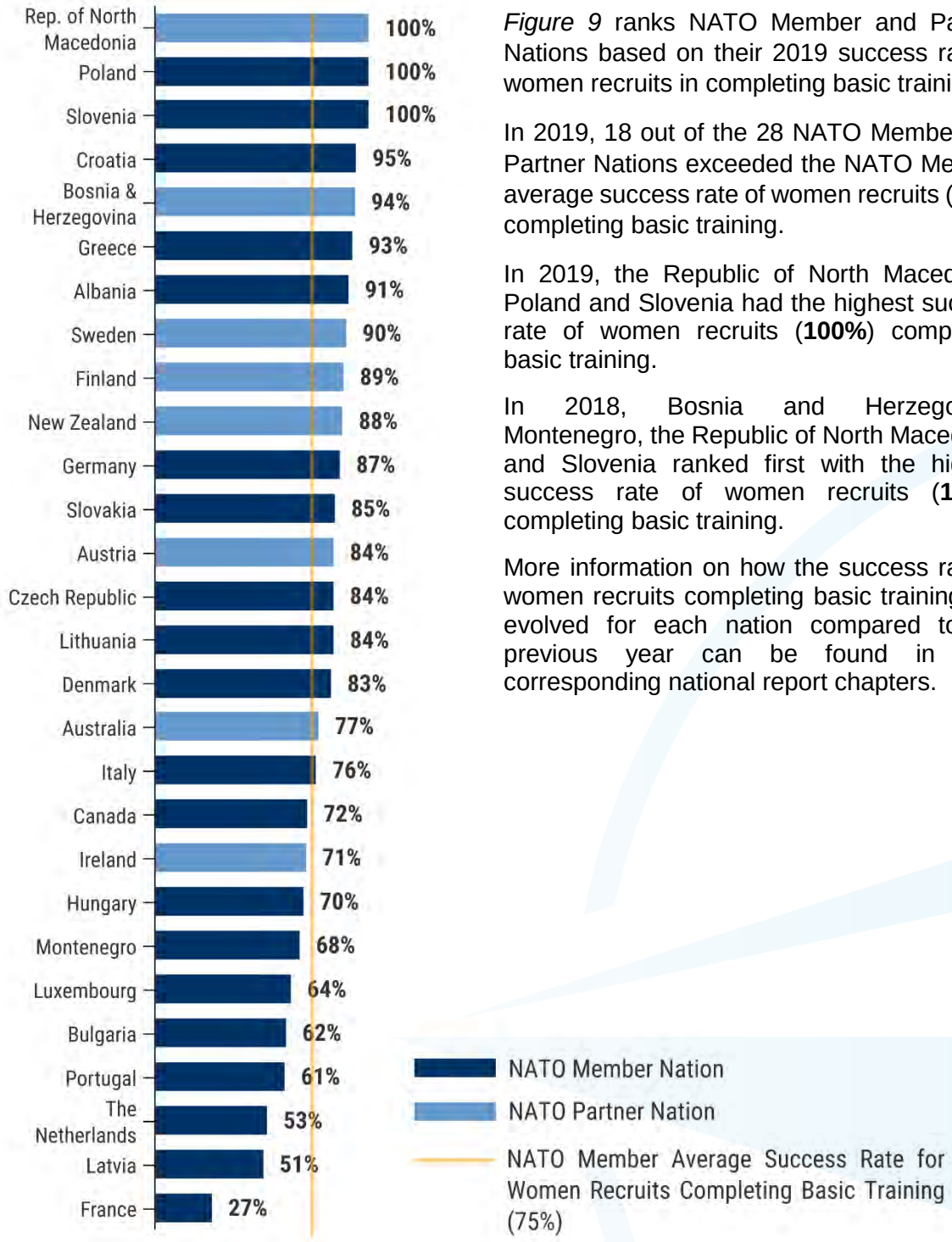


Figure 9: Success Rates of Women Recruits Completing Basic Training in NATO Member and Partner Nations in 2019

Figure 9 ranks NATO Member and Partner Nations based on their 2019 success rate of women recruits in completing basic training.

In 2019, 18 out of the 28 NATO Member and Partner Nations exceeded the NATO Member average success rate of women recruits (75%) completing basic training.

In 2019, the Republic of North Macedonia, Poland and Slovenia had the highest success rate of women recruits (**100%**) completing basic training.

In 2018, Bosnia and Herzegovina, Montenegro, the Republic of North Macedonia and Slovenia ranked first with the highest success rate of women recruits (**100%**) completing basic training.

More information on how the success rate of women recruits completing basic training has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

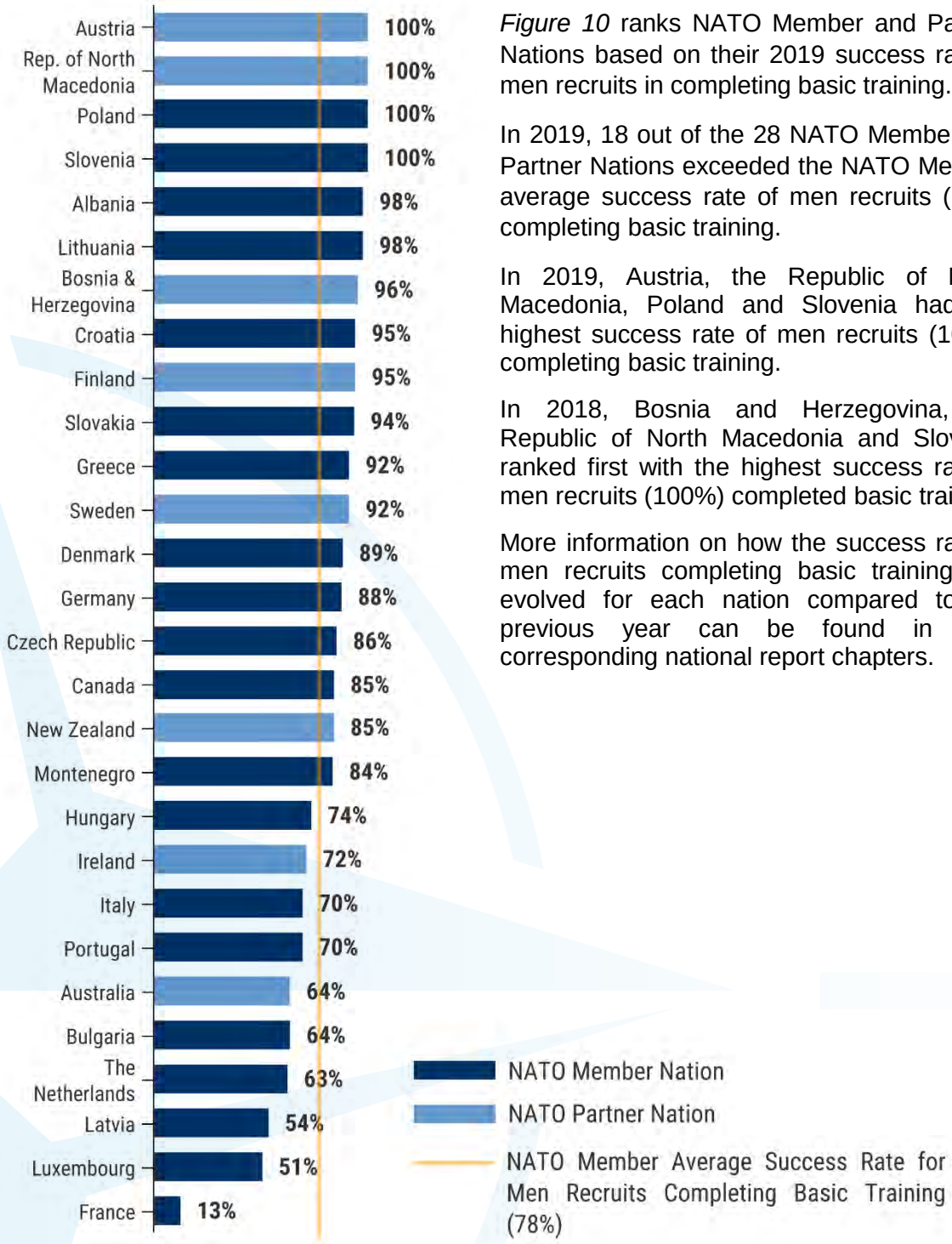


Figure 10: Success Rates of Men Recruits Completing Basic Training in NATO Member and Partner Nations in 2019

Figure 10 ranks NATO Member and Partner Nations based on their 2019 success rate of men recruits in completing basic training.

In 2019, 18 out of the 28 NATO Member and Partner Nations exceeded the NATO Member average success rate of men recruits (78%) completing basic training.

In 2019, Austria, the Republic of North Macedonia, Poland and Slovenia had the highest success rate of men recruits (100%) completing basic training.

In 2018, Bosnia and Herzegovina, the Republic of North Macedonia and Slovenia ranked first with the highest success rate of men recruits (100%) completed basic training.

More information on how the success rate of men recruits completing basic training has evolved for each nation compared to the previous year can be found in their corresponding national report chapters.

Summary

22% HAVE THE SAME enlistment requirements for women and men



78% HAVE DIFFERENT enlistment requirements for women and men

74% of NATO Member Nations reported the gender-based differences related to the Physical Fitness Test

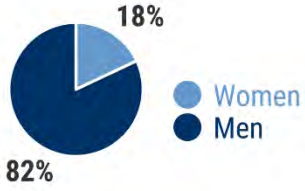
44% of NATO Member Nations reported the gender-based differences related to the Physical Characteristics

41% HAD policies to promote the recruitment of women

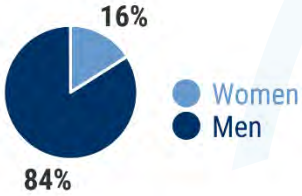


59% DID NOT HAVE policies to promote the recruitment of women

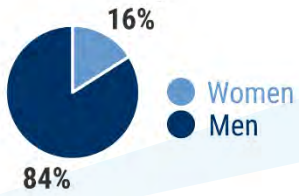
Gender Representation Amongst Applicants



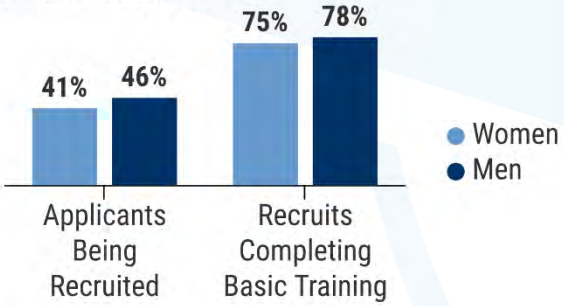
Gender Representation Amongst Recruits



Gender Representation Amongst Recruits Successfully Completing Basic Training



Average Success Rate of NATO Member Nations in the Recruitment Process



3 Retention

Chapter 3 of the Executive Summary outlines personnel retention trends of 2019, average age and work-life balance for military personnel in the armed forces of NATO Member and Partner Nations.

Retention Policies

In 2019, 21 out of 27 NATO Member Nations (78%) reported having general retention policies and 7 Member Nations (26%) had specific retention policies targeting women.

In 2018, 18 out of 22 reporting NATO Member Nations (82%) had general retention policies and 6 Member Nations (27%) had specific retention policies targeting women.

In 2019, 17 out of 27 Member Nations had networks to support women in the military, whilst 11 Member Nations reported having networks to support women in 2018.







NATO Member Nations That Have Retention Policies and Networks to Support Military Women

(27 out of 29 nations reported on this information)

General Retention Policies

Albania	Denmark	Italy	Montenegro	Slovenia	United States
Bulgaria	France	Latvia	Norway	Spain	
Croatia	Germany	Lithuania	Poland	Turkey	
Czech Republic	Hungary	Luxembourg	Portugal	United Kingdom	

Specific Retention Policies Targeting Women

Albania	Czech Republic	Montenegro	United Kingdom
Bulgaria	Germany	Spain	

Networks to Support Military Women

Belgium	Czech Republic	Germany	The Netherlands	Portugal	United Kingdom
Bulgaria	Denmark	Hungary	Norway	Slovakia	United States
Canada	France	Montenegro	Poland	Spain	

Average Age of Military Personnel

Figure 1 illustrates the 2019 average age of military women and men of NATO Member Nations by type of personnel.

In 2019, 25 Member Nations provided data on the average age of All Military Personnel. In addition, 22 Member Nations provided data on the average age of Non-Commissioned Officers (NCOs) and Officers, whilst 18 Member Nations reported on the average age of Deployed Personnel.

In general, women tend to be younger compared to men across all types of military personnel.

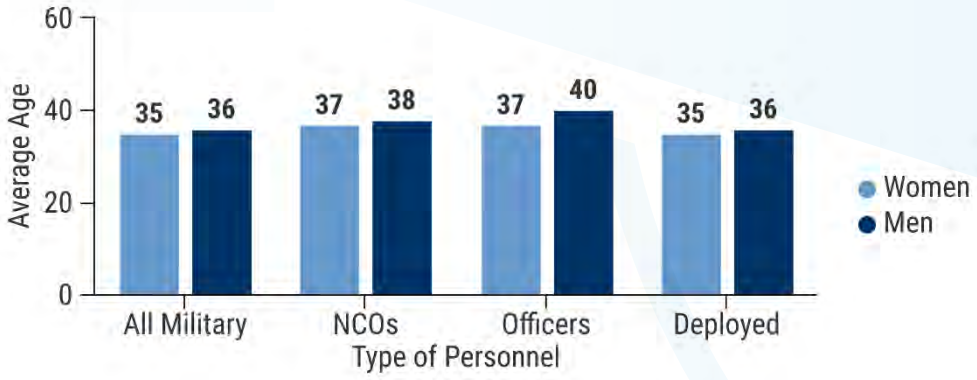


Figure 1: Average Age of Women and Men in NATO Member Nations by Type of Personnel in 2019

Work-Life Balance

This section outlines the work-life balance for military personnel by giving information on parental rights, options for flexible and part-time work arrangements, as well as, policies for Child Care.

Table 1 presents the number of weeks for maternity, paternity and parental leave in NATO Member Nations in 2019.

Whilst the table provides an overview of parental leave rights, more information can be found in each nation's respective National Report chapter.

Table 1: Number of Allowance Weeks for Maternity, Paternity and Parental Leave in 2019

NATO Member Nation	Maternity	Paternity	Parental
Albania	52	38	15
Belgium	15	2	17
Bulgaria	58	32	32
Canada	16	37	52
Croatia	26	1	52
Czech Republic	28	22	N/A
Denmark	6	2	32
Estonia	20	20	3
France	16	1	156
Germany	156	156	260
Greece	20	36	36
Hungary	24	1	24
Italy	20	20	40
Latvia	16	2	18
Lithuania	156	4	156
Luxembourg	46	26	72
Montenegro	56	52	56
The Netherlands	16	1	13
Norway	15	15	49
Poland	20	2	32
Portugal	6	4	26
Slovakia	34	28	N/A
Slovenia	53	13	N/A
Spain	16	8	24
Turkey	16	1	N/A
United Kingdom	52	2	52
United States	12	2	6

N/A = Not Available

This section highlights the 2019 percentage of Member Nations that allow transferable parental leave and part-time employment options, based on 27 Member Nations that reported on this information.

When both parents have a separate entitlement to parental leave, transferable parental leave is the ability of one parent to transfer some or all of their remaining leave to the other parent.

The benefit of transferable leave is that parents could coordinate how they share their parental leave time based on the needs of their family.

However, non-transferability of leave obliges each parent to take their individual allotted maternity or parental leave time, without the flexibility to transfer parental leave to the other parent when it would be more convenient for the needs of the family.

In 2019, 20 out of 27 Member Nations (62%) allowed for transferable parental leave, whilst 7 Member Nations (38%) did not allow transferable parental leave. The following 20 Member Nations allowed transferable parents leave in 2019: Bulgaria, Canada, Croatia, Czech Republic, Denmark, Estonia, France, Germany, Greece, Hungary, Latvia, Lithuania, Montenegro, Norway, Poland, Portugal, Slovakia, Slovenia, Spain and the United Kingdom.

In 2018, 14 out of 22 reporting Member Nations (64%) allowed transferable parental leave, 8 Member Nations (36%) did not allow transferable parental leave in 2018.



In 2019, 14 out of the 27 NATO Member Nations (52%) that reported on part-time employment options stated it was available to military personnel, whilst 13 Member Nations (48%) reported that they did not provide this option.

The following 14 Member Nations offered part-time employment options for military personnel: Albania, Canada, Croatia, Estonia, France, Germany, Latvia, Luxembourg, Montenegro, the Netherlands, Norway, Slovakia, Slovenia and Spain.



Figure 2 presents the 2019 percentage of NATO Member Nations with part-time employment options in cases of childcare, educational studies and care for the elderly or sick.

In 2019, 13 out of the 27 reporting Member Nations (48%) stated that part-time work was available in the case of childcare. In addition, 9 Member Nations (33%) offered part-time work when caring for the elderly or sick. Furthermore, 8 Member Nations (30%) allowed part-time work for employees pursuing educational studies in 2019.

Childcare was the most allowed reason for part-time employment, whilst the least allowed reason was for education studies.

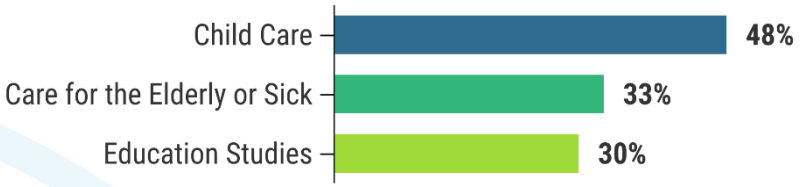


Figure 2: Percentage of NATO Member Nations with Part-time Employment Options During Childcare, Care for the Elderly/Sick or Educational Studies in 2019

In most nations where part-time employment options were not available, flexible working hour options were offered instead.

In 2019, 21 out of 27 Member Nations (78%) stated that flexible working hours were available, whilst 6 Member Nations (22%) did not provide this option.



Figure 3 presents the 2019 percentage of NATO Member Nations that offer flexible working hours in cases of childcare, educational studies and care for the elderly or sick.

In 2019, 21 out of the 27 reporting Member Nations (78%) stated that flexible working hours were available in the case of childcare.

In addition, 16 Member Nations (59%) offered flexible working hours personnel caring for the elderly or sick, as well as when pursuing educational studies.



Figure 3: Percentage of NATO Member Nations with Flexible Working Hours Options During Childcare, Care for the Elderly/Sick or Educational Studies in 2019

Figure 4 reflects the 2019 percentage of NATO Member Nations having programmes, policies and measures to support work-life balance.

In 2019, 24 out of the 27 reporting Member Nations (89%) had a childcare policy and 21 out of 27 Member Nations (78%) provided support for single, divorced or widowed parents. Furthermore, 20 Member Nations (74%) had programmes in place to support work-life balance or to support dual service couples in 2019.



Figure 4: Percentage of NATO Member Nations with Programmes, Policies and Measures to Support Work-Life Balance

Figure 5 presents the 2019 percentage of NATO Member Nations having special programmes related to childcare.

Ranking as the most commonly available childcare programme across Member Nations in 2019, 22 out of 27 nations (81%) allowed breastfeeding breaks. This was followed by 19 Member Nations that permitted flexible working hours (70%) and 18 Member Nations that had a policy on duty assignments (68%). Moreover, 13 Member Nations offered day care for children (48%) in 2019.

Furthermore, 11 out of 27 Member Nations (41%) provided extra weeks of subsidised maternity/paternity leave. Being the least commonly available childcare programme, only 4 Member Nations (15%) allotted education allowances to military personnel.

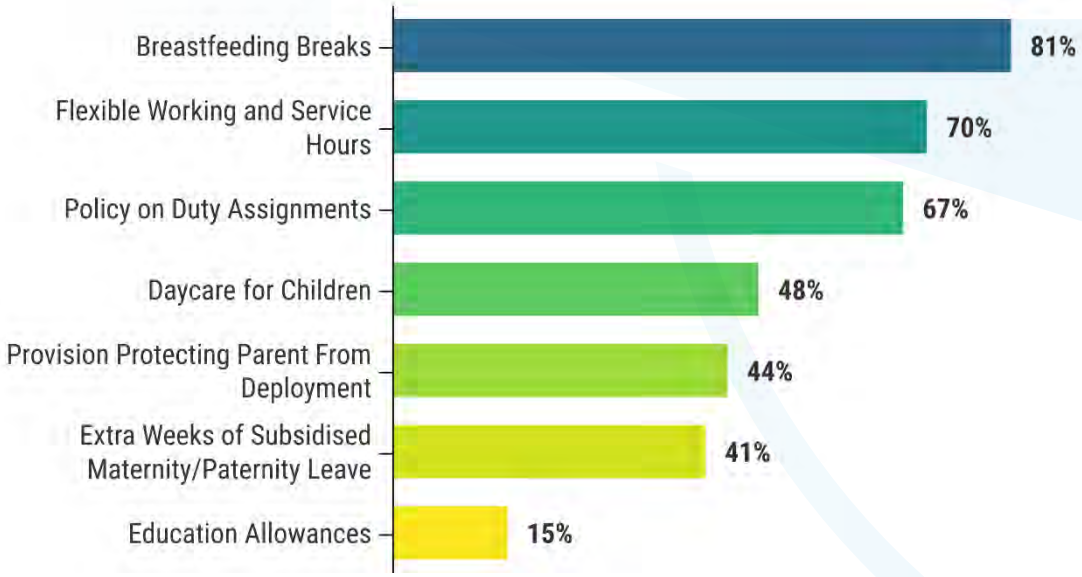


Figure 5: Percentage of Member Nations with Special Programmes Related to Childcare in 2019

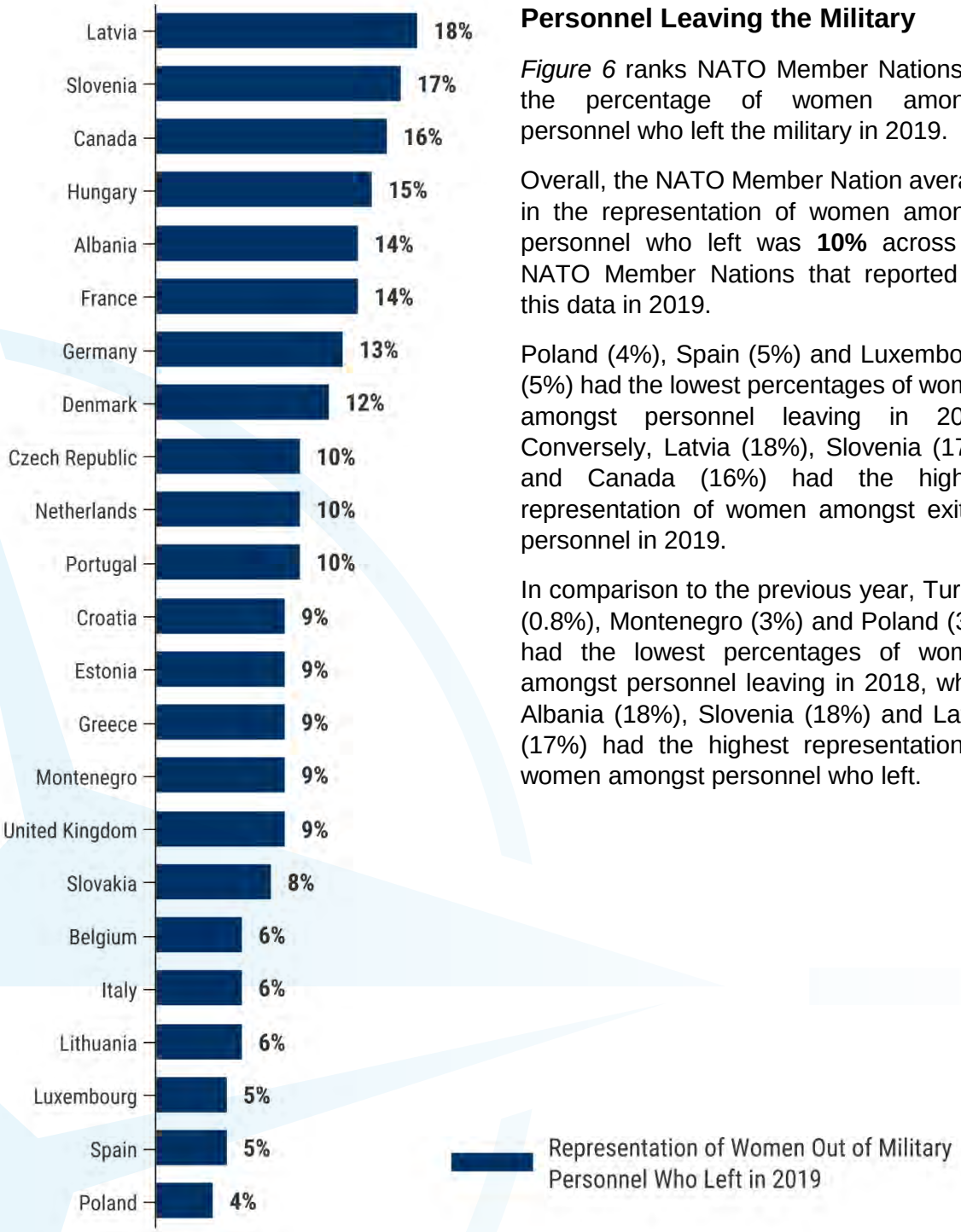


Figure 6: NATO Member Nations by the Percentage of Women Amongst Personnel Who Left the Military in 2019

Personnel Leaving the Military

Figure 6 ranks NATO Member Nations by the percentage of women amongst personnel who left the military in 2019.

Overall, the NATO Member Nation average in the representation of women amongst personnel who left was **10%** across 23 NATO Member Nations that reported on this data in 2019.

Poland (4%), Spain (5%) and Luxembourg (5%) had the lowest percentages of women amongst personnel leaving in 2019. Conversely, Latvia (18%), Slovenia (17%) and Canada (16%) had the highest representation of women amongst exiting personnel in 2019.

In comparison to the previous year, Turkey (0.8%), Montenegro (3%) and Poland (3%) had the lowest percentages of women amongst personnel leaving in 2018, whilst Albania (18%), Slovenia (18%) and Latvia (17%) had the highest representation of women amongst personnel who left.

Based on exit surveys and counselling conducted as service members exit the military, 25 NATO Member Nations reported on the main reasons for women and men leaving the military in 2019. Expanding on the Summary of National Reports questionnaire from the previous year, the category “medical reasons other than service injuries” was added as a key motive for some military personnel leaving the military.

Figure 7 ranks the key reasons women left the military in 2019 based on the percentage of NATO Member Nations selecting each motive.

In 2019, the majority of NATO Member Nations reported retirement and personal undisclosed reasons as the main motives for women leaving the military.

The Other category consists of five Member Nations that reported expiration of contract as a main reason. One Member Nation reported the following three reasons as key motives: lack of geographical stability, disagreement with leadership and lack of career opportunities.

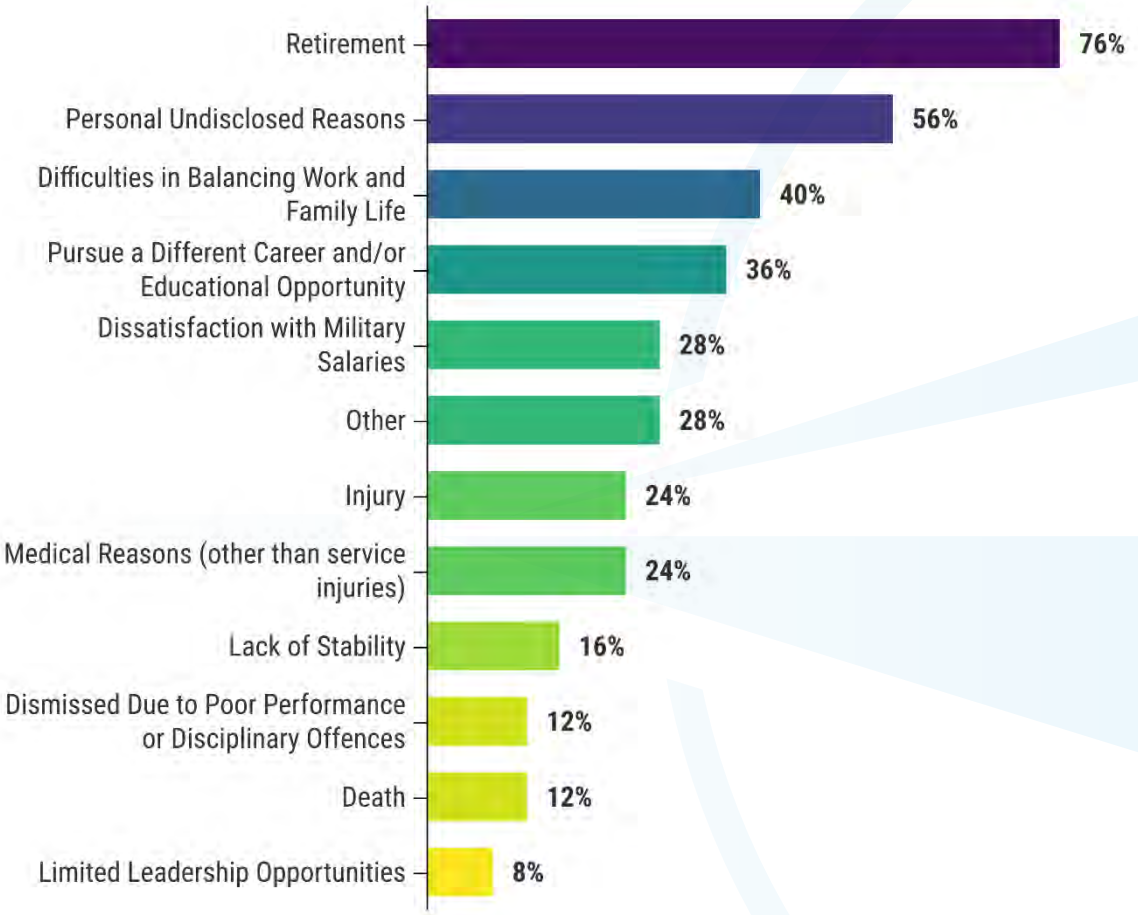


Figure 7: Ranking of Main Reasons for Women Leaving the Military in 2019 Based on the Percentage of NATO Member Nations Selecting Each Motive

Table 2 presents a comparison in the number of NATO Member Nations that reported each main reason as a motive for women leaving the military in 2018 and 2019.

For both years, most Member Nations reported retirement as the key reason for women leaving, whilst the least number of Member Nations reported limited leadership opportunities as the main motive for women leaving the military.

In 2019, 25 Member Nations reported sex-disaggregated data on reasons women leave the military, whilst only 21 Member Nations reported on this information in 2018. Therefore, it should be taken into consideration that some numbers may be higher in 2019 because more Member Nations reported.

Table 2: Number of NATO Member Nations that Reported Each Main Reason as a Motive for Women Leaving the Military in 2018 and 2019

Main Reasons for Women Leaving the Military	Number of NATO Member Nations	
	2018	2019
Retirement	18	19
Personal Undisclosed Reasons	8	14
Difficulties in Balancing Work and Family Life	6	10
Pursue a Different Career and/or Educational Opportunity	7	9
Dissatisfaction with Military Salaries	4	7
Other	9	7
Injury	6	6
Medical Reasons (other than service injuries)	N/A	6
Lack of Stability	2	4
Dismissed Due to Poor Performance or Disciplinary Offences	4	3
Death	4	3
Limited Leadership Opportunities	1	2

N/A = Not Available

Figure 8 ranks the key reasons men left the military in 2019 based on the percentage of NATO Member Nations selecting each motive.

In 2019, the majority of NATO Member Nations reported retirement and personal undisclosed reasons as the main motives for men leaving the military. The Other category consists of five Member Nations that reported expiration of contract as a main reason, one Member Nation reporting political engagement as a cause and one Member Nation reporting the following three reasons as key motives: lack of geographical stability, disagreement with leadership and lack of career opportunities.

Of note, 8% of reporting Member Nations indicated that men exited the military due to limited leadership opportunities in 2019, whilst this case had not been selected as a main reason for men leaving the armed forces of NATO Member Nations in 2018.

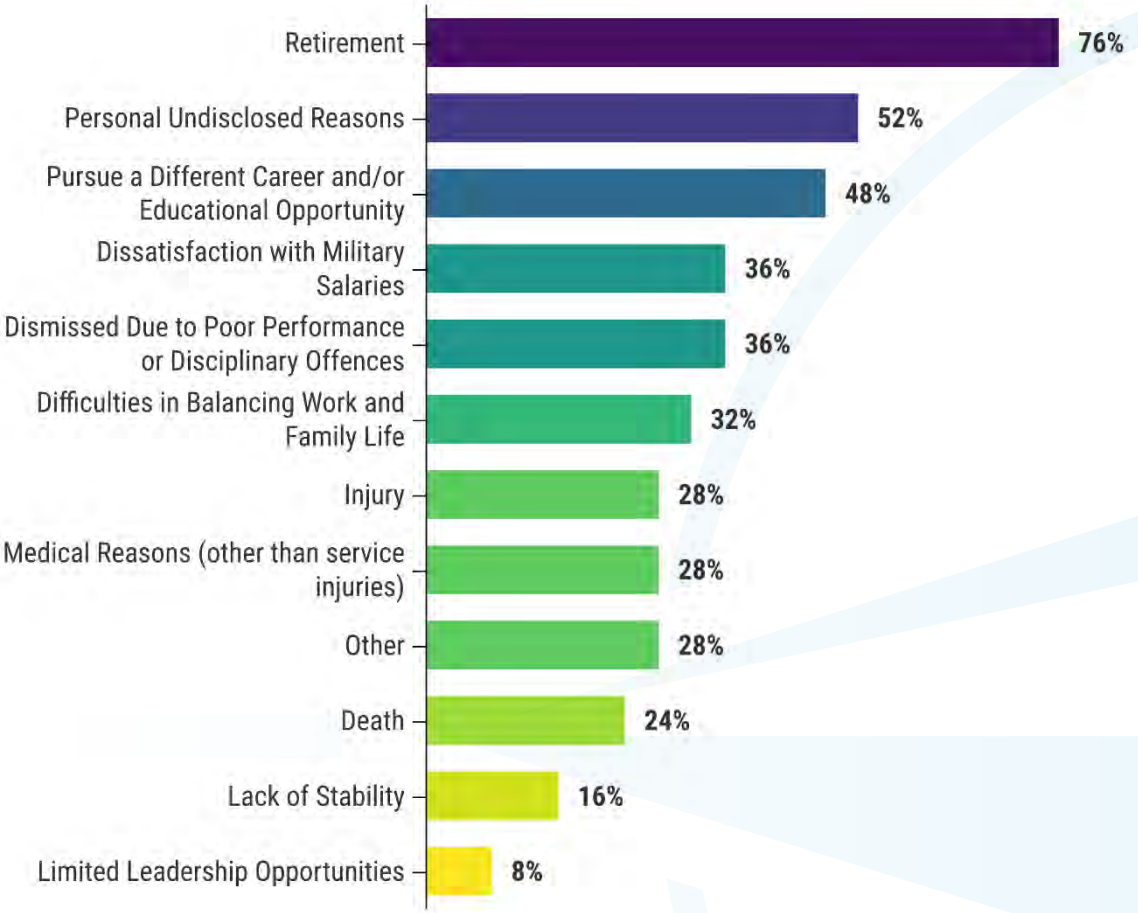


Figure 8: Ranking of Main Reasons for Men Leaving the Military in 2019 Based on the Percentage of NATO Member Nations Selecting Each Motive

Table 3 presents a comparison in the number of NATO Member Nations that reported each main reason as a motive for men leaving the military in 2018 and 2019.

For both years, most Member Nations reported retirement as the key reason for men leaving, whilst the least number of Member Nations reported limited leadership opportunities as the main motive for men leaving the military.

In 2019, six nations reported death as a main reason for men compared to only three nations reporting this reason for women. In addition, nine nations reported dismissal due to poor performance or disciplinary offences as a key reason for men exiting the military compared to only three nations reporting this reason for women.

In 2019, 25 Member Nations reported sex-disaggregated data on reasons women leave the military, whilst only 21 Member Nations reported on this information in 2018. Therefore, it should be taken into consideration that some numbers may be higher in 2019 because more Member Nations reported.

Table 3: Number of NATO Member Nations that Reported Each Main Reason as a Motive for Men Leaving the Military in 2018 and 2019

Main Reasons for Men Leaving the Military	Number of NATO Member Nations	
	2018	2019
Retirement	18	19
Personal Undisclosed Reasons	7	13
Difficulties in Balancing Work and Family Life	6	8
Pursue a Different Career and/or Educational Opportunity	6	12
Dissatisfaction with Military Salaries	7	9
Other	6	7
Injury	7	7
Medical Reasons (other than service injuries)	N/A	7
Lack of Stability	3	4
Dismissed Due to Poor Performance or Disciplinary Offences	6	9
Death	6	6
Limited Leadership Opportunities	1	2

N/A = Not Available

Retention of Women in NATO Partner Nations

Whilst Chapter 3 primarily focused on retention in NATO Member Nations, this section will highlight retention across 12 reporting NATO Partner Nations in 2019.

In 2019, 3 out of 12 Partner Nations (25%) reported having specific retention policies targeting women. The following three Partner Nations had a specific retention policy targeting women: Australia, Japan and New Zealand.

In addition, 8 out of 12 Partner Nations (67%) stated that they had a network to support women in the military. The following eight Partner Nations had a women support network in 2019: Australia, Austria, Georgia, Ireland, Japan, Moldova, New Zealand and Sweden.



Figure 9 illustrates the 2019 average age of military women and men in Partner Nations by the type of personnel.

In 2019, the following 11 NATO Partner Nations provided data on the average age of women and men amongst All Military Personnel, NCOs and Officers: Australia, Austria, Bosnia and Herzegovina, Finland, Georgia, Ireland, Japan, Moldova, New Zealand, Republic of North Macedonia and Sweden.

The following 9 NATO Partner Nations provided data on the average age of women and men amongst Deployed Personnel: Australia, Austria, Bosnia and Herzegovina, Georgia, Ireland, Moldova, New Zealand, Republic of North Macedonia, and Serbia.

Overall, women tend to be younger compared to men amongst All Military Personnel, NCOs and Officers across these particular NATO Partner Nations.

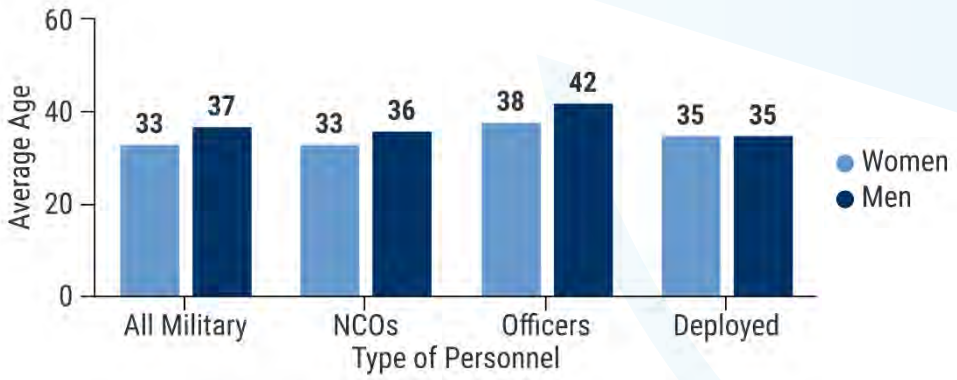


Figure 9: Average Age of Women and Men in NATO Partner Nations by Type of Personnel in 2019

Figure 10 presents the 2019 percentage of NATO Partner Nations with programmes, policies and measures to support work-life balance.

In 2019, 8 out of the 12 NATO Partner Nations (67%) had a Childcare policy in 2019. In addition, 5 Partner Nations (42%) had programmes in place to support work-life balance, whilst 2 Partner Nations (17%) had measures to support dual service couples. Lastly, 2 Partner Nations (17%) stated that there was support for single, divorced or widowed parents in 2019.

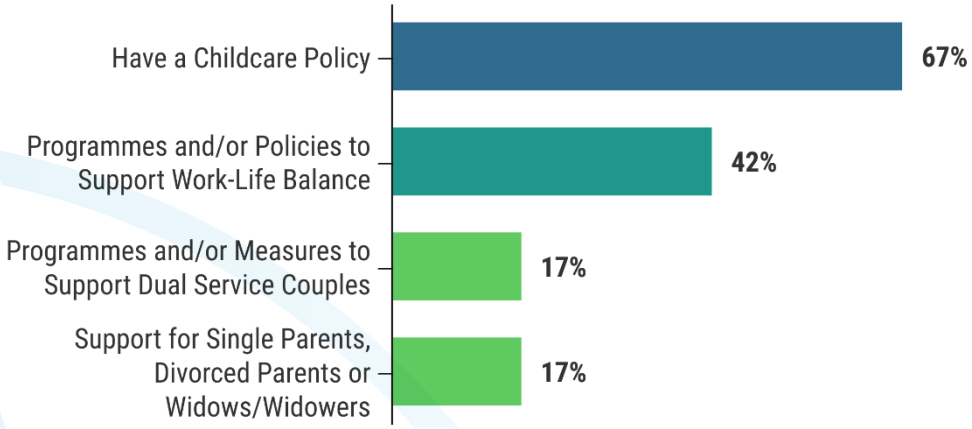


Figure 10: Percentage of NATO Partner Nations with Programmes, Policies and Measures to Support Work-Life Balance

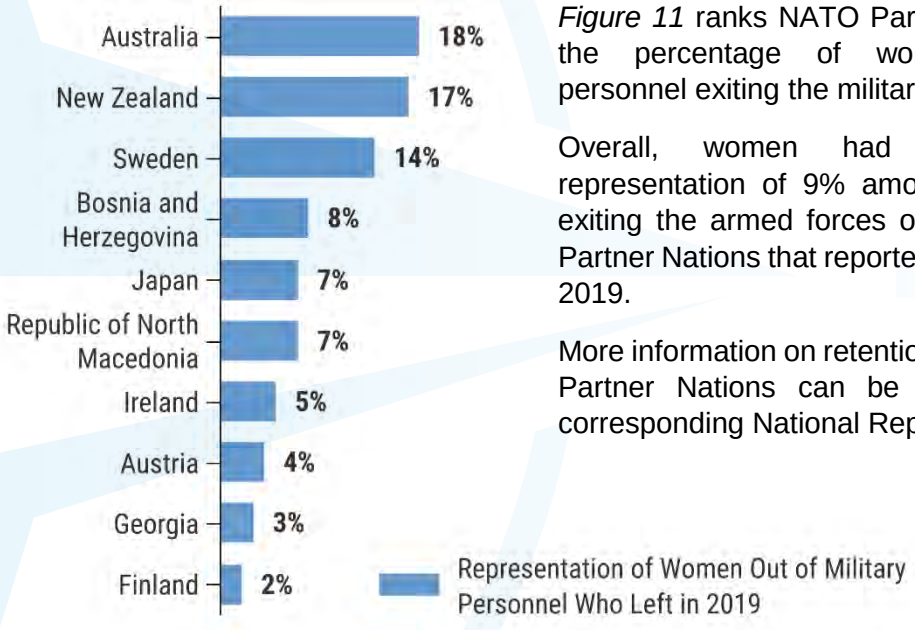


Figure 11 ranks NATO Partner Nations by the percentage of women amongst personnel exiting the military in 2019.

Overall, women had an average representation of 9% amongst personnel exiting the armed forces of the 10 NATO Partner Nations that reported on this data in 2019.

More information on retention across NATO Partner Nations can be found in their corresponding National Report chapter.

Figure 11: NATO Partner Nations by the Percentage of Women Amongst Personnel Leaving the Military in 2019

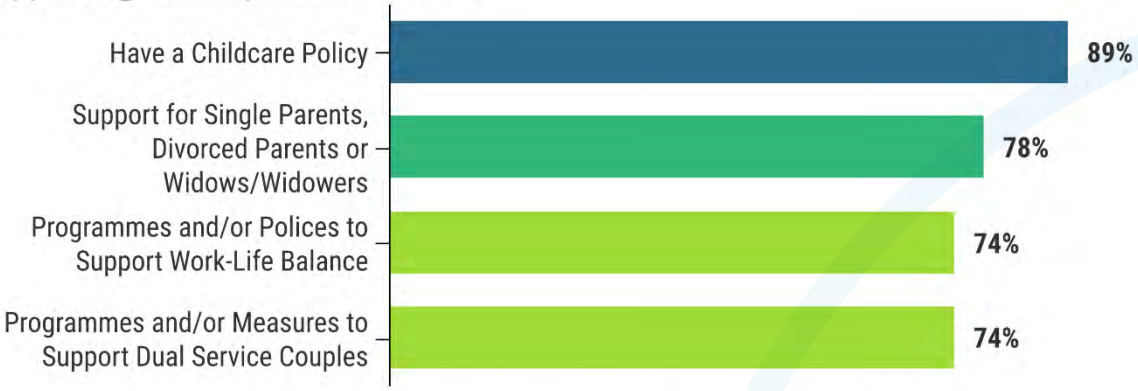
Summary

78% of Member Nations have General Retention policies

26% of Member Nations have specific Retention policies targeting women

63% of Member Nations have networks to support women

Percentage of NATO Member Nations with Policies, Programmes or Measures Supporting Military Parents in 2019



All NATO Member Nations have Maternity and Paternity Leave.
However, fathers tend to have less leave time compared to mothers.
62% of NATO Member Nations allow transferable parental leave.

52% of NATO Member Nations offer Part-Time Employment Options

78% of NATO Member Nations offer Flexible Working Hour Options

Top Three Reasons for Women Leaving the Military in 2019

1. Retirement
2. Personal Undisclosed Reasons
3. Difficulties in Balancing Work and Family Life

Top Three Reasons for Men Leaving the Military in 2019

1. Retirement
2. Personal Undisclosed Reasons
3. Pursue a Different Career and/or Educational Opportunity

4 Services and Ranks

Chapter 4 of the Executive Summary gives an insight into the representation of military women and men from NATO Member Nations across services and ranks within their national armed forces from 2014 to 2019.

Additionally, the chapter illustrates the representation of women across military occupations, as well as indicating the distribution of women and men across military services and ranks in 2019.

Military Components

The first section of this chapter focuses on the military components of NATO Member Nations in 2019. The graphic below highlights the military service structures of NATO Member Nations.

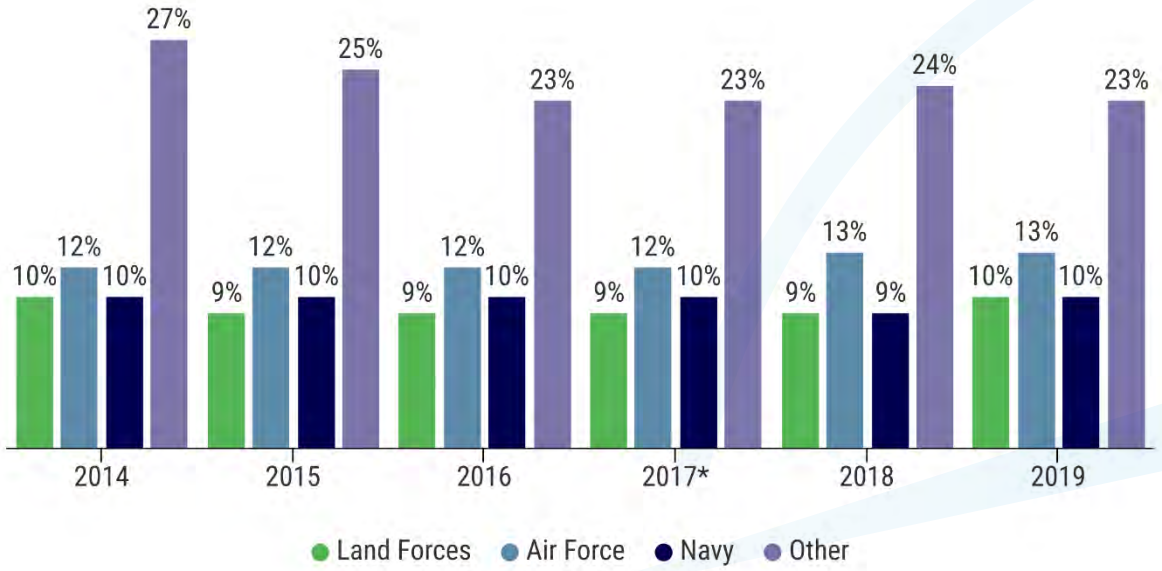


The graphic below demonstrates women's average representation across military services in NATO Member Nations from 2014 to 2019.

Trends indicate that women have had the highest representation within the Other Forces category, followed by the Air Force.

Notably, the representation of women in the Air Forces has gradually increased since 2014. The fluctuation in the Other category may be related to the changing number of Member Nations that have reported those particular military services each year.

Average Representation of Women Across Military Services in NATO Member Nations From 2014-2019



Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Military Services Each Year

Reporting Year	Land Forces	Air Force	Navy	Other Forces**
2019	26 out of 27	25 out of 26	20 out of 22	16
2018	20 out of 22	19 out of 21	15 out of 18	13
2017*	25 out of 28	24 out of 27	20 out of 23	14
2016	25 out of 27	24 out of 26	20 out of 22	14
2015	23 out of 27	22 out of 26	18 out of 22	12
2014	22 out of 27	21 out of 26	17 out of 22	6

*Accession of Montenegro in 2017
** Some NATO Member Nations have more than three Military Services

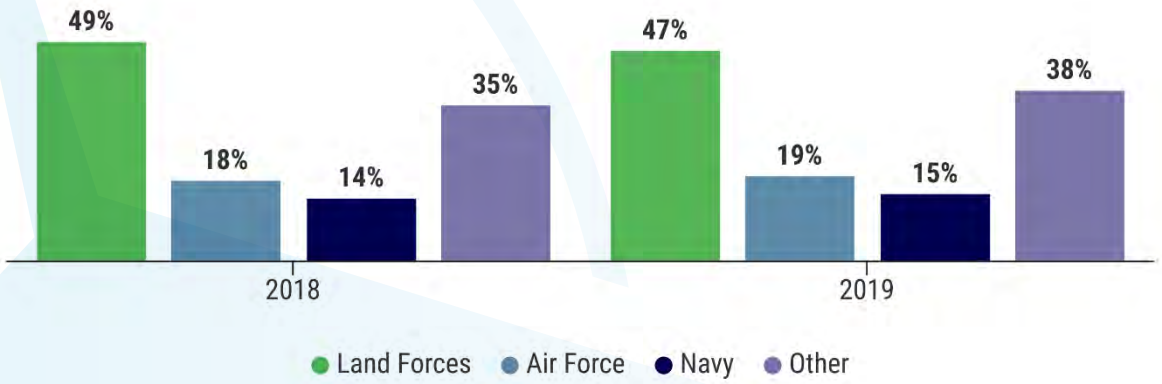
The graphic below displays the 2018 and 2019 average distribution for women in each military service across NATO Member Nations.

In 2019, women had the highest average distribution within the Land Forces, followed by Other Forces.

Since 2018, the NATO Member Nation average distribution of women across military services changed in the following ways:

- **-4%** in Land Forces (from 49% to 47%)
- **+6%** in the Air Force (from 18% to 19%)
- **+7%** in the Navy (from 14% to 15%)
- **+9%** in Other Forces (from 35% to 38%)

NATO Member Nation Average for Distribution of Women in Each Military Service in 2018 and 2019



Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Calculating Average Distribution of Women in Each Military Service

Reporting Year	Land Forces	Air Force	Navy	Other Forces*
2019	24 out of 27	23 out of 26	19 out of 22	15
2018	20 out of 22	19 out of 21	16 out of 18	13

*Some NATO Member Nations have more than three Military Services

The graphic below displays the 2018 and 2019 average distribution for men in each military service across NATO Member Nations.

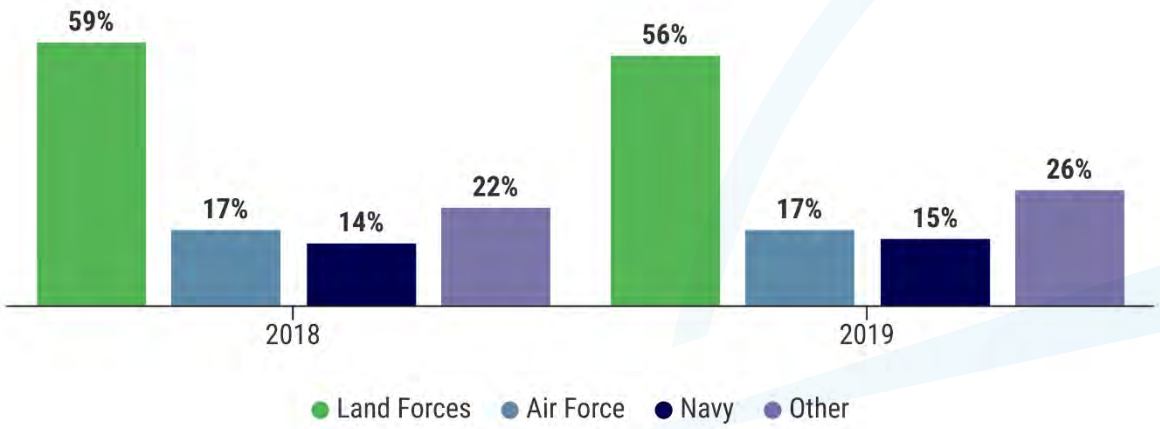
Similar to women, men had the highest average distribution within the Land Forces, followed by Other Forces in 2019.

Since 2018, the NATO Member Nation average distribution of men across military services changed in the following ways:

- **-5%** in Land Forces (from 59% to 56%)
- **+7%** in the Navy (from 14% to 15%)
- **+18%** in Other Forces (from 22% to 26%)

The average distribution of men in the Air Force remained relatively the same.

NATO Member Nation Average for Distribution of Men in Each Military Service in 2018 and 2019



Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Calculating Average Distribution of Men in Each Military Service

Reporting Year	Land Forces	Air Force	Navy	Other Forces*
2019	24 out of 27	23 out of 26	19 out of 22	15
2018	20 out of 22	19 out of 21	16 out of 18	13

*Some NATO Member Nations have more than three Military Services

Military Occupations

The table below ranks military occupations by the highest average representation of women across NATO Member Nations in 2019.

In 2019, military women had the highest representation in health care, legal, personnel section and public Affairs.

Conversely, military women had the lowest representation amongst submariners, pilots, naval combat system engineering and marine system engineering.

Ranking of Military Occupations by Highest Average Representation of Women Across NATO Member Nations in 2019

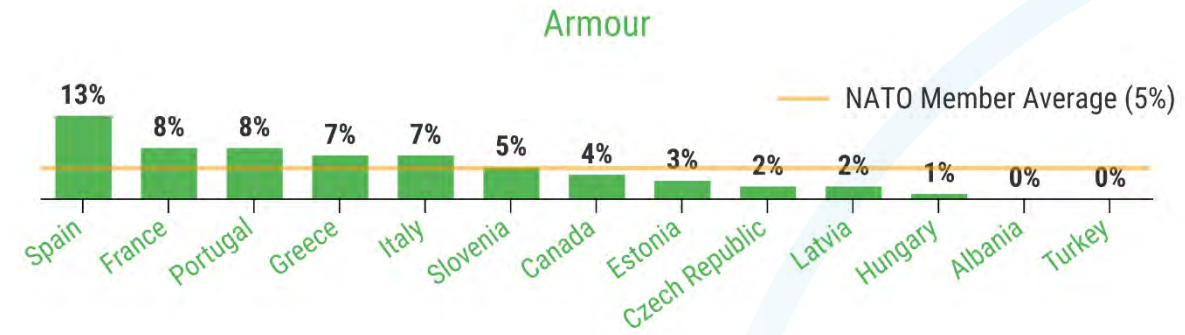
Military Occupation	Average Representation of Women	Average Representation of Men	Number of Reporting NATO Member Nations
Health Care	46%	54%	17
Legal	34%	66%	15
Personnel Section	33%	67%	14
Public Affairs	33%	67%	7
Aerospace Control	18%	82%	16
Training Development	17%	83%	7
Logistics	16%	84%	15
Signals	13%	87%	13
Aerospace Engineer	10%	90%	14
Communication Electronics Engineering	9%	91%	8
Intelligence	9%	91%	13
Artillery	8%	92%	16
Air Combat Systems	8%	92%	12
Military Police	8%	92%	9
Naval Warfare	7%	93%	10
Engineer	7%	93%	12
Chaplain	6%	94%	14
Armour	5%	95%	13
Infantry	5%	95%	16
Marine Systems Engineering	4%	96%	9
Naval Combat System Engineering	4%	96%	8
Pilot	3%	97%	17
Submarine	1%	99%	5

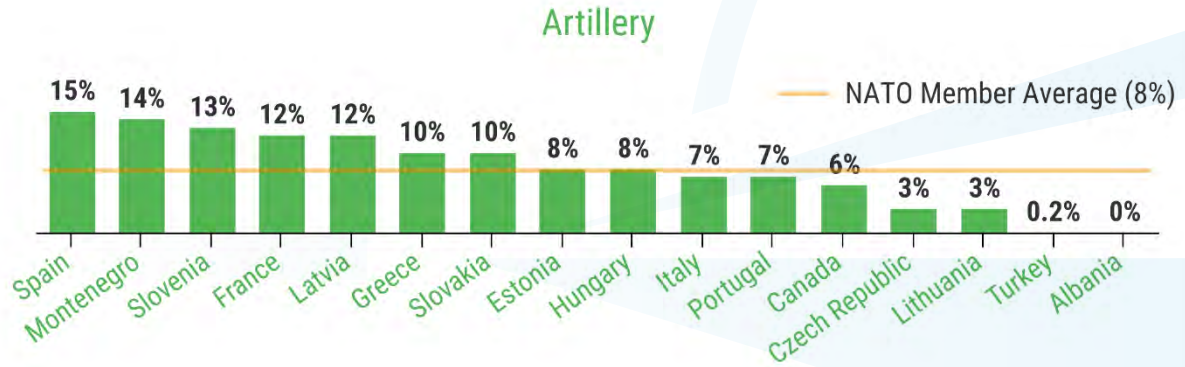
Whilst the section above ranked military occupations by the NATO Member Nation average representation of women in 2019, this section ranks NATO Member Nations within each military occupation based on their 2019 representation of women.

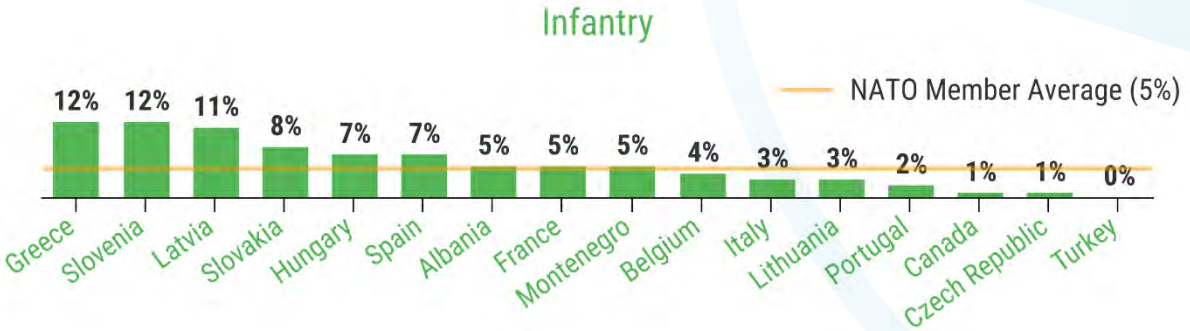
The graphics below rank NATO Member Nations by their 2019 representation of women across the Land Force military occupations.

2019 Representation of Women Across Military Occupations in NATO Member Nations

Land Force Military Occupations



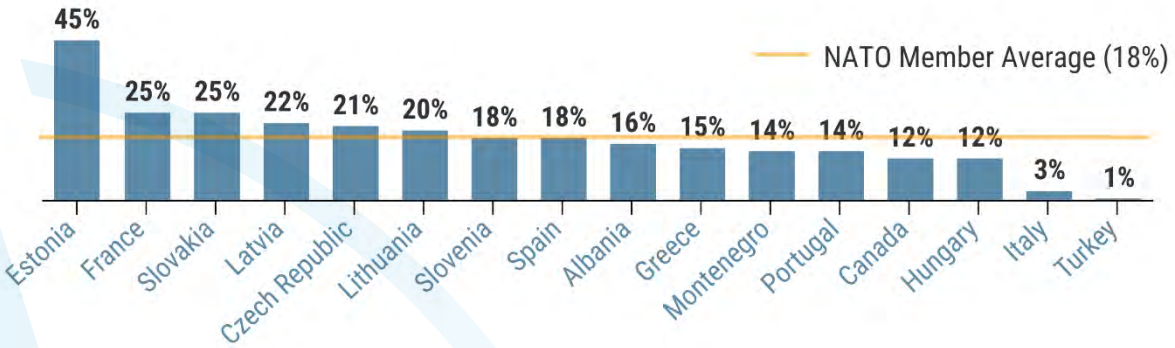




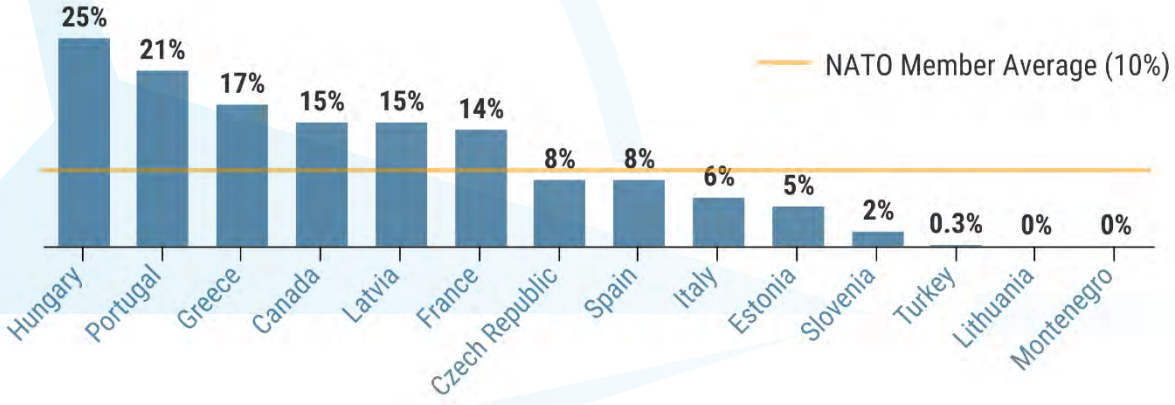
The graphics below rank NATO Member Nations by their 2019 representation of women across Air Force military occupations.

Air Force Military Occupations

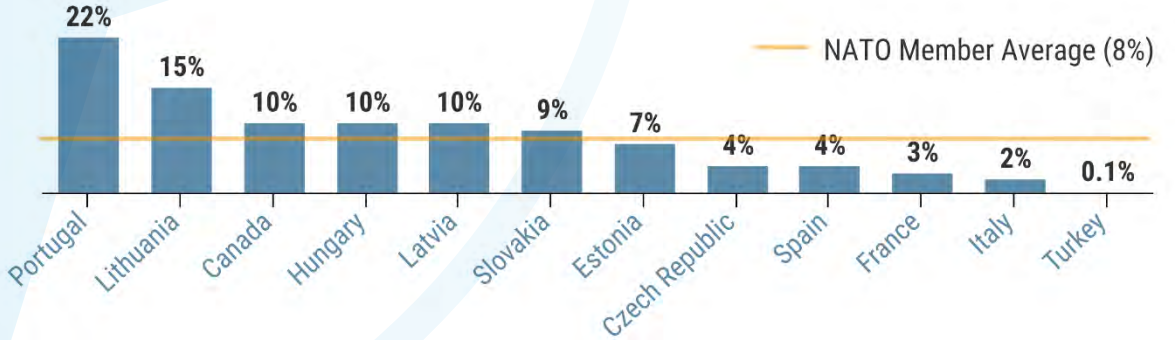
Aerospace Control

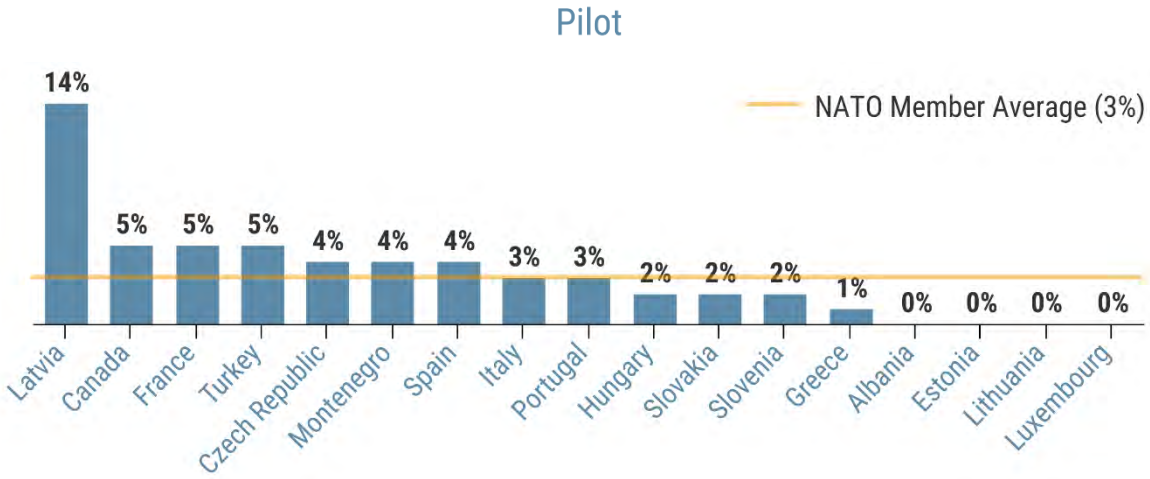


Aerospace Engineer



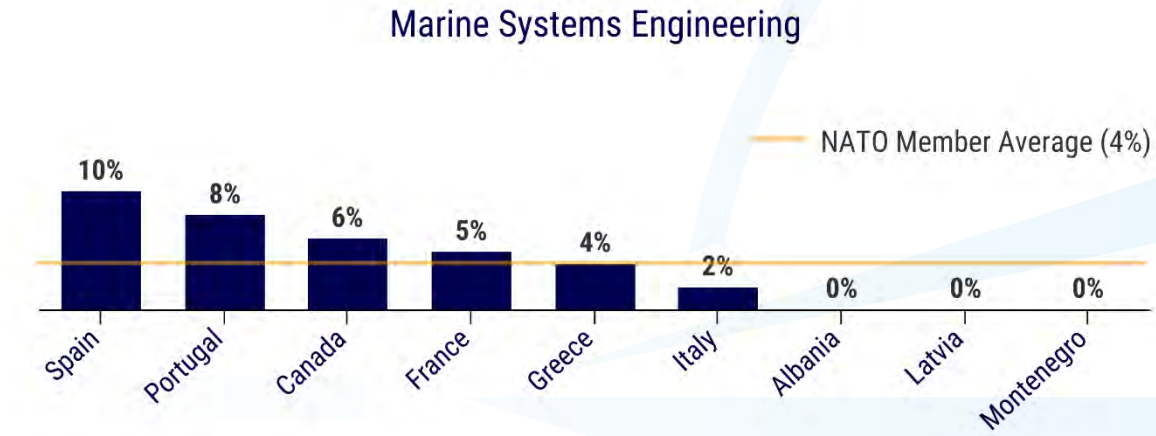
Air Combat Systems

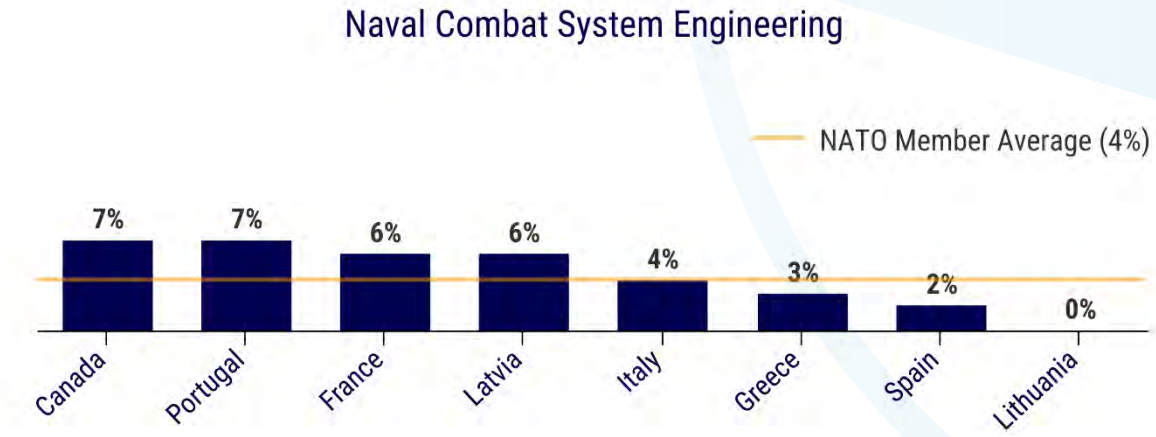


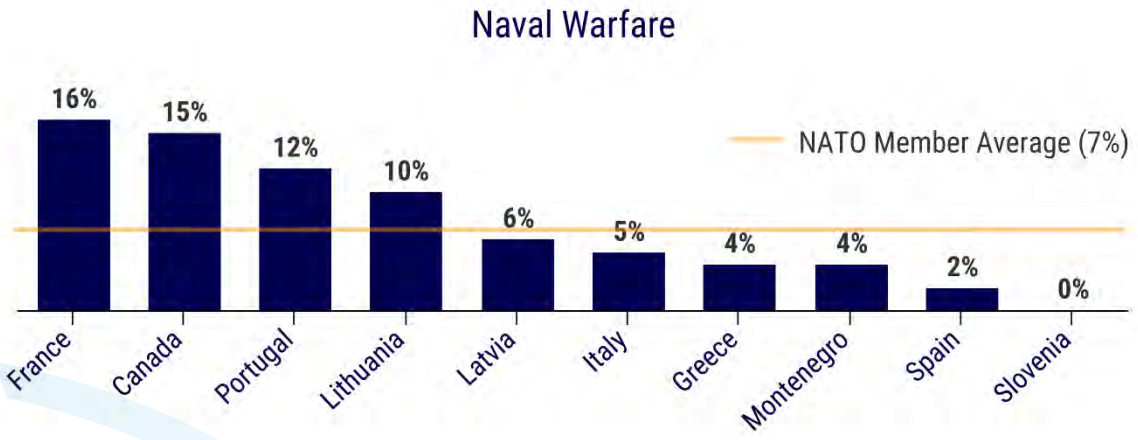


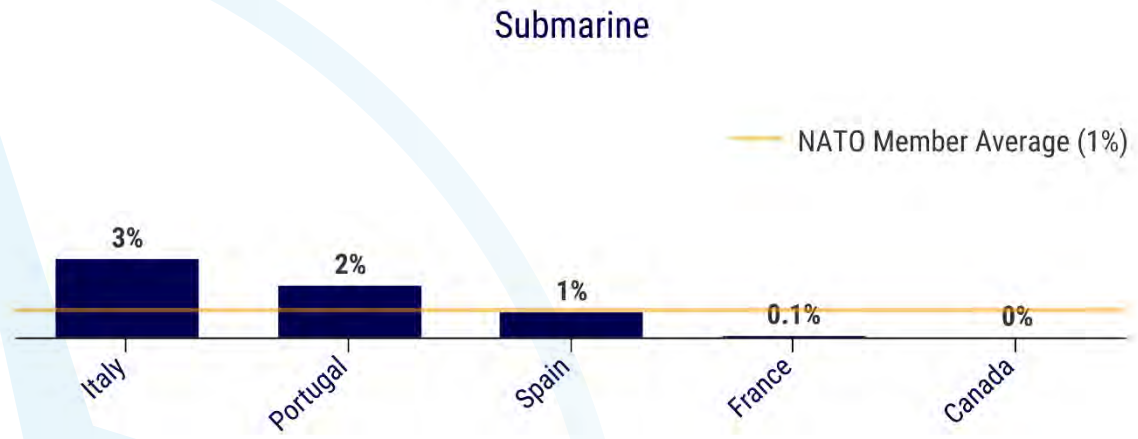
The graphics below rank NATO Member Nations by their 2019 representation of women across Naval military occupations.

Navy Military Occupations






Naval Warfare
NATO Member Average (7%)
16%
15%
12%
10%
6%
5%
4%
4%
2%
0%
France
Canada
Portugal
Lithuania
Latvia
Italy
Greece
Montenegro
Spain
Slovenia

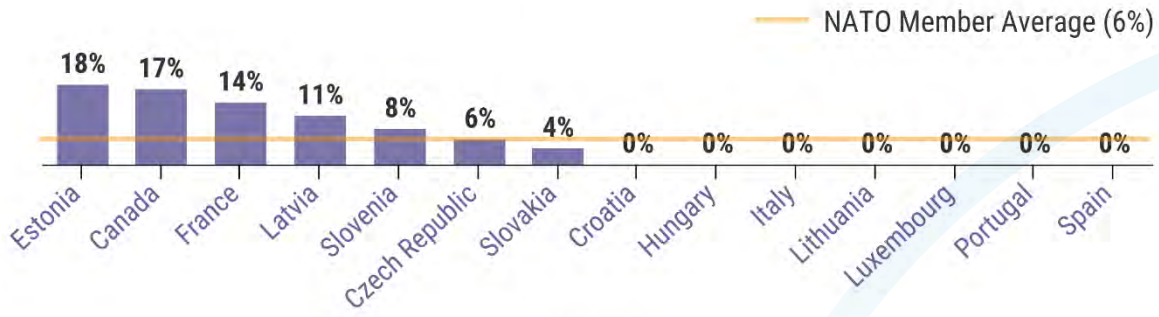

Submarine
NATO Member Average (1%)
3%
2%
1%
0.1%
0%
Italy
Portugal
Spain
France
Canada

The graphics below rank NATO Member Nations by their 2019 representation of women across Support Service military occupations.

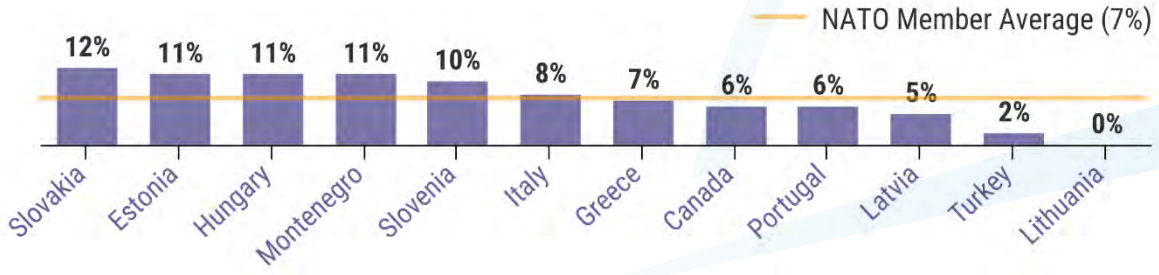
In this section, Support Service is used as a category of military occupation rather than a military service. As such, the Army, Air Force and Navy military services can each consist of Support Service occupations.

Support Service Military Occupations

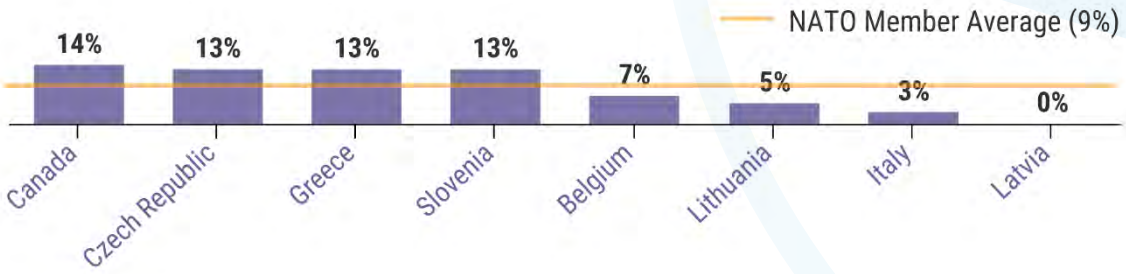
Chaplain

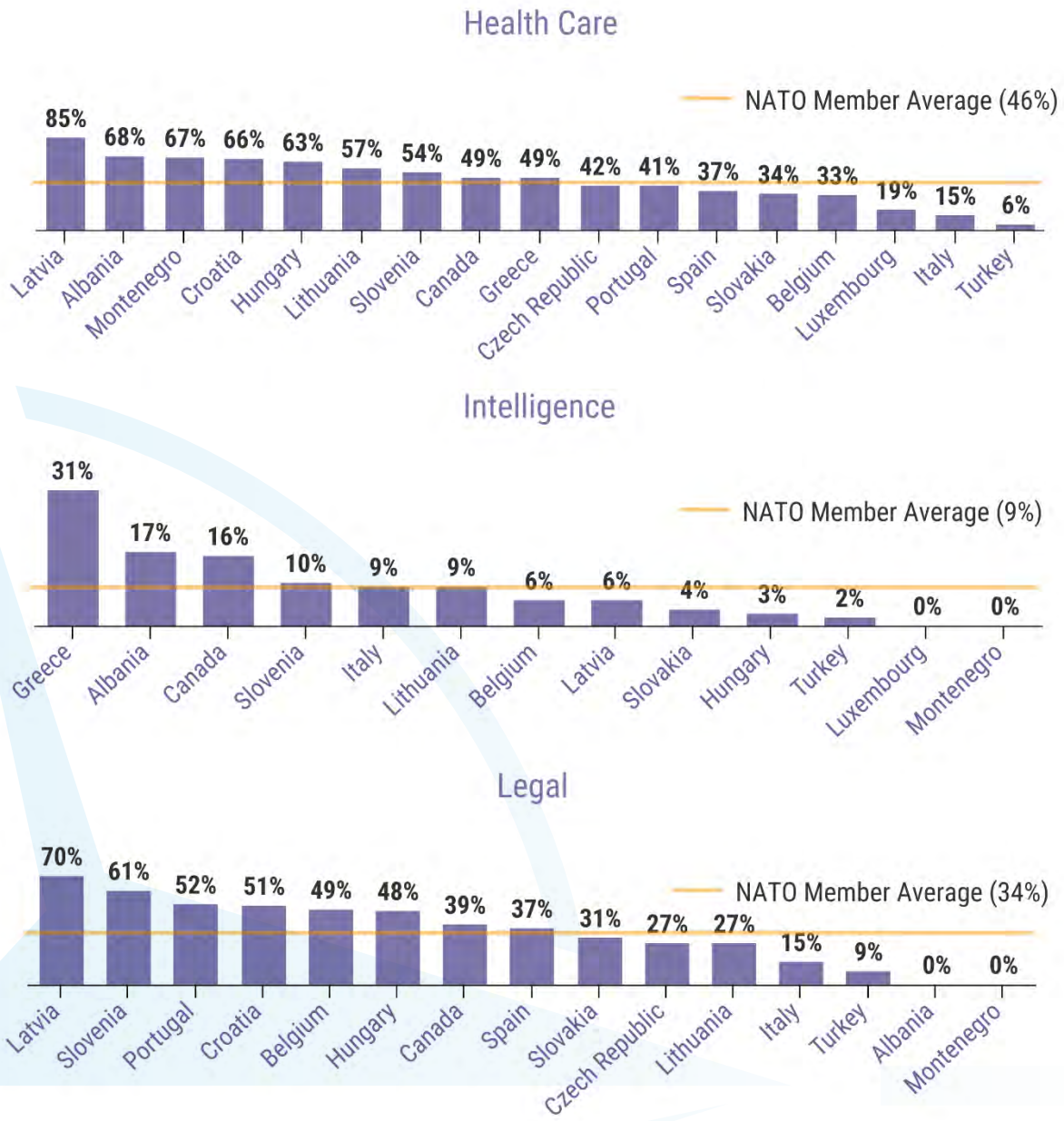


Engineer

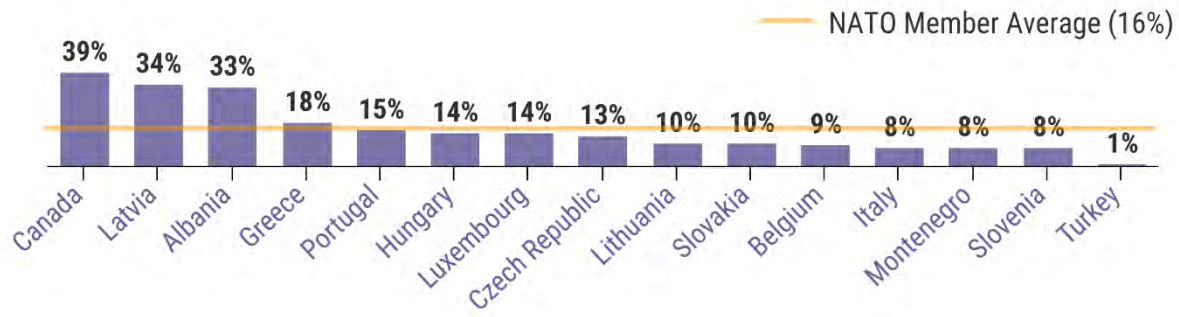


Communication Electronics Engineering

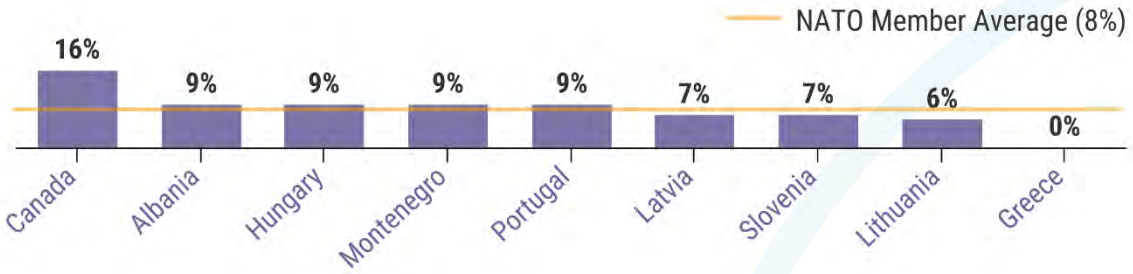



Health Care
NATO Member Average (46%)
85% 68% 67% 66% 63% 57% 54% 49% 49% 42% 41% 37% 34% 33% 19% 15% 6%
Latvia Albania Montenegro Croatia Hungary Lithuania Slovenia Canada Greece Czech Republic Portugal Spain Slovakia Belgium Luxembourg Italy Turkey
Intelligence
NATO Member Average (9%)
31% 17% 16% 10% 9% 9% 6% 6% 4% 3% 2% 0% 0%
Greece Albania Canada Slovenia Italy Lithuania Belgium Latvia Slovakia Hungary Turkey Luxembourg Montenegro
Legal
NATO Member Average (34%)
70% 61% 52% 51% 49% 48% 39% 37% 31% 27% 27% 15% 9% 0% 0%
Latvia Slovenia Portugal Croatia Belgium Hungary Canada Spain Slovakia Czech Republic Lithuania Italy Turkey Albania Montenegro

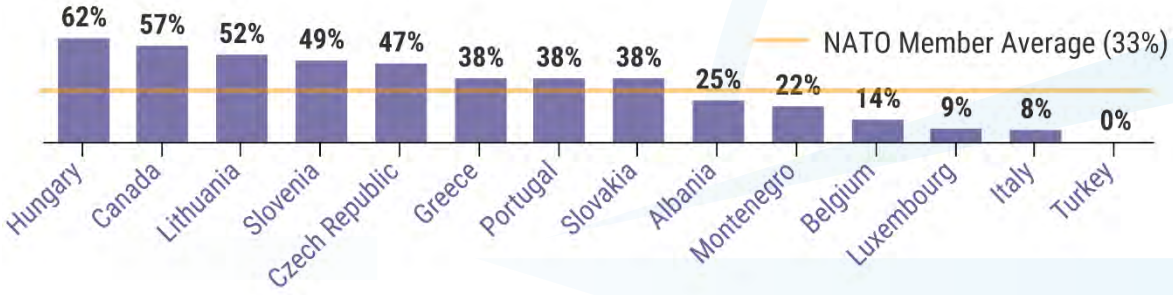
Logistics



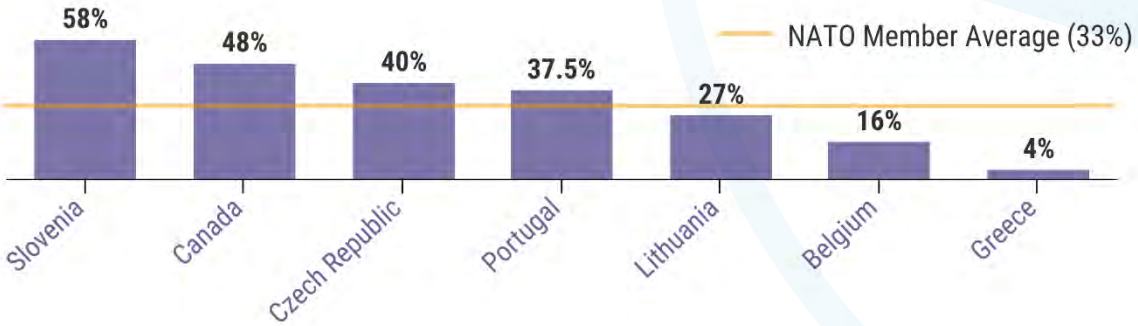
Military Police

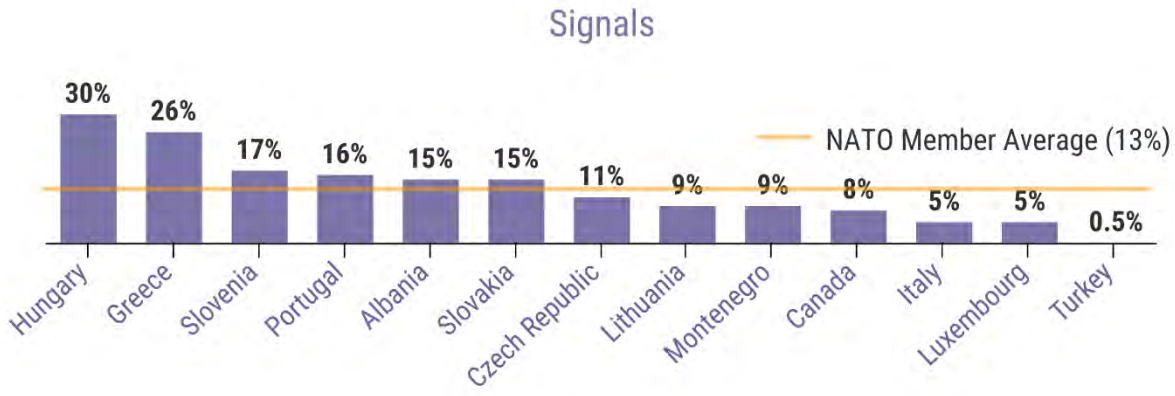


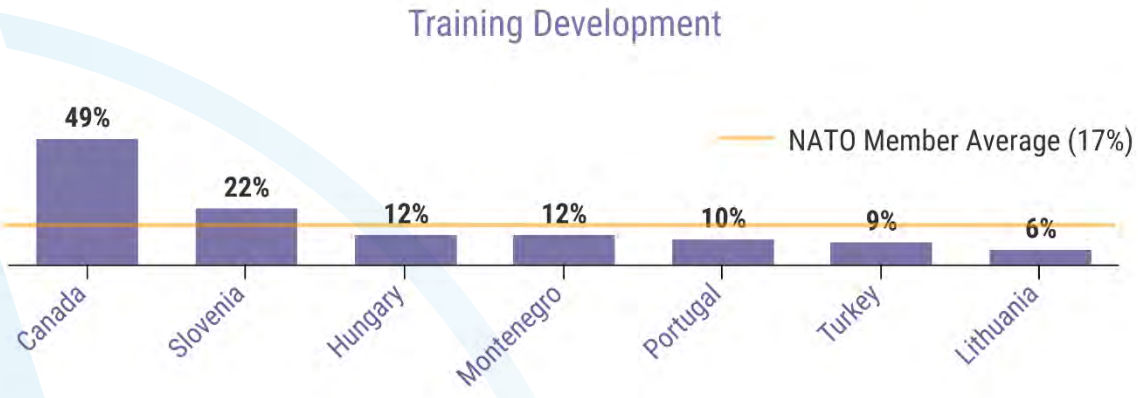
Personnel Section



Public Affairs







NATO Military Ranks

STANAG 2116 (Edition 6)

Officer Ranks

NATO Code	Grading	Army	Air Force	Navy
OF-6 and Higher	General Officer	General	General	Commodore, Admiral
OF 3-5	Senior or Field Grade Officer	Major, Lieutenant Colonel, Colonel	Major, Lieutenant Colonel, Colonel	Lieutenant Commander, Commander, Captain
OF 1-2	Junior Officer	Lieutenant, Captain	Lieutenant, Captain	Midshipman, Lieutenant

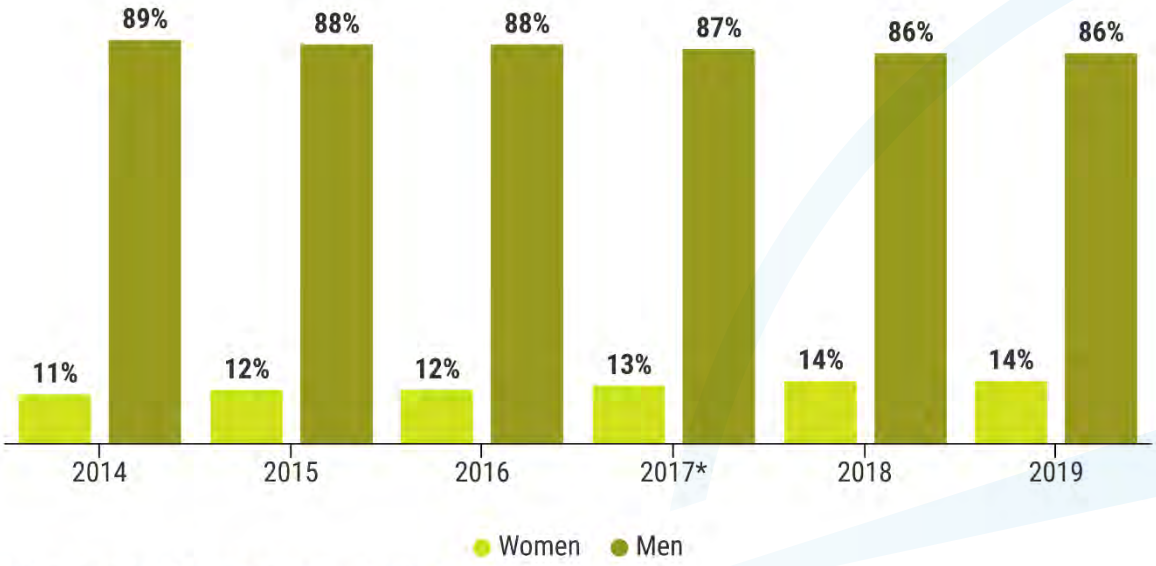
Non-Officer Ranks

NATO Code	Army	Air Force	Navy
OR 5-9	Warrant Officer, Sergeant	Staff Sergeant, Technical Sergeant, Master Sergeant, Flight Sergeant, Warrant Officer	Petty Officer Second Class, Chief Petty Officer, Master Seaman
OR 1-4	Private, Lance Corporal	Airman, Private, Corporal, Senior Airman	Seaman/Matelot, Leading Seaman, Petty Officer Third Class

The graphic below highlights the NATO Member Nation average representation of women and men in overall Officer Ranks from 2014 to 2019.

Since 2014, the average representation of women overall across Officer Ranks increased by **27%** (from 11% to 14%) in 2019, whilst the average representation of men overall in Officer Ranks decreased by **3%** (from 89% to 86%) between 2014 and 2019.

Average Representation of Women and Men Overall in Officer Ranks From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for the Overall Representation in Officer Ranks Each Year

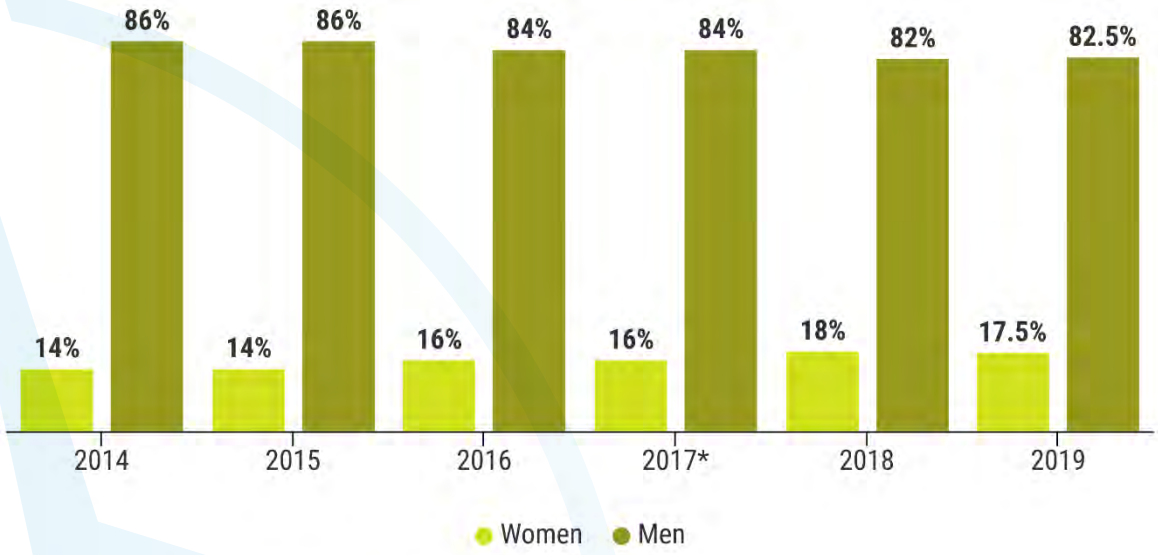
Reporting Year	Overall Representation in Other Ranks
2019	25 out of 27
2018	20 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

The graphic below specifically highlights the average representation of women and men in OF 1-2 ranks from 2014 to 2019.

Since 2014, the average representation of women in OF 1-2 increased by **29%** (from 14% to 18%), whilst the average representation of men decreased by **4%** (from 86% to 82.5%).

However in 2019, the average representation of women in OF 1-2 slightly decreased by **3%** (from 18% to 17.5%).

Average Representation of Women and Men in OF 1-2 From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for OF 1-2 Military Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	26 out of 27
2018	19 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

Figure 1 ranks NATO Member Nations by their 2019 representation of women in the OF 1-2 military ranks.

In 2019, Albania (26%), Hungary (27%), Croatia (23%), Czech Republic (23%), Portugal (23%) and Slovakia (23%) had the highest representation of women amongst OF 1-2 ranks. On the other hand, Turkey (3%), Denmark (9%) and Bulgaria (11%) had the lowest representation of women amongst OF 1-2 ranks.

Turkey's low representation of women in OF 1-2 is partly due to their recruitment of women Officers being fixed at a maximum of 4% out of the total number of annually recruited Officers.

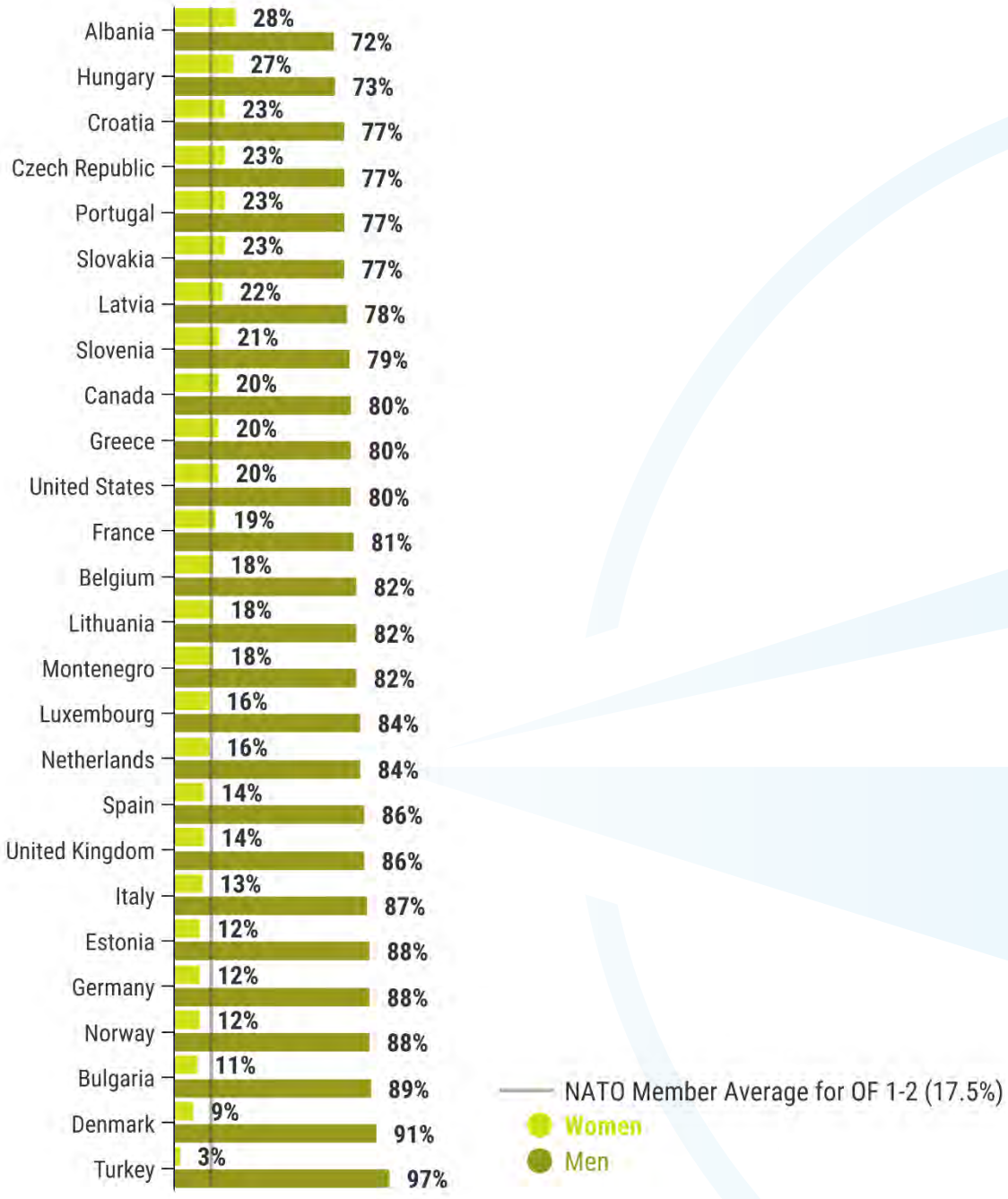
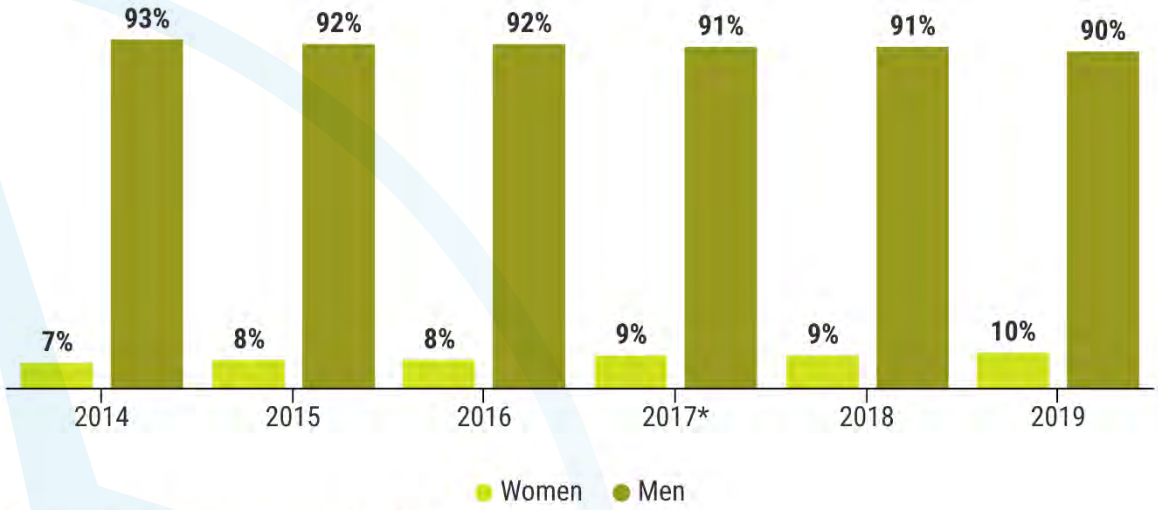


Figure 1: Representation of Women and Men in OF1-2 Military Ranks in NATO Member Nations in 2019

The graphic below highlights the NATO Member Nation average representation of women and men specifically in OF 3-5 ranks from 2014 to 2019.

Since 2014, the average representation of women in OF 3-5 increased by **43%** (from 7% to 10%), whilst the average representation of men in OF 3-5 decreased by **3%** (from 93% to 90%).

Average Representation of Women and Men in OF 3-5 From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for OF 3-5 Military Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	26 out of 27
2018	20 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

Figure 2 ranks NATO Member Nations by their 2019 representation of women in the OF 3-5 military ranks.

In 2019, Canada (18%), Greece (16%), Hungary (16%) and the United Stated (16%) had the highest representation of women amongst OF 3-5 ranks. On the other hand, Montenegro (1%), Italy (3%), Denmark (3%) and Estonia (4%) had the lowest representation of women amongst OF 3-5 ranks.

Turkey's low representation of women in OF 3-5 is partly due to their recruitment of women Officers being fixed at a maximum of 4% out of the total number of annually recruited Officers.

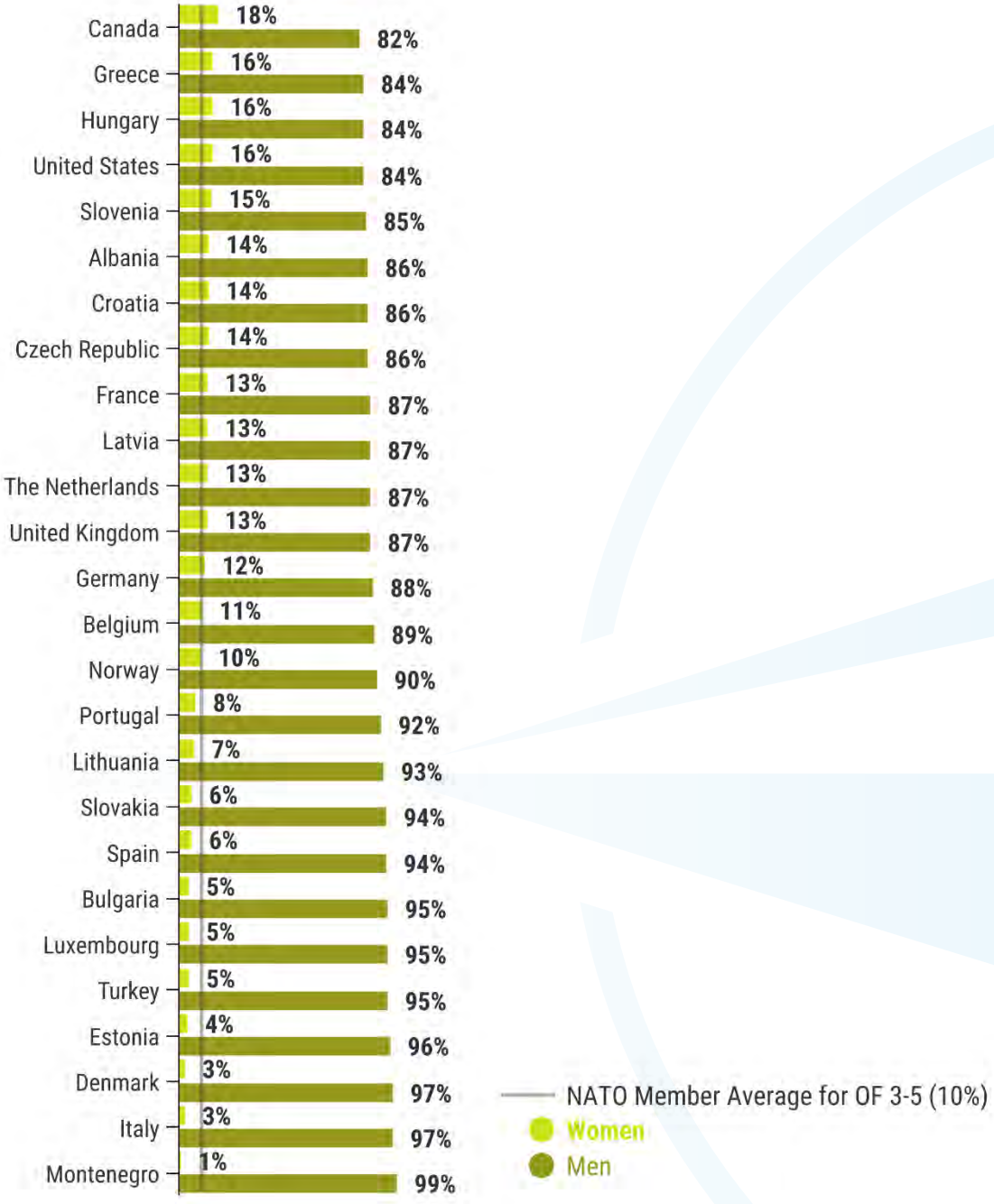
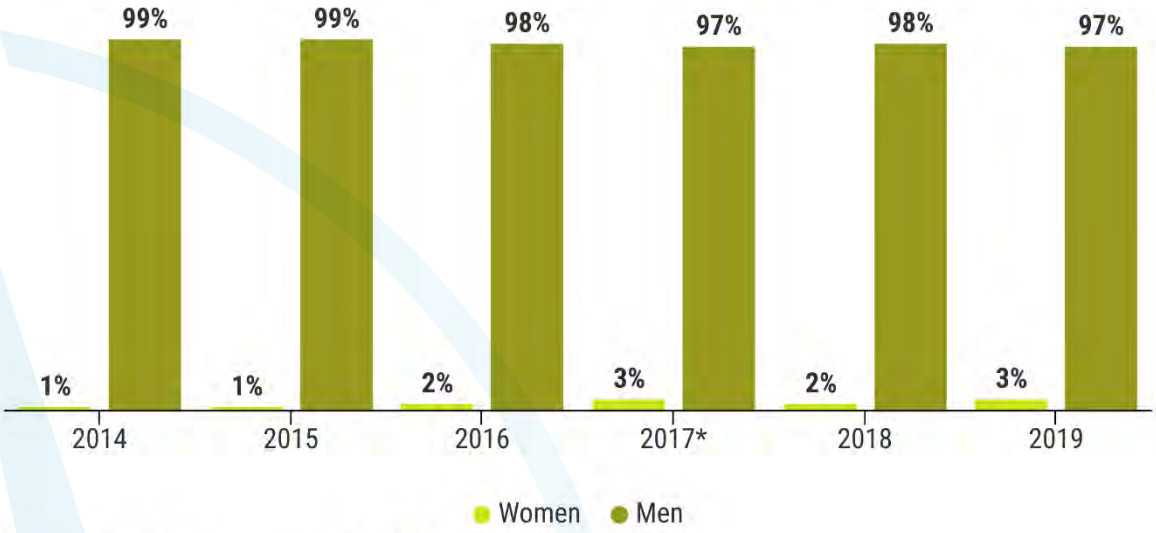


Figure 2: Representation of Women and Men in OF 3-5 Military Ranks in NATO Member Nations in 2019

The graphic below specifically highlights the NATO Member Nation average representation of women and men in OF-6 and higher ranks from 2014 to 2019.

Since 2014, the average representation of women in OF-6 and higher increased by **200%** (from 1% to 3%), whilst the average representation of men in OF-6 and higher decreased by **2%** (from 99% to 97.

Average Representation of Women and Men in OF-6 and Higher From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for OF-6 and Higher Military Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	26 out of 27
2018	20 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	22 out of 27
2014	21 out of 27

Figure 3 ranks NATO Member Nations by their 2019 representation of women in the OF-6 and higher military ranks.

In 2019, Albania (14%), Norway (13%) and Canada (10%) had the highest representation of women amongst OF-6 and higher ranks. On the other hand, Spain (0.5%), Portugal (1%) and Germany (1%) had a lowest representation of women in 2019, out of the countries that had representation of women in OF-6 and higher.

Of the 26 Member Nations that provided sex-disaggregated data on OF-6 and higher, ten Member Nations had no representation of women in the OF-6 and higher military rank.

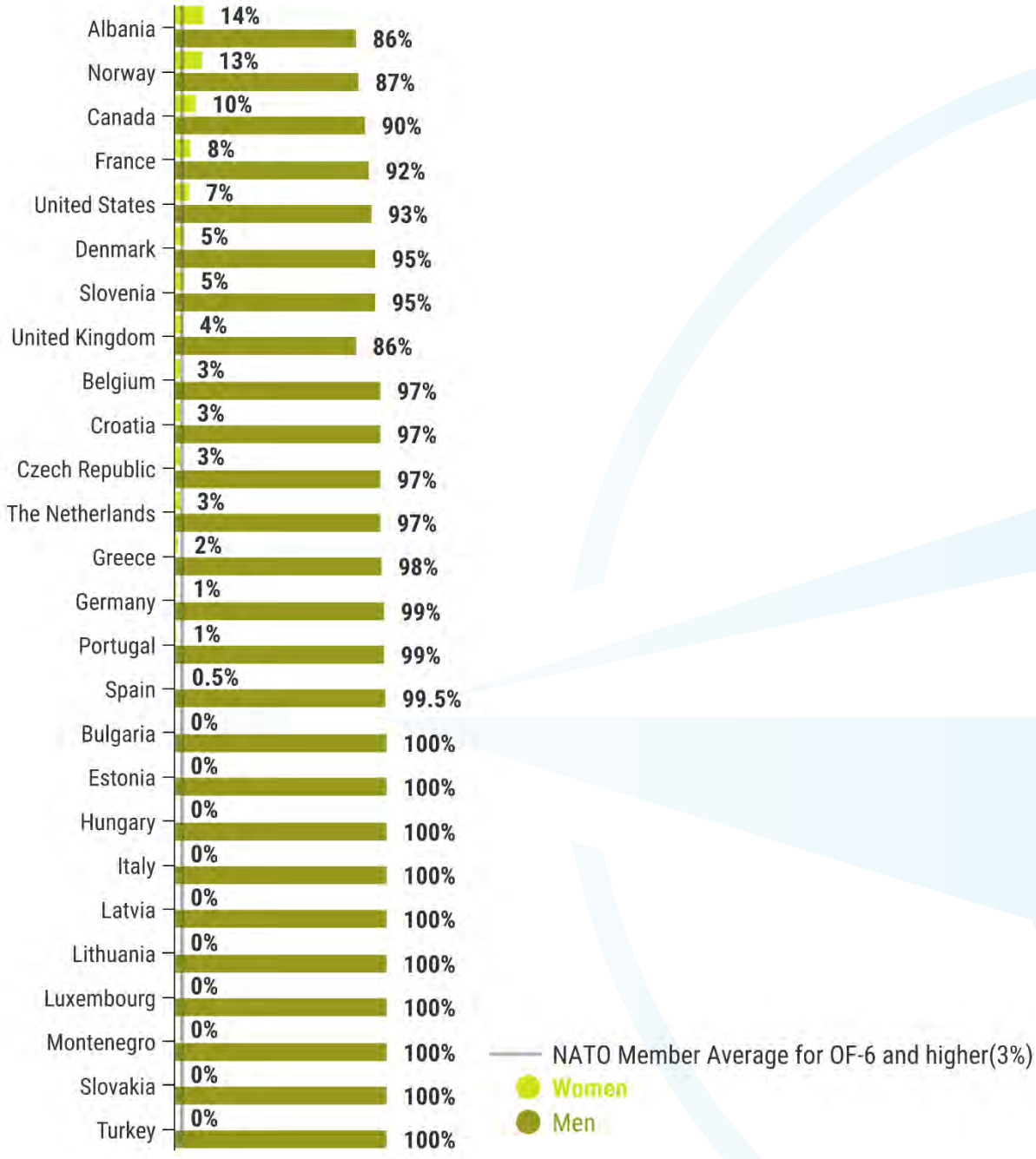
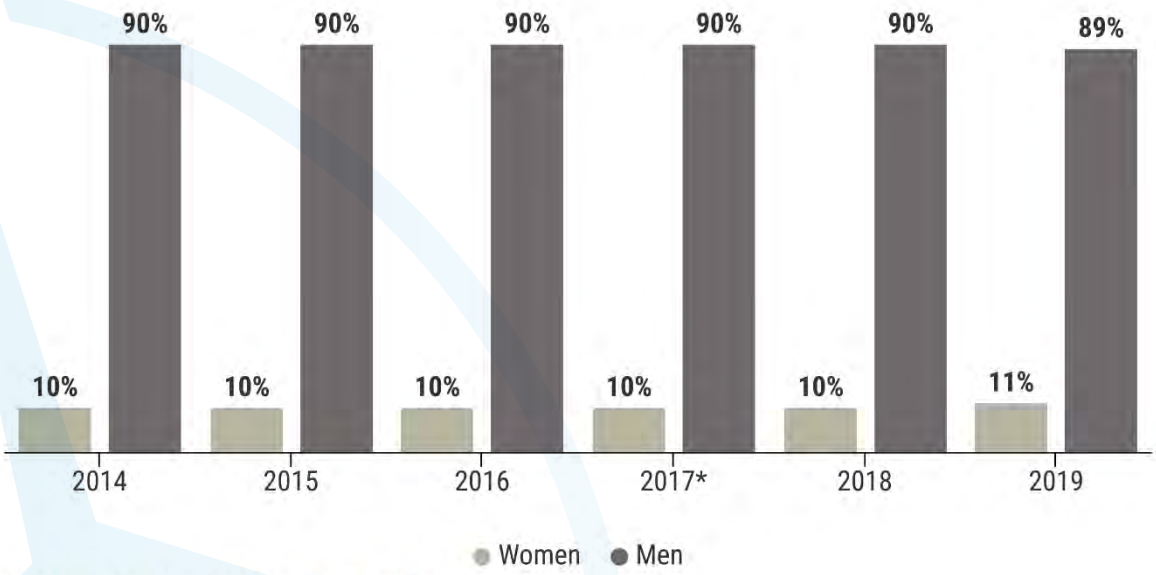


Figure 3: Representation of Women and Men in OF-6 and higher Military Ranks in NATO Member Nations in 2019

The graphic below highlights the average representation of women and men in overall Other Ranks from 2014 to 2019.

Since 2014, the average representation of women and men in Other Ranks remained relatively the same. However in 2019, the average representation for women increased by **10%** (from 10% to 11%), whilst the representation for men decreased by **1%** (90% to 89%).

Average Representation of Women and Men Overall in Other Ranks From 2014-2019



*Accession of Montenegro in 2017

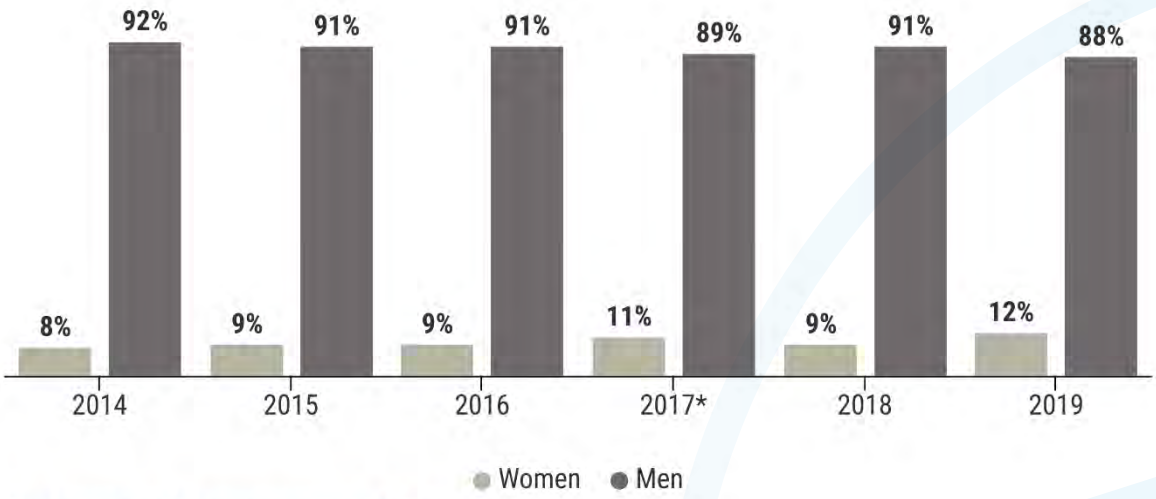
Number of Reporting Member Nations that Provided Sex-Disaggregated Data for the Overall Representation in Other Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	25 out of 27
2018	20 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

The graphic below specifically highlights the NATO Member Nation average representation of women and men in OR 1-4 from 2014 to 2019.

Since 2014, the average representation of women in OR 1-4 increased by **50%** (from 8% to 12%), whilst the average representation of men decreased by **4%** (from 92% to 88%).

Average Representation of Women and Men in OR 1-4 Military Ranks From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for OR 1-4 Military Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	26 out of 27
2018	19 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

Figure 4 ranks NATO Member Nations by their 2019 representation of women in the OR 1-4.

In 2019, Greece (40%), Bulgaria (21%) and Norway (19%) had the highest representation of women amongst OR 1-4. On the other hand, Turkey (0%), Luxembourg (7%), Estonia (7%), Czech Republic (7%) and Albania (7%) had the lowest representation of women in 2019.

Turkey had no representation of women in OR 1-4, since women in the Turkish Armed Forces (TAF) are mainly restricted to Officer Ranks.

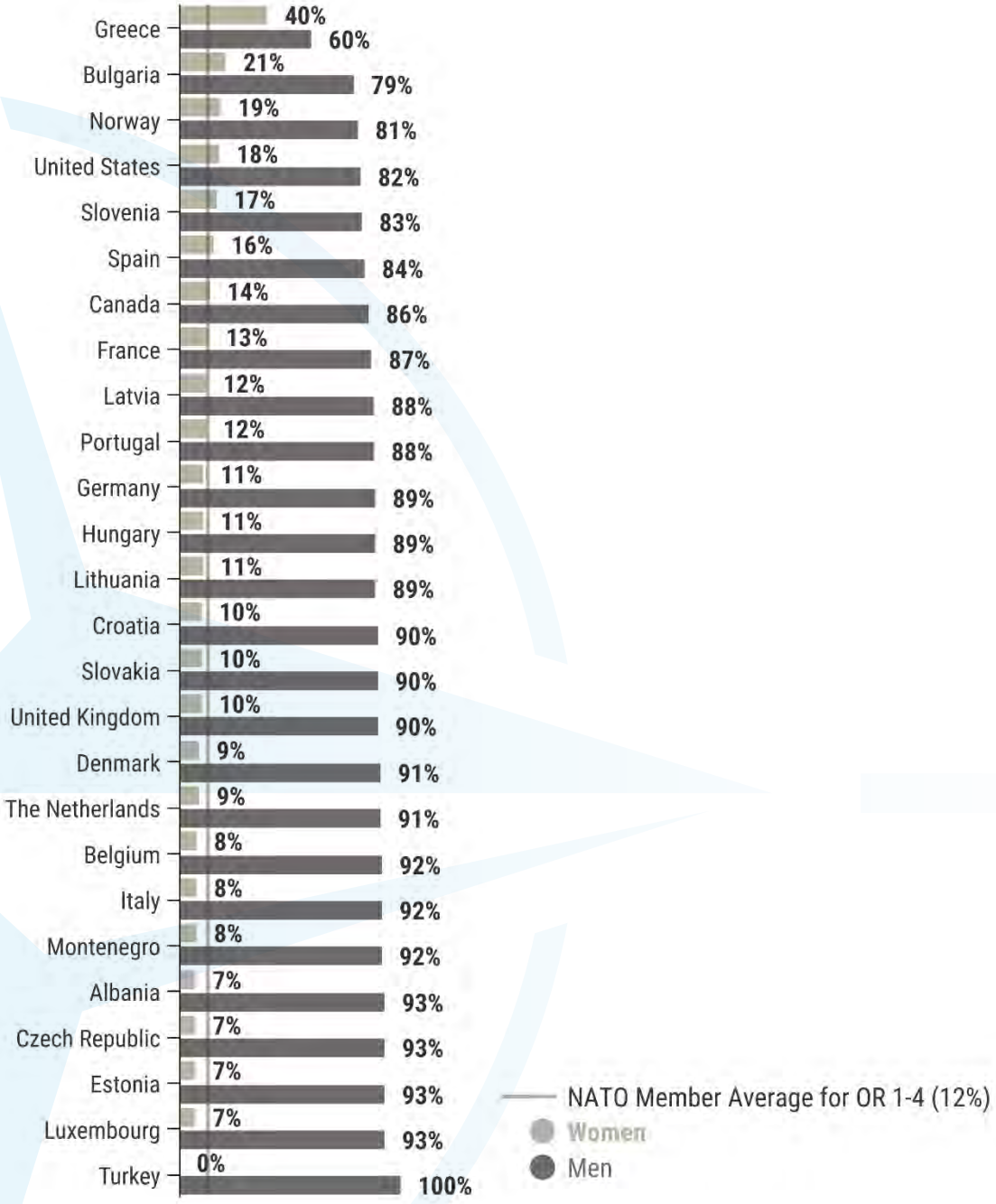
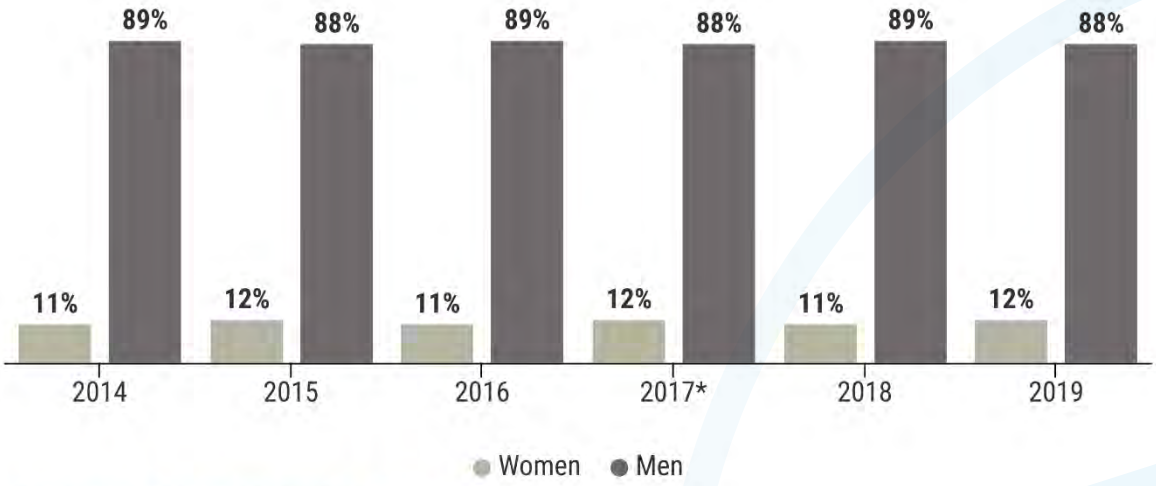


Figure 4: Representation of Women and Men in OR 1-4 Military Ranks in NATO Member Nations in 2019

The graphic below highlights the average representation of women and men in OR 5-9 from 2014 to 2019.

Since 2014, the average representation of women in OR 5-9 has been fluctuating between 11% and 12%. Since 2018, the average representation of women in OR 5-9 increased by **9%** (from 11% to 12%), whilst the average representation of men decreased by **1%** (from 89% to 88%).

Average Representation of Women and Men in OR 5-9 Military Ranks From 2014-2019



*Accession of Montenegro in 2017

Number of Reporting Member Nations that Provided Sex-Disaggregated Data for OR 5-9 Military Ranks Each Year

Reporting Year	Overall Representation in Other Ranks
2019	26 out of 27
2018	20 out of 22
2017*	24 out of 28
2016	23 out of 27
2015	23 out of 27
2014	21 out of 27

Figure 5 ranks NATO Member Nations by their 2019 representation of women in OR 5-9.

In 2019, Hungary (26%), Latvia (21%) and Greece (20%) had the highest representation of women amongst OR 5-9.

On the other hand, Turkey (0%), Italy (2%) and Montenegro (3%) had the lowest representation of women in 2019.

Turkey had no representation of women in OR 5-9, since women in the TAF are mainly restricted to Officer Ranks.

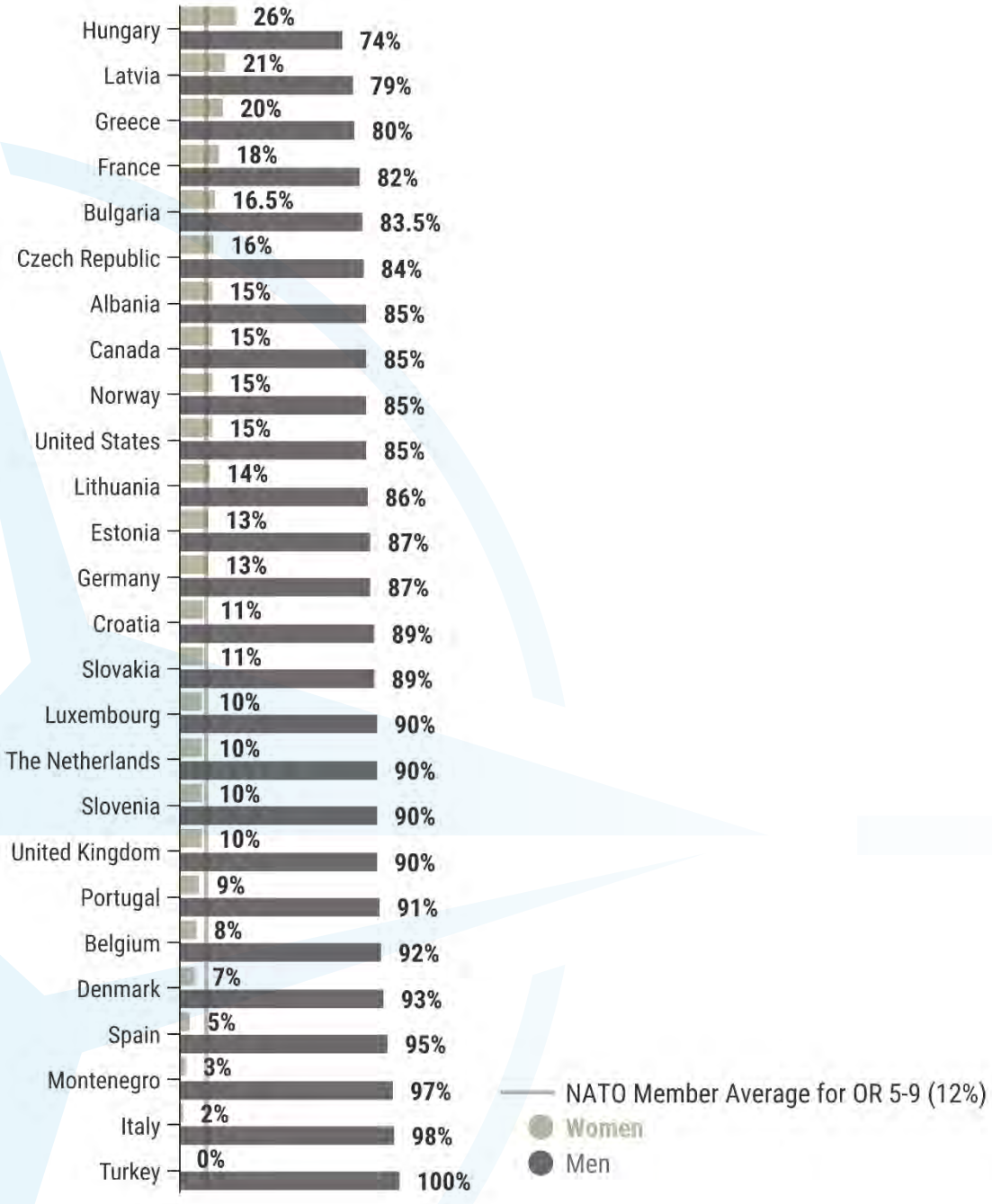


Figure 5: Representation of Women and Men in OR 5-9 Military Ranks in NATO Member Nations in 2019

The graphic below displays the NATO Member Nation average for the 2018 and 2019 distribution of women in each military rank.

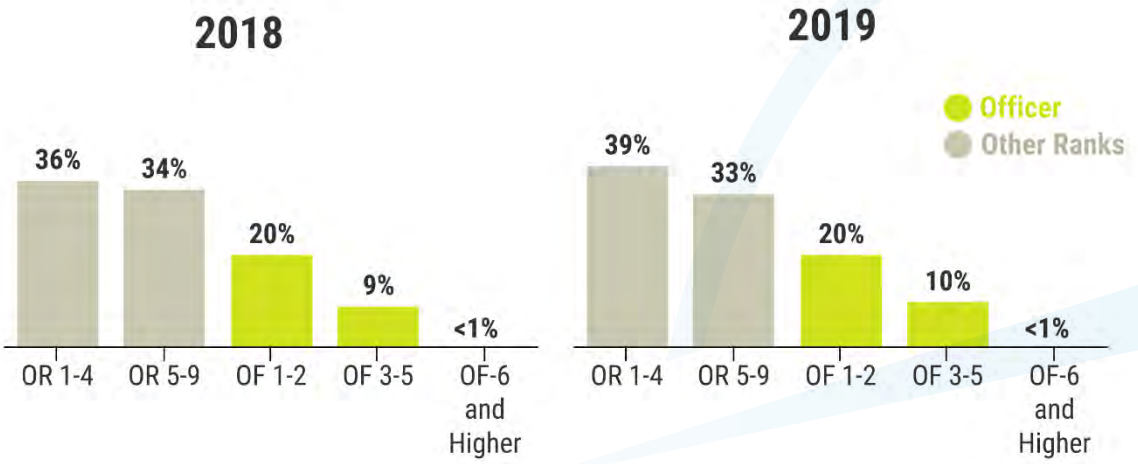
In both 2018 and 2019, women had the highest average distribution within OR 1-4, followed by the OR 5-9 military rank category.

Since 2018, the NATO Member Nation average distribution of women across military services changed in the following ways:

- **+8%** in OR 1-4 (from 36% to 39%)
- **-3%** in OR 5-9 (from 34% to 33%)
- **+11%** in OF 3-5 (from 9% to 10%)

The NATO Member Nation average distribution of women in OF 1-2 and OF-6 and higher remained relatively the same.

NATO Member Nation Average for Distribution of Women in Each Military Rank in 2018 and 2019



Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Calculating Average Distribution of Women in Each Military Rank

Reporting Year	Distribution of Military Ranks
2019	25 out of 27
2018	20 out of 22

The graphic below displays the NATO Member Nation average for the 2018 and 2019 distribution of men across military ranks in NATO Member Nations.

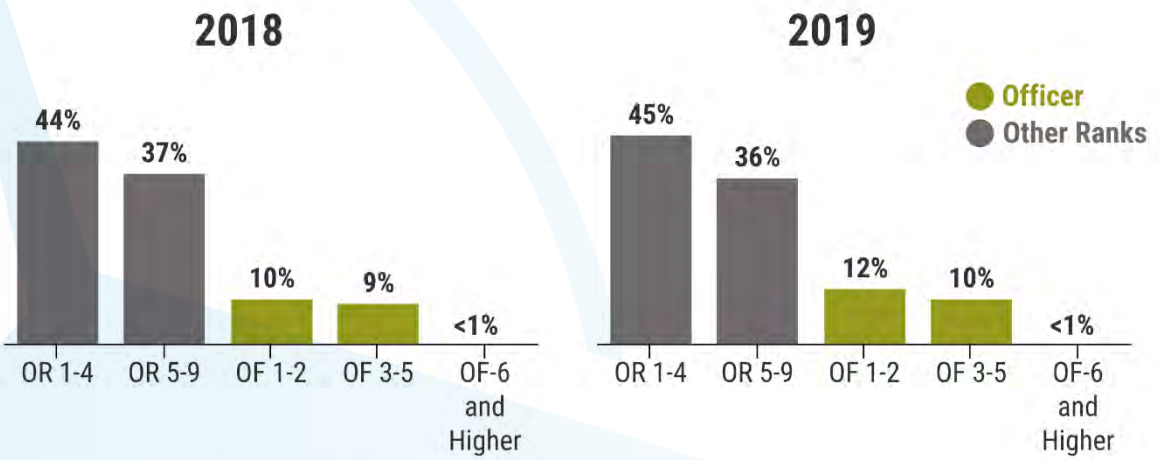
In 2019, men had the highest average distribution within OR 1-4, followed by the OR 5-9 military rank category.

Since 2018, the NATO Member Nation average distribution of men across military services changed in the following ways:

- **+2%** in OR 1-4 (from 44% to 45%)
- **-3%** in OR 5-9 (from 37% to 36%)
- **+20%** in OF 1-2 (from 10% to 12%)
- **+11%** in OF 3-5 (from 9% to 10%)

The NATO Member Nation average distribution of men in OF-6 and higher remained relatively the same.

NATO Member Nation Average for Distribution of Men in Each Military Rank in 2018 and 2019



Number of Reporting Member Nations that Provided Sex-Disaggregated Data for Calculating Average Distribution of Men in Each Military Rank

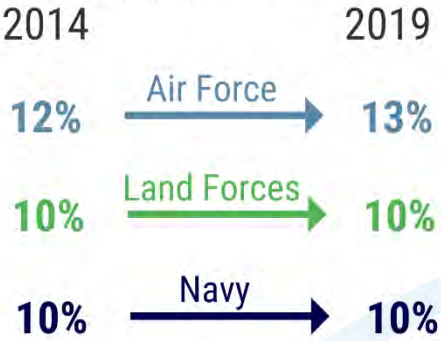
Reporting Year	Distribution of Military Ranks
2019	25 out of 27
2018	20 out of 22

Summary

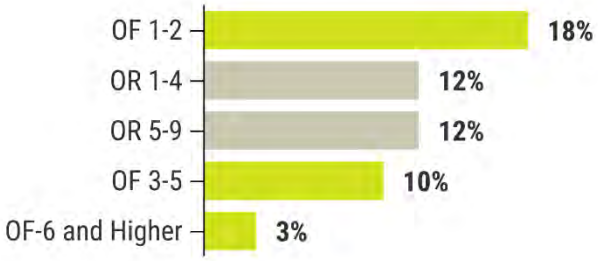
Average 2019 Representation of Women Across Military Services in NATO Member Nations



Average Representation of Women Across Military Services in NATO Member Nations in 2014 and 2019



Average 2019 Representation of Women Across Military Ranks in NATO Member Nations

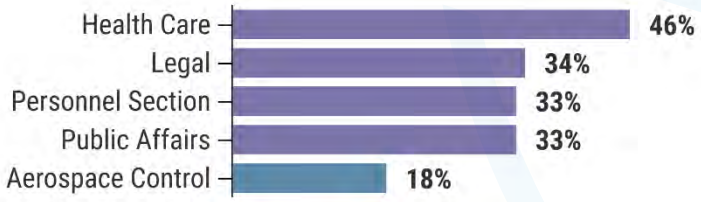


Average Representation of Women Across Military Ranks in NATO Member Nations in 2014 and 2019





Top 5 Military Occupations with the Highest 2019 NATO Member Nation Average in the Representation of Women



5 Sexual Harassment, Abuse and Assault

Chapter 5 of the Executive Summary provides an overview of sexual harassment, abuse and assault within the national armed forces of NATO Member Nations.

The chapter will highlight how NATO armed forces address sexual harassment, abuse and assault and, whether there are preventative measures as well as response systems in place. Lastly, the chapter looks at incidents reported by military women and men in 2019.

This chapter has been extended to include sexual assault in its analysis in 2019, whilst sexual assault was not included in the 2018 Summary of the National Report.

Prevention Measures and Reporting Procedures for Sexual Harassment

Figure 1 highlights the 2018 and 2019 percentage of NATO Member Nations that reported on prevention measures or procedures for sexual harassment.

In 2019, 26 NATO Member Nations reported on prevention and reporting measures for sexual harassment.

In 2018, 22 NATO Member Nations reported on prevention and reporting measures for sexual harassment.

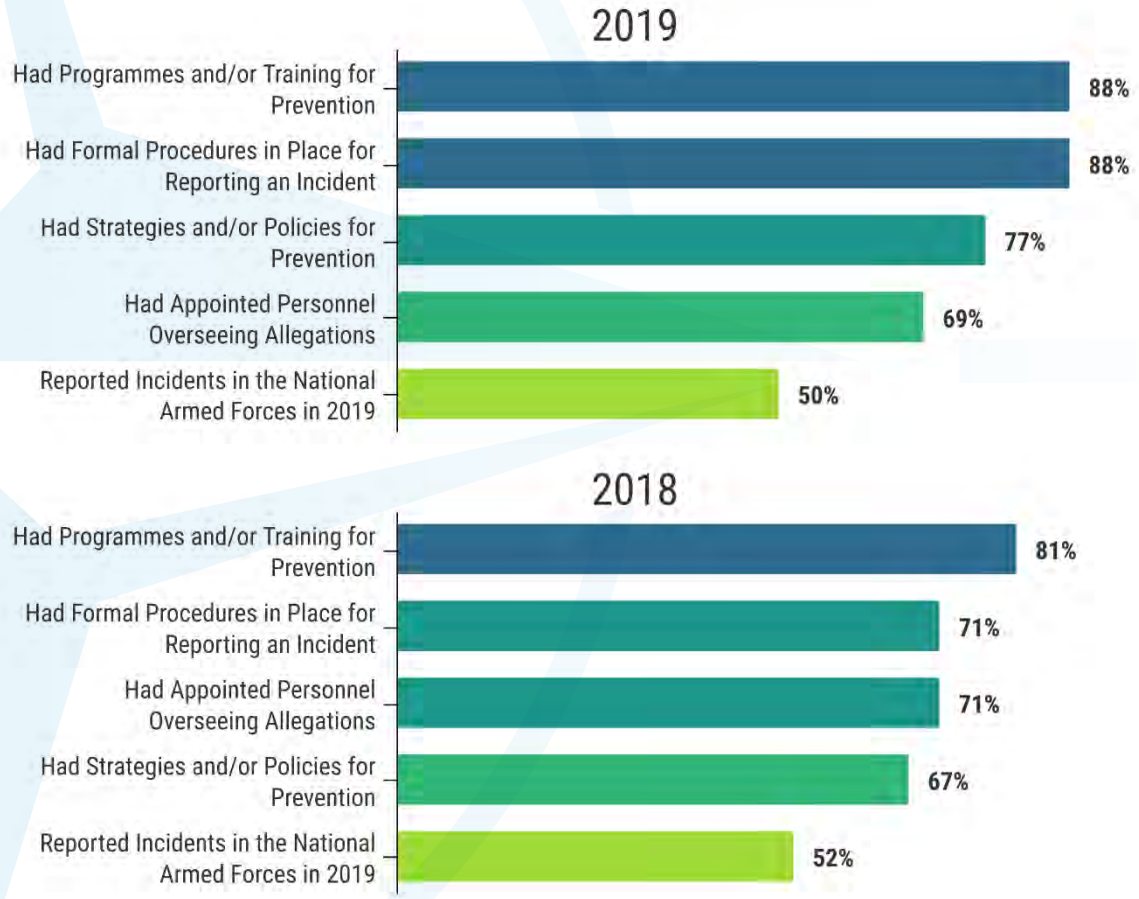


Figure 1: Percentage of NATO Member Nations that Reported Having Prevention Measures or Reporting Procedures for Sexual Harassment in 2018 and 2019

NATO Member Nations That Have Prevention Measures for Sexual Harassment

(26 out of 29 nations reported on this information)

Strategies and/or Policies for Prevention

Albania	Denmark	Netherlands	United Kingdom
Belgium	France	Norway	United States
Bulgaria	Germany	Poland	
Canada	Italy	Slovakia	
Croatia	Luxembourg	Slovenia	
Czech Republic	Montenegro	Spain	

20 Nations

Programmes and/or Training for Prevention

Albania	Denmark	Luxembourg	Slovakia
Belgium	Estonia	Montenegro	Slovenia
Bulgaria	France	Netherlands	Spain
Canada	Germany	Norway	United Kingdom
Croatia	Greece	Poland	United States
Czech Republic	Italy	Portugal	

23 Nations

Appointed Personnel Overseeing Allegations

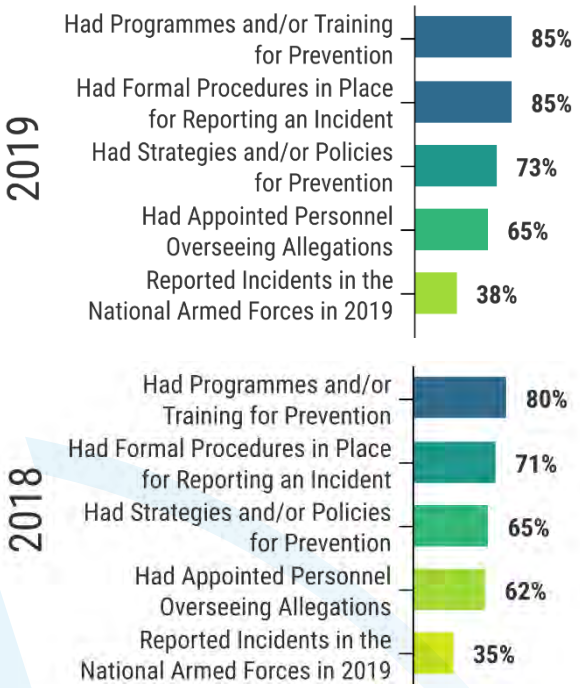
Albania	Denmark	Netherlands	Spain
Belgium	Estonia	Norway	United Kingdom
Canada	France	Poland	United States
Croatia	Luxembourg	Slovakia	
Czech Republic	Montenegro	Slovenia	

18 Nations

Formal Procedures for Reporting an Incident

Albania	Denmark	Italy	Slovakia
Belgium	Estonia	Lithuania	Slovenia
Bulgaria	France	Montenegro	Spain
Canada	Germany	Netherlands	United Kingdom
Croatia	Greece	Norway	United States
Czech Republic	Hungary	Poland	

23 Nations



Prevention Measures and Reporting Procedures for Sexual Abuse

Figure 2 highlights the 2018 and 2019 percentage of NATO Member Nations that Reported Having Prevention Measures or Reporting Procedures for Sexual Abuse.

In 2019, 26 NATO Member Nations reported on prevention and reporting measures for sexual abuse.

In 2018, 22 NATO Member reported on prevention and reporting measures for sexual abuse.

Figure 2: Percentage of NATO Member Nations that Reported Having Prevention Measures or Reporting Procedures for Sexual Abuse in 2018 and 2019

NATO Member Nations That Have Prevention Measures for Sexual Abuse

(26 out of 29 nations reported on this information)

Strategies and/or Policies for Prevention

Albania	Czech Republic	Italy	Norway	Spain
Bulgaria	Denmark	Luxembourg	Poland	United Kingdom
Canada	France	Montenegro	Slovakia	United States
Croatia	Germany	Netherlands	Slovenia	

Programmes and/or Training for Prevention

Albania	Czech Republic	Germany	Montenegro	Portugal	United Kingdom
Bulgaria	Denmark	Greece	Netherlands	Slovakia	United States
Canada	Estonia	Italy	Norway	Slovenia	
Croatia	France	Luxembourg	Poland	Spain	

Appointed Personnel Overseeing Allegations

Albania	Czech Republic	France	Netherlands	Slovakia	United Kingdom
Canada	Denmark	Luxembourg	Norway	Slovenia	United States
Croatia	Estonia	Montenegro	Poland	Spain	

Formal Procedures for Reporting an Incident

Albania	Czech Republic	Germany	Lithuania	Poland	United Kingdom
Bulgaria	Denmark	Greece	Montenegro	Slovakia	United States
Canada	Estonia	Hungary	Netherlands	Slovenia	
Croatia	France	Italy	Norway	Spain	



Figure 3: Percentage of NATO Member Nations that Reported Having Prevention Measures or Reporting Procedures for Sexual Assault in 2019

Prevention Measures and Reporting Procedures for Sexual Assault

Figure 3 is based on 26 NATO Member Nations that reported on prevention and reporting measures for sexual assault.

Since sexual assault was not included in the 2018 Summary of the National Reports, a comparison to the previous year cannot be made.

NATO Member Nations That Have Prevention Measures for Sexual Assault

(26 out of 29 nations reported on this information)

Strategies and/or Policies for Prevention

Albania	Czech Republic	Italy	Norway	Spain
Bulgaria	Denmark	Luxembourg	Poland	United Kingdom
Canada	France	Montenegro	Slovakia	United States
Croatia	Germany	Netherlands	Slovenia	

Programmes and/or Training for Prevention

Albania	Czech Republic	Germany	Montenegro	Slovakia	United States
Bulgaria	Denmark	Greece	Netherlands	Slovenia	
Canada	Estonia	Italy	Norway	Spain	
Croatia	France	Luxembourg	Poland	United Kingdom	

Appointed Personnel Overseeing Allegations

Albania	Czech Republic	France	Netherlands	Slovakia	United Kingdom
Canada	Denmark	Luxembourg	Norway	Slovenia	United States
Croatia	Estonia	Montenegro	Poland	Spain	

Formal Procedures for Reporting an Incident

Albania	Czech Republic	Germany	Montenegro	Slovakia	United States
Bulgaria	Denmark	Greece	Netherlands	Slovenia	
Canada	Estonia	Italy	Norway	Spain	
Croatia	France	Lithuania	Poland	United Kingdom	

Reported Incidents of Sexual Harassment, Abuse and Assault

In 2019, 17 out of 26 Member Nations (65%) reported incidents of sexual harassment, abuse and/or assault.



As shown in *Figure 4*, a total of **934** cases of sexual harassment, abuse and assault were reported across NATO Member Nations in 2019. Overall, women (**711 incidents**) reported more than three times as many incidents compared to men (**223 incidents**). Some Member Nations identified the reported cases as sexual exploitation, stalking and rape/attempted rape.

Sexual harassment was the most reported type of incident (**438 incidents**) in 2019, followed by sexual abuse (**285 incidents**) and sexual assault (**168 incidents**).

Some Member Nations stated that incidents were reported in 2019 without specifying the gender. The Netherlands reported 70 incidents and the United States reported 7,825 incidents in 2019. In addition, Norway and the United Kingdom stated that incidents of sexual harassment, abuse and assault occurred but the number of cases were not indicated.

Furthermore, some Member Nations stated that the following other incidents were also reported:

- Domestic violence;
- Bullying;
- Jokes;
- Sexual advances;
- Distributing or displaying sexual explicit material;
- Homophobia/transphobia;
- Sharing pictures/image-taking;
- Sexual harassment on social media;
- Groping.

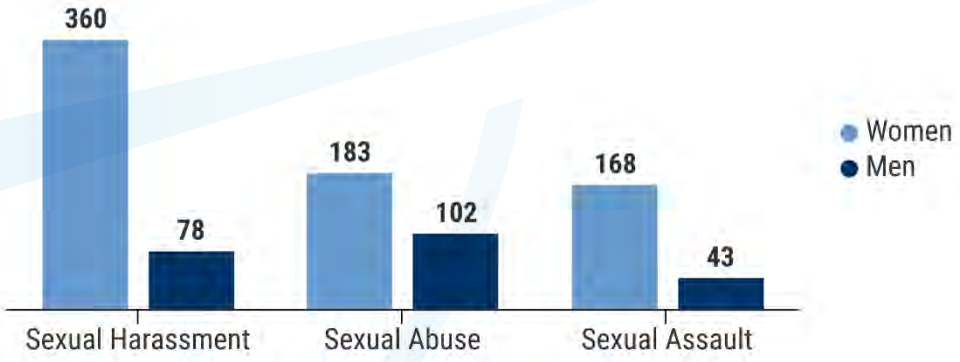


Figure 4: Number of Incidents of Unwanted Sexual Behaviour Reported by Women and Men in NATO Member Nations in 2019

Figures 5, 6 and 7 indicate the 2019 representation of women and men across those who reported sexual harassment, sexual abuse and sexual assault. Overall, women report cases of sexual harassment, sexual abuse and sexual assault more frequently compared to men. However, men appeared to report more than one third of sexual abuse incidents across Member Nations in 2019.

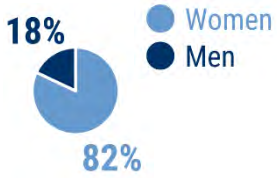


Figure 5: Percentage of Women and Men Who Reported Sexual Harassment

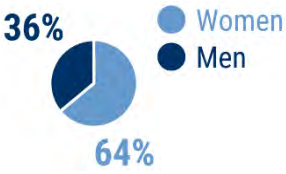


Figure 6: Percentage of Women and Men Who Reported Sexual Abuse

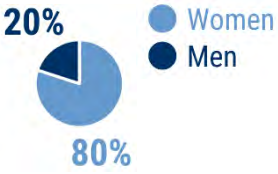
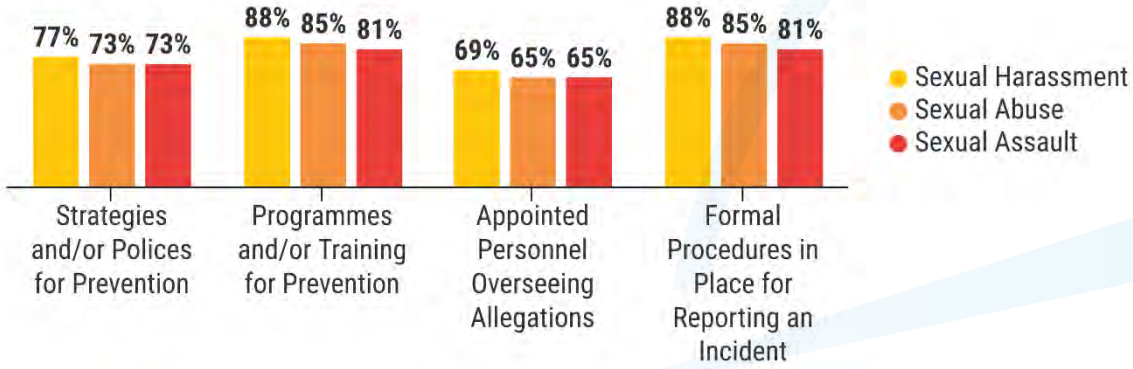
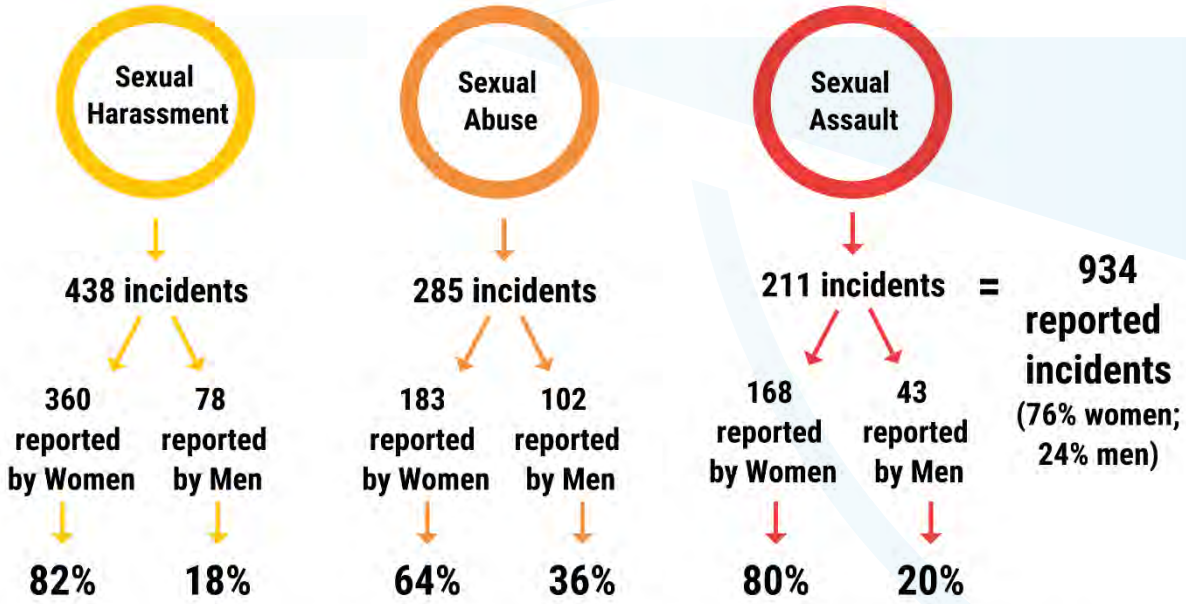


Figure 7: Percentage of Women and Men Who Reported Sexual Assault

Summary

Percentage of NATO Member Nations that Reported Having Prevention Measures or Reporting Procedures for Sexual Harassment, Abuse and Assault in 2019
(Based on 26 out of 29 reporting NATO Member Nations)





** An additional 7,895 incidents were reported but the gender was not disclosed. Two other nations reported that incidents had occurred but did not indicate the number of incidents.

6 Gender Advisors and Gender Focal Points

Chapter 6 of the Executive Summary outlines the representation of Gender Advisors (GENADs) and Gender Focal Points (GFPs) within the Ministry of Defence (MoD), General Staff and national armed forces of NATO Member and Partner Nations in 2019. Additionally, it provides an overview of GENADs and GFPs deployed in 2019, as well as over the years.

Gender Advisors in NATO Member Nations

In 2019, 19 out of 27 NATO Member Nations (70%) stated that they had GENADs, whilst 8 Member Nations (30%) did not have GENADs.

Estonia reported having one vacant GENAD position that was unoccupied in 2019. Germany did not report having GENADs. However, Germany uses Foreign Area Specialists (FASs) who ensure that all sociocultural aspects, including gender, are taken into account throughout military operations.

In 2019, 16 out of the 19 NATO Member Nations reported on the certification of their GENADs. *Figure 1* indicates that across these 16 Member Nations, 68% of GENADs were non-NATO Certified, whilst 32% were NATO-Certified in 2019.

As shown in *Figure 2*, there were a total of **357** GENADs reported across 16 Member Nations in 2019. Most GENADs were positioned in the National Armed Forces.

While the section above indicates the number of GENADs across military structures, *Figure 3* illustrates the percentages of where GENADs were positioned.

Out of the total of **357** GENADs, **89%** were positioned within the National Armed Forces, whilst **6%** were positioned in MoDs and another **6%** in the General Staff.





Figure 1: Percentage of NATO-Certified and Non-NATO Certified GENADs in Member Nations in 2019

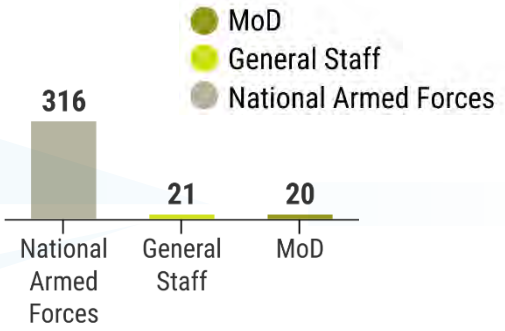


Figure 2: Distribution of GENADs Across the National Armed Forces, General Staff and MoD of NATO Member Nations in 2019



Figure 3: Distribution of GENADs Across the National Armed Forces, General Staff and MoDs of Member Nations in 2019

As highlighted in *Figure 4*, 11 out of 16 NATO Member Nations (69%) had GENADs positioned in the National Armed Forces and in the General Staff in 2019. In addition, 7 Member Nations (44%) had GENADs positioned in the MoD, whilst 5 Member Nations (31%) stated that their GENADs were stationed across each of the three areas.

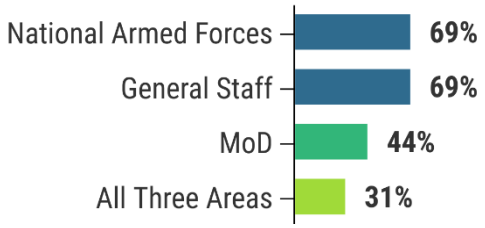


Figure 4: Percentage of NATO Member Nations with GENADs Positioned Across Military Departments and Structures in 2019

NATO Member Nations That Have GENADs

(19 out of 27 nations reported on this information)

GENADs Positioned in the MoD

Bulgaria	Luxembourg	Poland	United States
Croatia	Netherlands	Portugal	

GENADs Positioned in the General Staff

Croatia	Denmark	Italy	Luxembourg	Portugal	United States
Czech Republic	Greece	Lithuania	Poland	Slovenia	

GENADs Positioned in the National Armed Forces

Belgium	Croatia	France	Luxembourg	Portugal	United States
Canada	Denmark	Italy	Poland	Slovenia	

Have GENADs Positioned in All Three Areas

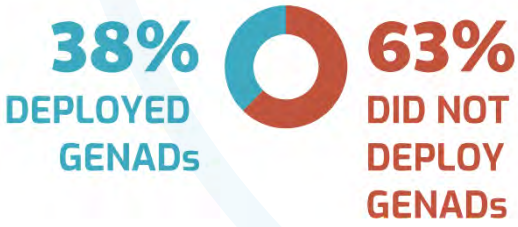
Croatia	Luxembourg	Poland	Portugal	United States

Have GENADs but Positions Not Indicated

Albania	Turkey	United Kingdom

Deployment of Gender Advisors in NATO Member Nations

While 19 Member Nations reported having GENADs in 2019, only 16 of those nations provided information on the deployment of GENADs. *In 2019,* 6 out of the 16 Member Nations (38%) that have GENADs deployed them in military operations, whilst the remaining 10 Member Nations (63%) did not deploy their GENADs. The following six Member Nations deployed GENADs in 2019: Bulgaria, Canada, Italy, the Netherlands, Turkey and the United States. Across these six Member Nations, a total of 20 GENADs were deployed.



Furthermore, 8 out of the 16 Member Nations (50%) indicated that they have deployed GENADs over the years. In addition to the six Member Nations that deployed GENADs in 2019, Belgium and Croatia have deployed GENADs in previous years. According to the reports of Member Nations, a total of **74** GENADs have been deployed on military missions over the years.



As shown in *Figure 5*, 60% of GENADs deployed by Member Nations were NATO-Certified in 2019, whilst 40% were non-NATO Certified.



Figure 5: Percentage of NATO-Certified GENADs Deployed by Member Nations in 2019

Gender Focal Points in NATO Member Nations

In 2019, 15 out of 27 NATO Member Nations (56%) responded that they had GFPs, whilst 12 Member Nations (44%) stated that they did not have GFPs in 2019.

Germany did not report having GFPs. However, Germany uses FASs who ensure that all sociocultural aspects, including gender, are taken into account throughout military operations.

In 2019, 13 out of the 15 NATO Member Nations with GFPs reported on the certification of their GFPs. Across these nations, *Figure 6* indicates that a total of 69 GFPs were deployed in 2019, with 96% being non-NATO Certified and 4% being NATO-Certified in 2019.





Figure 6: Percentage of NATO-Certified and Non-NATO Certified GFPs in Member Nations in 2019

Figure 7 highlights that there were a total of **603** GFPs across NATO Member Nations in 2019, with most being positioned in the National Armed Forces.

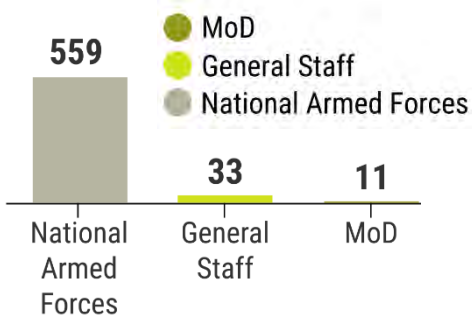


Figure 7: Distribution of GFPs across the National Armed Forces, General Staff and MoDs of NATO Member Nations in 2019

Figure 8 illustrates the 2019 distribution of the number of GFPs across military structures.

Of the 603 GFPs, 93% were positioned within the National Armed Forces, whilst 5% were positioned in the General Staff and 2% were positioned in the MoDs.



Figure 8: Distribution of GFPs Across the National Armed Forces, General Staff and MoDs of Member Nations in 2019

Figure 9 presents the percentage of NATO Member Nations with GFPs positioned across military structures.

In 2019, 11 out of 13 NATO Member Nations (85%) had GFPs positioned in the National Armed Forces. In addition, 6 Member Nations (46%) had GFPs positioned in the MoD, whilst 5 Member Nations (38%) stated that their GFPs were positioned in the General Staff.

Furthermore, 4 Member Nations (31%) reported that they had GFPs positioned across all three military structures in 2019.

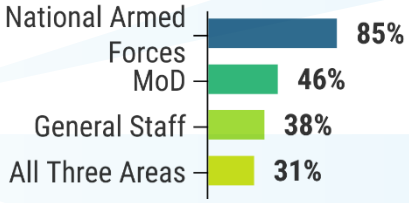


Figure 9: Percentage of NATO Member Nations with GFPs Positioned Across Military Structures in 2019

NATO Member Nations That Have GFPs

(15 out of 27 nations reported on this information)

GFPs Positioned in the MoD

Bulgaria, Czech Republic, Montenegro, Norway, Slovenia, United States

GFPs Positioned in the General Staff

Bulgaria, Czech Republic, Lithuania, Norway, United States

GFPs Positioned in the National Armed Forces

Belgium, Bulgaria, Canada, Czech Republic, Italy, Luxembourg, Montenegro, Netherlands, Norway, Portugal, United States

Have GFPs Positioned in All Three Areas

Bulgaria, Czech Republic, Norway, United States

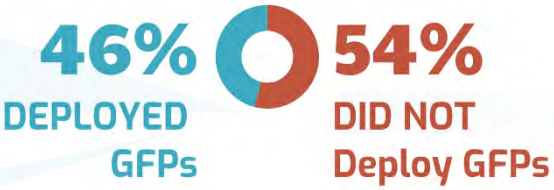
Have GFPs but Positions Not Indicated

Albania, United Kingdom

Deployment of Gender Focal Points in NATO Member Nations

This section is based on 13 out of 15 NATO Member Nations that provided information on the deployment of GFPs.

In 2019, 6 out of the 13 Member Nations (46%) deployed GFPs, whilst 7 Member Nations (54%) did not deploy their GFPs.



In addition, it was reported that a total of **70** GFPs have been deployed over previous years by NATO Member Nations. In 2019, NATO Member Nations deployed a total of **69** GFPs.

70 GFPs have been deployed over the years by NATO Member Nations

69 GFPs were deployed in 2019 by NATO Member Nations

As shown in *Figure 10*, **96%** out of the 69 GFPs deployed by NATO Member Nations were non NATO-Certified in 2019, whilst only **4%** were NATO-Certified.



Figure 10: Percentage of NATO-Certified GFPs Deployed by Member Nations in 2019

Gender Advisors and Gender Focal Points in NATO Partner Nations

Whilst this Chapter focused primarily on GENADs and GFPs in NATO Member Nations, this section highlights GENADs and GFPs in NATO Partner Nations.

In 2019, 9 out of the 11 Partner Nations that provided data for this section reported having GENADs (**82%**), whilst 2 nations did not have GENADs (**18%**).

Figure 11 illustrates the 2019 distribution of GENADs across the military structures in NATO Partner Nations. Out of the total **168** GENADs reported across 9 Partner Nations, **77.5%** were positioned in the MoD, **20%** in the National Armed Forces and **2.5%** in the General Staff. Furthermore, NATO Partner Nations deployed a total of 22 GENADs in 2019.

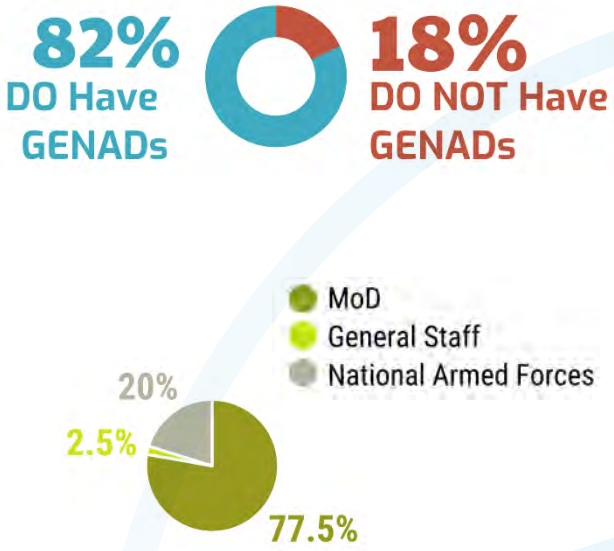


Figure 11: Distribution of GENADs Across Military Structures of Partner Nations

NATO Partner Nations That Have GENADs

(11 out of 12 nations reported on this information)

GENADs Positioned in the MoD

Australia | Austria | Ireland | Japan | Republic of North Macedonia

GENADs Positioned in the General Staff

Finland | Georgia | Republic of North Macedonia

GENADs Positioned in the National Armed Forces

Australia | Finland | Georgia | Japan | New Zealand | Sweden

In 2019, 6 out of the 11 reporting Partner Nations (55%) stated having GFPs, whilst 5 Partner Nations did not have GFPs (45%).



Figure 12 illustrates the 2019 distribution of GFPs across the military structures in NATO Partner Nations.

Out of the total **274** GFPs in 6 Partner Nations, **87%** were positioned in the National Armed Forces, **11%** in the MoD and **2%** in the General Staff.

Furthermore, NATO Partner Nations deployed a total of 12 GFPs in 2019.

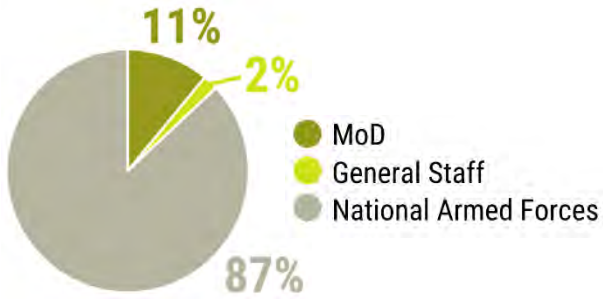


Figure 12: Distribution of GFPs Across Military Structures of Partner Nations

NATO Partner Nations That Have GFPs

(11 out of 12 nations reported on this information)

GFPs Positioned in the MoD

Austria Bosnia and Herzegovina Moldova Republic of North Macedonia

GFPs Positioned in the General Staff

Bosnia and Herzegovina Moldova Republic of North Macedonia

GFPs Positioned in the National Armed Forces

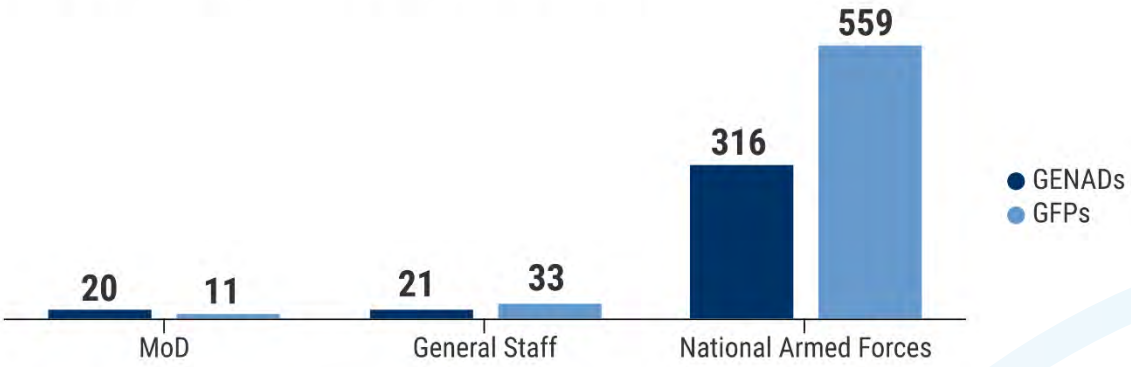
Australia Bosnia and Herzegovina Republic of North Macedonia Sweden

Have GFPs Positioned in All Three Areas

Bosnia and Herzegovina Republic of North Macedonia

Summary

Total Reported Number of GENADs and GFPs Within Each Military Structure in 2019
(Based on 27 out of 29 reporting NATO Member Nations)



70% of NATO Member Nations had GENADs in 2019

56% of NATO Member Nations had GFPs in 2019

357 GENADs Reported Across 16 NATO Member Nations in 2019

603 GFPs Reported Across 13 NATO Member Nations in 2019

50% of 16 NATO Member Nations Deployed GENADs in 2019

46% of 13 NATO Member Nations Deployed GFPs in 2019

7 Education and Training

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

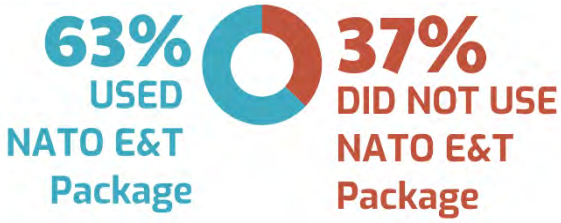
NATO Education and Training Package for Nations

The NATO E&T Package for Nations consists of the following four modules:

- Module 1: Operational Level;
- Module 2: Tactical Level;
- Module 3: Pre-Deployment Level;
- Gender in Terrorism.

In 2019, 17 out of 27 NATO Member Nations (63%) that reported on this information stated that some part of the training package had been used, whilst 10 nations (37%) reported not using any modules of the package.

In 2018, 21 NATO Member Nations reported on the usage of the NATO Gender E&T Package.



NATO Member Nations That Used the NATO Gender Education and Training Package for Nations in 2019

Module 1 : Operational Level

Albania	Croatia	Greece	Slovenia	United States
Bulgaria	Czech Republic	Italy	Turkey	
Canada	Denmark	Portugal	United Kingdom	

Module 2 : Tactical Level

Albania	Canada	Greece	Portugal	United Kingdom
Belgium	Croatia	Italy	Slovenia	United States
Bulgaria	Denmark	Montenegro	Turkey	

Module 3 : Pre-Deployment Level

Albania	Croatia	Germany	Montenegro	Slovenia
Bulgaria	Czech Republic	Greece	Netherlands	Turkey
Canada	Denmark	Italy	Portugal	United Kingdom

Gender in Terrorism

Albania	Czech Republic	Italy	United States
Bulgaria	Denmark	Portugal	

This section is based on 27 Member Nations that provided data on this section. As shown in *Figure 1*, "Module 3: Pre-Deployment" was the most popular module of the NATO Gender E&T Package with 15 Member Nations (56%) reporting that they used it in 2019. Module 3 was also the most frequently used section in 2018.

In 2019, 14 Member Nations (52%) used Module 2 and 13 Member Nations (48%) used Module 1.

Gender in Terrorism was the least frequently used module, with 7 Member Nations (26%) reporting that they used it in 2019. It was also the least used module in 2018.

Out of the 27 NATO Member Nations that provided data on this section, 19% used all four modules of the NATO E&T Package.

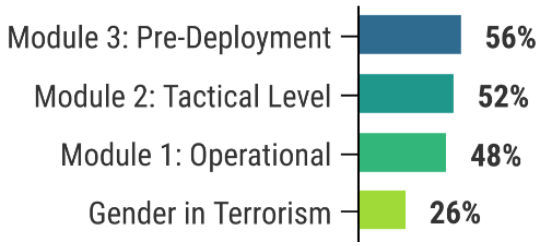


Figure 1: Percentage of NATO Member Nations that Used the NATO Gender E&T Package for Nations by Module

Amongst the Member Nations that used the NATO Gender E&T Package for Nations, five nations provided feedback and offered the following suggestions:

- Develop more specific training content on applying gender perspective in each of the functional areas;
- Produce a catalogue on gender perspective exercise injects as a useful tool to enhance interoperability;
- Update the ACT training to provide a series of shorter and more focused lessons, which also can be used as stand-alone sessions;
- Provide a clearer definition of the gender dimension as an analytical category in societies;
- Provide a broader variety of examples and pictures using a gender analysis in the following: transnational security challenges, strategic communication, information domain discussions and exercise injects; and
- Cover regional deep dives other than Afghanistan and Iraq.

Furthermore, the Member Nations recommended to supplement the training package with more information on the following topics:

- Sexual and Gender-Based Violence (SGBV) as well as Sexual Exploitation and Abuse (SEA);
- Human trafficking;
- Intersectionality;
- Humanitarian Assistance and Disaster Relief (HADR);
- Women, Peace and Security (WPS) in the area of operations for Situational Awareness; as well as
- Other relevant topics, such as Women Key Leaders, Non-Governmental and Governmental Organisations (NGOs/GOs), gender-related legislation, National Action Plans (NAP), inclusion of women in the peace processes, as well as data on women in security and defence forces.

NATO-Certified Training Products

In 2019, there were the following 10 NATO-Certified training products:

- Advanced Distance Learning Course (ADL) 168: Role of Gender Advisors and Gender Field Advisors in Operations;
- ADL 169: Improving Operational Effectiveness by Integrating Gender Perspective;
- ADL 171: Gender Focal Point;
- Gender Advisor Course;
- Gender Focal Point Course;
- Gender Training of Trainers (GToT) Course;
- Key Leader Seminar;
- Senior Leader Seminar;
- Commanding Officer Seminar; and
- Utility of Gender in Peace Support Operations.

In 2019, 21 Member Nations provided data on the usage of these NATO-Certified Training Products. All of these nations (100%) reported that they used at least one of these products. Furthermore, 8 Member Nations did not report on this data.



NATO Member Nations That Used NATO-Certified Gender Training Products in 2019

ADL 168: Role of Gender Advisors and Gender Field Advisors in Operations

Belgium	Czech Republic	Hungary	Spain	United States
Bulgaria	Denmark	Portugal	Turkey	
Canada	Germany	Slovenia	United Kingdom	

ADL 169: Improving Operational Effectiveness by Integrating Gender Perspective

Belgium	Croatia	Germany	Slovenia	United Kingdom
Bulgaria	Czech Republic	Hungary	Spain	United States
Canada	Denmark	Portugal	Turkey	

ADL 171: Gender Focal Point

Belgium	Canada	Denmark	Portugal	United Kingdom
Bulgaria	Czech Republic	Germany	Spain	

Gender Advisor Course

Albania	Canada	Denmark	Netherlands	Slovenia	United States
Belgium	Croatia	Greece	Poland	Spain	
Bulgaria	Czech Republic	Italy	Portugal	United Kingdom	

Gender Focal Point Course

Albania	Bulgaria	Denmark	Slovenia
Belgium	Canada	Latvia	United Kingdom

Gender Training of Trainers Course

Belgium	Croatia	Denmark	Netherlands	Portugal	Spain
Canada	Czech Republic	Montenegro	Norway	Slovenia	United Kingdom

Key Leader Seminar

Albania	Canada	Denmark	Italy	Netherlands	United Kingdom

NATO Member Nations That Used NATO-Certified Gender Training Products in 2019

Senior Leader Seminar

Albania Denmark Germany United Kingdom

Commanding Officer Seminar

Denmark Netherlands United Kingdom

Utility of Gender in Peace Support Operations

Albania Bulgaria Croatia Greece Spain United Kingdom

As illustrated in *Figure 2*, the Gender Advisor Course was the most commonly used NATO-certified Gender Training Product in 2019, with 16 nations (76%) reporting that they used this product. Notably in 2018, the most popular training amongst reporting Member Nations was the GToT course.

In 2019, 14 nations (67%) reported using ADL 169 and 13 nations (62%) reported using ADL 168, whilst less than half used ADL 171 (43%). In contrast, the ADL courses were hardly used in 2018, with only **5%** of Member Nations utilising ADL 168 and ADL 169, as well as **0%** using ADL 171.

Interestingly, all three of the Leaders and Commanders courses were amongst the least used NATO-Certified Gender Training Products in 2019. As such, only **14%** of Member Nations used the Commanding Officer Seminar, **19%**, used the Senior Leader Seminar and **29%** used the Key Leader Seminar.

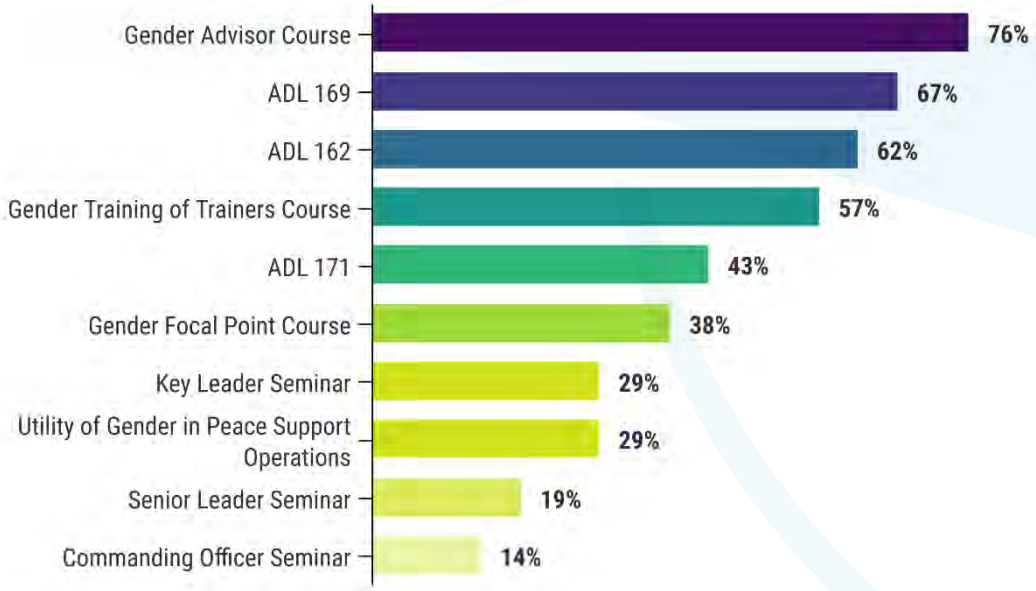
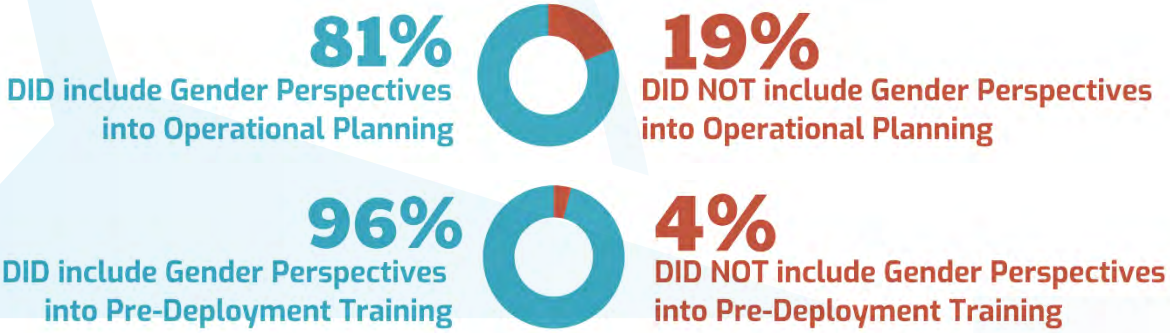


Figure 2: Percentage of Member Nations that used NATO-Certified Gender Training Products by Product

Furthermore, four Member Nations provided details on the following additional NATO gender-related products for training that were used during 2019:

- NATO Soldiers Card: Whose Security;
- NATO Gender E&T Package for Nations;
- United Nations materials on WPS and gender perspective, such as the Secretary General's reports;
- Training by the European Security and Defence College (ESDC) on the integration of gender perspective in Common Security and Defence Policy (CSDP) missions;
- Geneva Centre for Security Sector Governance (DCAF): Teaching Gender in the Military;
- Literature and practical examples by the NCGM, the Swedish Defence Research Agency, (FOI) and the Folke Bernadotte Academy (FBA);
- National training products; and
- Research, articles and various accessible materials.



Integration of Gender Perspective into Operational Planning and Pre-Deployment Training

In 2019, 26 Member Nations provided data on whether they integrated gender perspective into operational planning. 21 nations (81%) confirmed that they incorporated gender perspective into operational planning. Compared to 2018, this indicates an increase of 5% (from 77% to 81%).

In 2019, 27 Member Nations submitted data on whether they integrated gender perspective in pre-deployment training. 26 nations (96%) confirmed that they incorporated gender perspective into pre-deployment training.

NATO Member Nations That Incorporate Gender Perspectives into Planning and Training Phases

Incorporates Gender Perspectives in Operational Planning

(26 out of 29 NATO Member Nations reported on this data)

Albania	Czech Republic	Greece	Luxembourg	Poland	United States
Belgium	Denmark	Hungary	Montenegro	Slovenia	
Canada	France	Italy	Netherlands	Spain	
Croatia	Germany	Latvia	Norway	United Kingdom	

Incorporates Gender Perspectives in Pre-Deployment Training

(27 out of 29 NATO Member Nations reported on this data)

Albania	Czech Republic	Hungary	Montenegro	Slovakia	United States
Belgium	Estonia	Italy	Netherlands	Slovenia	
Bulgaria	France	Latvia	Norway	Spain	
Canada	Germany	Lithuania	Poland	Turkey	
Croatia	Greece	Luxembourg	Portugal	United Kingdom	

National Training Programmes related to Gender Perspective

In 2019, 24 Member Nations provided data on whether they have national programmes for gender training. 16 out of 24 Member Nations (67%) confirmed that there were national programmes for gender training, whilst 8 nations (33%) do not have such programmes.

Conversely in 2018, 77% of the 22 Member Nations that provided data on this section reported that they had national programmes for gender training, whilst 23% did not have such programmes.



Figure 3 reflects the number of national programmes for gender training by NATO Member Nations. Out of the 24 Member Nations that reported on this section, Germany had the highest number of national programmes for gender training with **16** programmes, which had also been the case in 2018.

With **15** national programmes, Portugal reported the second highest number national programmes for gender training, whilst Portugal only reported having **7** programmes in 2018.

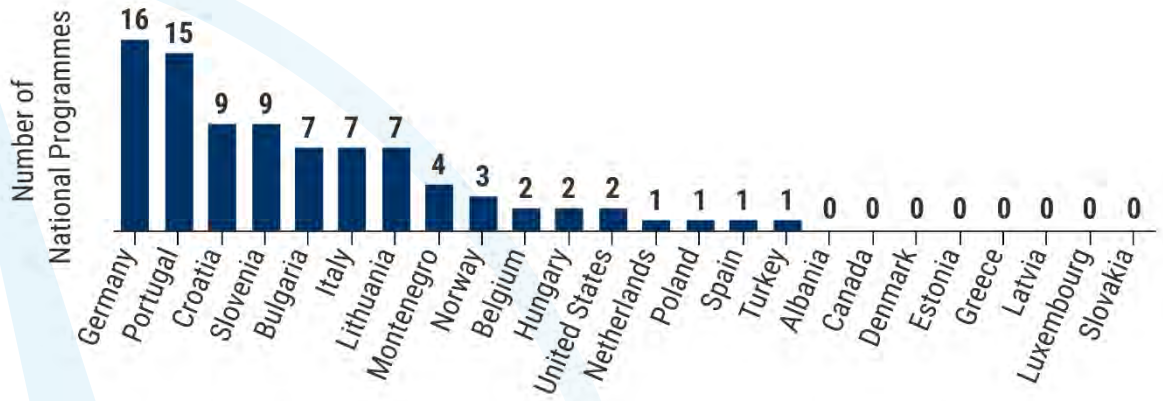


Figure 3: Number of National Training Programmes related to Gender Perspective by Member Nations in 2019

Training of Gender Advisors and Gender Focal Points

Figure 4 highlights the percentage of NATO Member Nations that trained or did not train GENADs and/or GFPs, as well as what percentage of Member Nations did not report on this section.

A total of 22 Member Nations provided data on this section, whilst 6 Member Nations (**21%**) did not report on their usage of GENAD or GFP training in 2019. Out of all 28 Member Nations who reported data for the 2019 Summary of the National Reports, 17 Member Nations (61%) had GENADs and/or GFPs trained in 2019, whilst 5 Member Nations (18%) reported not having any GENADs and/or GFPs trained.

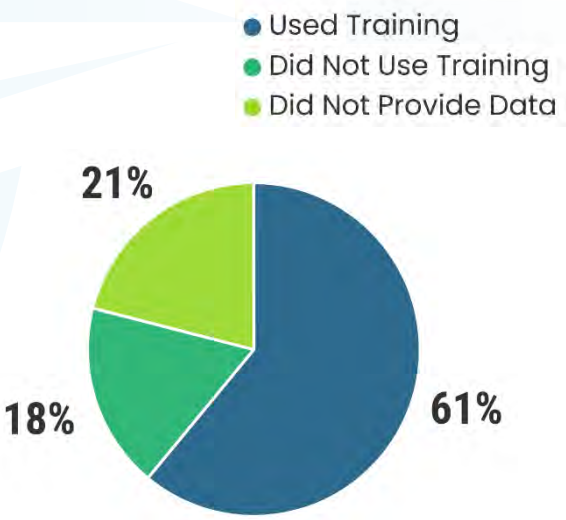


Figure 4: Percentage of Member Nations that used Gender Advisor and/or Gender Focal Point training in 2019

Out of the 22 Member Nations that provided data for this section in 2019, 13 nations (**59%)** trained GENADs, whilst 9 nations (**41%)** did not train GENADs. Furthermore, 11 nations (**50%)** trained their GFPs in 2019, whilst **50%** did not train their GFPs.





NATO Member and Partner Nations That Trained Gender Advisors (GENADs) and Gender Focal Points (GFPs) in 2019

Nordic Centre for Gender in Military Operations (NCGM)

Albania	Canada	Denmark	Netherlands	Portugal
Belgium	Czech Republic	Italy	Norway	Spain

NCGM/ACT Advanced Distance Learning Courses

Belgium	Czech Republic	Portugal	Spain

National Training Programmes

Albania	France	Poland	Spain
Belgium	Italy	Portugal	

European Security and Defence College

Bulgaria	Canada	Greece	Italy	Luxembourg	Spain

Other Training

Bulgaria	Croatia	Montenegro	Netherlands

As shown in *Figure 5*, 10 out of 22 Member Nations (45%) trained their GENADs and GFPs at the NCGM. Furthermore, 7 nations (32%) trained their GENADs and GFPs through national programmes, whilst 6 nations (27%) trained at the ESDC. Lastly only 4 nations (18%) reported using ADL courses and other methods for their GENAD and GFP training.

A total of **207** GENADs and **222** GFPs in NATO Member Nations received training in 2019. In the previous year, out of the 17 Member Nations that reported on this section in 2018, a total of **1,582** GENADs received training. This high number could be explained by Poland reported having trained as many as 1,128 GENADs in 2018. Furthermore, out of the 10 Member Nations that reported this data in 2018, a total of **98** GFPs received training.

Figure 6 represents the total number of GENADs and GFPs trained in 2019 by training centre or method. National Programmes were the most commonly used training method for GENADs and GFPs in 2019.

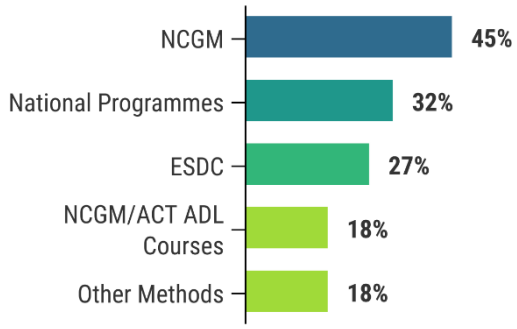


Figure 5: Percentage of Member Nations that Trained GENADs and/or GFPs by Training Method in 2019

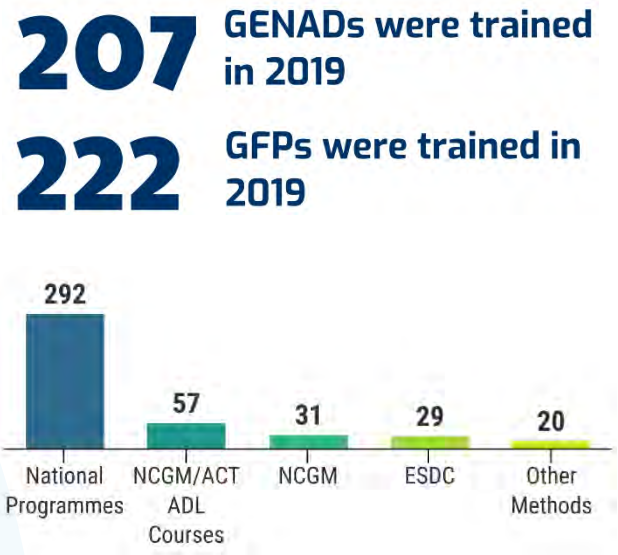
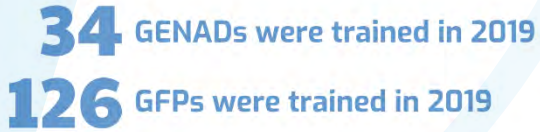


Figure 6: Number of GENADs and GFPs Trained by Method in 2019

Gender Education and Training Across NATO Partner Nations

Out of 12 reporting Partner Nations, 9 Nations stated that they had national training programmes related to gender perspective in 2019, as shown in *Figure 7.*

Across 9 NATO Partner Nations, 34 GENADs and 126 GFPs received training in 2019.



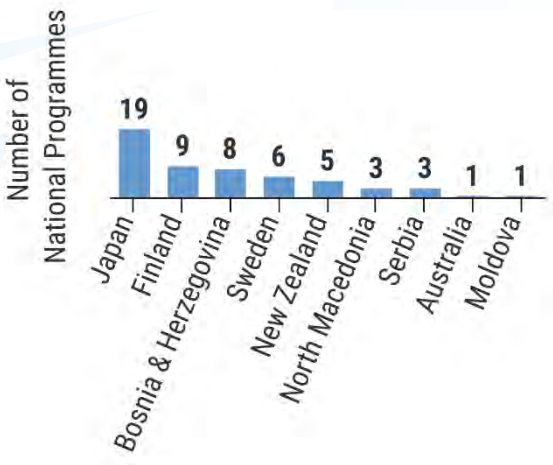


Figure 7: Number of National Training Programmes related to Gender Perspective by Partner Nations in 2019

NATO Partner Nations That Incorporate Gender Perspectives into Planning and Training Phases

(Based on 12 reporting NATO Partner Nations reported on this data)

NATO Partner Nations That Used the NATO Gender Education and Training Package for Nations in 2019

Austria
Bosnia & Herzegovina
Finland
Georgia
Ireland
New Zealand
North Macedonia

NATO Partner Nations That Used NATO-Certified Gender Training Products in 2019

Australia
Austria
Bosnia & Herzegovina
Finland
Georgia
Ireland
Moldova
New Zealand
North Macedonia
Sweden

Trained GENADs and/or GFPs in 2019

Austria
Finland
Georgia
Ireland
Japan
Moldova
New Zealand
Sweden

Incorporates Gender Perspectives in Operational Planning

Australia
Austria
Bosnia & Herzegovina
Finland
Ireland
Japan
North Macedonia
New Zealand
Serbia
Sweden

Incorporates Gender Perspectives in Pre-Deployment Training

Australia
Austria
Bosnia & Herzegovina
Finland
Georgia
Ireland
Japan
Moldova
North Macedonia
New Zealand
Serbia
Sweden

Summary

NATO Gender E&T Package for Nations



of NATO Member Nations Used the NATO Gender E&T Package for Nations (17 out of 27 reporting nations)

Module 3: Pre-Deployment

was the **most popular** section of the Gender E&T Package with **56%** of NATO Member Nations using it (15 out of 27 reporting nations)

NATO-Certified Gender Training Products



of NATO Member Nations Used at Least One of the NATO-Certified Gender Training Products (21 out of 21 reporting nations)

Gender Advisor Course

was the **most popular** Gender Training Product with **76%** of NATO Member Nations using it (16 out of 21 reporting nations)

National Training Programmes

62.5% of NATO Member Nations have national programmes for Gender Training (15 out of 24 reporting nations)

81% of NATO Member Nations incorporate Gender Perspectives into Operational Planning (21 out of 26 reporting nations)

96% of NATO Member Nations incorporate Gender Perspectives into Pre-Deployment Planning (26 out of 27 reporting nations)

GENAD and GFP Training



of NATO Member Nations Trained their GENADs (13 out of 22 reporting nations)



of NATO Member Nations Trained their GFPs (11 out of 22 reporting nations)

207 GENADs from NATO Member Nations were trained in 2019

222 GFPs from NATO Member Nations were trained in 2019

34 GENADs from NATO Partner Nations were trained in 2019

126 GFPs from NATO Partner Nations were trained in 2019

8 NCGP Recommendations to the Military Committee

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

The 43rd edition of the Annual NCGP Conference was held at NATO Headquarters from 4th-7th June 2019 under the theme 'Integrating Gender Perspective and Accountability: Top-down versus Bottom-up Approach'. The Conference aimed at raising awareness for gender perspective across the political, military and social domains in NATO and within the Member and Partner Nations, the United Nations (UN), the European External Action Service (EEAS), International Organisations (IOs), as well as, academic institutions. More than 150 participants from 24 NATO Member Nations and 16 Partner Nations participated in the 2019 NCGP Conference.

Each year during the NCGP Annual Conference, syndicate working groups develop the NCGP Recommendations in order to advance the integration of gender perspective in military planning and operations, whilst adhering to the United Nations Security Council Resolution (UNSCR) 1325 and related Resolutions. Based on the NCGP's Terms of Reference[1], the NCGP Conference is concluded after the Recommendations are presented to the MC and forwarded to the nations under the Comment and Silence procedures for agreement, approval and/or endorsement.

In 2019, one NATO Member Nation entered into a break of silence with regards to Recommendation A. Since the MC relies on consensus in decision-making, the 2019 Recommendations have therefore not been finalised, but remain pending as Draft Recommendations.

For the Summary of the National Reports, NATO Member and Partner Nations are requested to report on the actions taken towards the implementing of NCGP Recommendations, for the respective reporting year as well as for the previous year. This chapter provides an overview of the actions taken by NATO Member Nations for the 2018[2] and 2019[3] NCGP Recommendations to the MC.

In addition to the sharing of information with the community of interest, the Summary of the National Reports acts as an accountability mechanism for NATO Member and Partner Nations to report their activities in alignment with the NCGP Recommendations.

For more details on actions taken by NATO Member and Partner Nations towards NCGP Recommendations, please refer to the relevant National Report chapters.

[1] North Atlantic Treaty Organisation. Annex A to MC 0249/3 (Final): Terms of Reference – NATO Committee on Gender Perspectives. Brussels: 3 February 2014.

[2] North Atlantic Treaty Organisation. IMSM-0314-2018: NATO Committee on Gender Perspectives – 2018 Annual Conference – Recommendations and 2019 NATO Committee on Gender Perspectives Conference Topic. Brussels: 20 August 2018.

[3] North Atlantic Treaty Organisation: IMSWM-0398-2019(INV): 2019 NATO Committee on Gender Perspectives Recommendations. Brussels: 10 September 2019.

NATO Member Nations that took considerations or initiatives towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A The MC recognises Gender Perspective as a capability and approves the development of an implementation plan



Bulgaria
Canada
Croatia
Montenegro
Netherlands
Norway
Spain
US

8 Nations

B The MC recognises the need to integrate Gender Perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure



Albania
Bulgaria
Canada
Croatia
Czech Republic
Denmark
France
Lithuania
Montenegro
Netherlands
Poland
Portugal
Slovenia
Spain
UK
US

16 Nations

C The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating Gender Perspective requires adequate resourcing and encourages Allies and Partners to do the same



Bulgaria
Canada
Croatia
Czech Republic
Denmark
Italy
Lithuania
Montenegro
Netherlands
Poland
Spain
UK
US

13 Nations

D The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners



Canada
Croatia
Lithuania
Montenegro
Netherlands
Poland
UK
US

8 Nations

No Consideration or Initiatives Taken

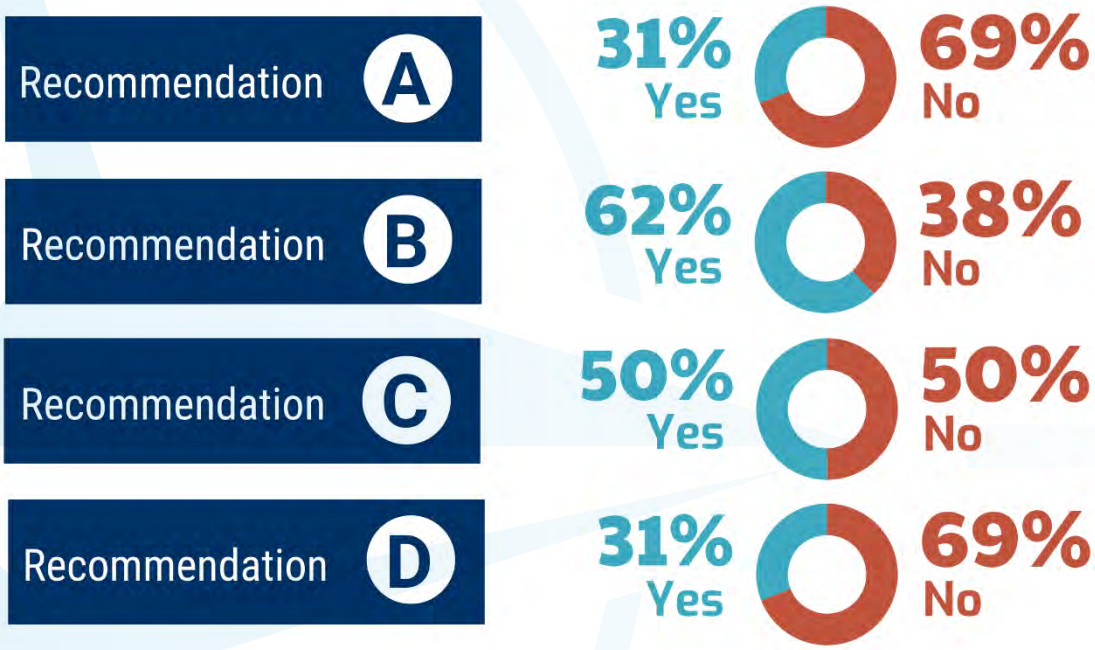
Estonia
Germany
Greece
Hungary
Latvia
Luxembourg
Slovakia
Turkey

Unknown Whether Consideration or Initiatives Were Taken

Belgium
Romania

Percentage of NATO Member Nations that took consideration or initiative towards any draft MC/PS 2019 NCGP Recommendations

(26 out of 29 nations reported on this data)



* Iceland was exempt, as this nation does not have an armed force to report upon.

NATO Member Nations that took considerations or initiatives towards Implementation of the 2018 NCGP Recommendations to the MC

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



Albania, Belgium, Bulgaria, Canada, Croatia, Czech Republic, Denmark, Germany, Greece, Lithuania, Luxembourg, Montenegro, Netherlands, Norway, Poland, Slovenia, Spain, United Kingdom, United States

19 Nations

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



Albania, Belgium, Bulgaria, Canada, Croatia, Denmark, France, Germany, Greece, Lithuania, Montenegro, Netherlands, Norway, Poland, Slovenia, Spain, United Kingdom, United States

18 Nations

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.



Belgium, Canada, Croatia, France, Germany, Montenegro, Netherlands, Norway, Poland, Portugal, Spain, United Kingdom, United States

13 Nations

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



Bulgaria, Canada, Croatia, Czech Republic, France, Italy, Luxembourg, Netherlands, Portugal, Slovenia, Spain, United Kingdom, United States

13 Nations

NATO Member Nations that took considerations or initiatives towards Implementation of the 2018 NCGP Recommendations to the MC

E MC directs the SCs to incorporate Gender Perspective into the analysis and planning processes related to Cyber and Counter Terrorism/Counter Violent Extremism at all levels within the NCS, and invites Members and Partners to do so.



Albania
Canada
Croatia
Netherlands
United States

5 Nations

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



Croatia
Netherlands
Spain
United States

4 Nations

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



Albania
Canada
Croatia
Denmark
Germany
Netherlands
Slovenia
Spain
United Kingdom
United States

10 Nations

H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.



Albania
Bulgaria
Croatia
Czech Republic
Denmark
Germany
Montenegro
Netherlands
Poland
Slovenia
Spain
United Kingdom
United States

13 Nations

NATO Member Nations that took considerations or initiatives towards Implementation of the 2018 NCGP Recommendations to the MC

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

Belgium
Bulgaria
Croatia
Czech Republic
Denmark
Lithuania
Luxembourg
Montenegro
Netherlands
Portugal
Slovenia
Spain
United Kingdom
United States

14 Nations

No Consideration or Initiatives Taken

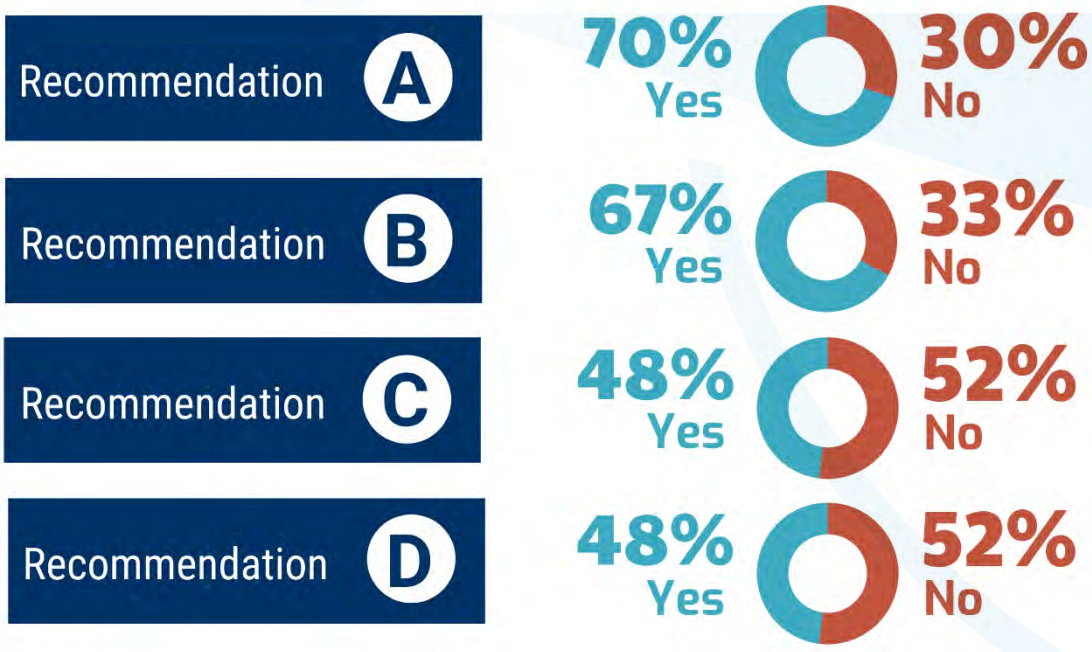
Estonia
Hungary
Latvia
Slovakia
Turkey

Unknown Whether Consideration or Initiatives Were Taken

Romania

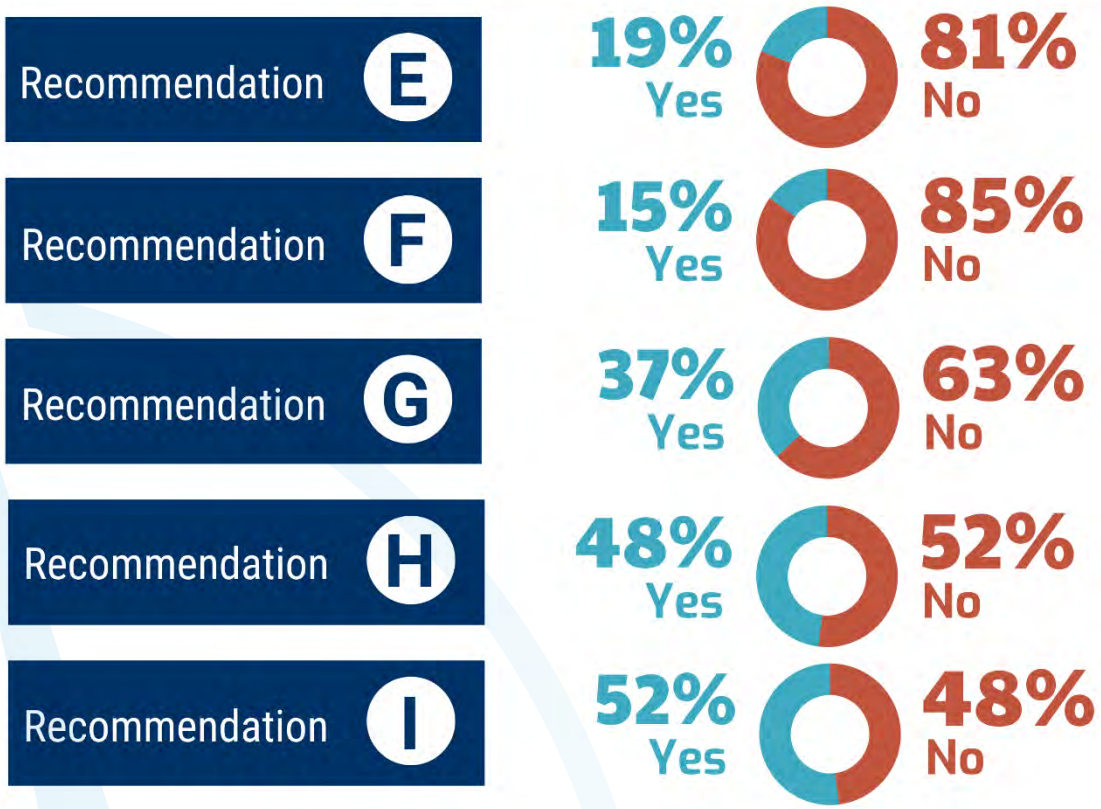
Percentage of NATO Member Nations that took consideration or initiative towards 2018 NCGP Recommendations

(27 out of 29 nations reported on this data)



Percentage of NATO Member Nations that took consideration or initiative towards 2018 NCGP Recommendations

(27 out of 29 nations reported on this data)



Summary

69% of NATO Member Nations took action towards MC/PS Draft 2019 NCGP Recommendations

31% of NATO Member Nations did NOT take action towards MC/PS Draft 2019 NCGP Recommendations

81% of NATO Member Nations took action towards 2018 NCGP Recommendations

19% of NATO Member Nations did NOT take action towards 2018 NCGP Recommendations

Conclusion

NATO celebrated its 70th anniversary in 2019, reflecting the stability and success of its demonstrated commitment towards NATO's core tasks: collective defence, cooperative security and crisis management.

Likewise, the gender community built upon this longstanding assurance to security and defence cooperation. In October 2019, NATO brought together EU and NATO Military Leadership at the Senior Leaders Seminar (SLS) to discuss Gender in Military Operations. The seminar was an effort to consolidate future collaborative efforts for integrating gender perspective in EU-NATO military operations. In November 2019, NATO Foreign Ministers adopted NATO's first Policy on Preventing and Responding to Sexual Exploitation and Abuse.[1] With this step, the Alliance committed to a zero-tolerance approach for all NATO personnel.

Through the Annual Summary of the National Reports, the NCGP promotes an increased integration of gender perspective in the national armed forces of Member and Partner Nations to enhance operational effectiveness and success.

The 2019 Summary of the National Reports identified the following trends across NATO Member Nations:

- An increase in the average representation of women across the national armed forces, both full-time and Reserve;
- An increase in the average representation of women across military operations;
- An increase in the number of nations that have recruitment policies and campaigns that target women;
- A decrease in the representation of women amongst applicants and recruits;
- An increase in the number of nations with networks to support military women;
- An increase in the number of nations with transferable parental leave;
- An increase in the number of nations that indicated that pursuing a different career and/or educational opportunity was a main reason for leaving the military;
- An increase in the number and representation of women amongst General ranks; and
- An increase in the number of nations with prevention measures and formal reporting procedures for sexual harassment and abuse.

[11] North Atlantic Treaty Organisation, Policy on Preventing and Responding to Sexual Exploitation and Abuse, Available on https://www.nato.int/cps/en/natolive/official_texts_173038.htm.

An accurate and statistically robust analysis requires the participation of as many NATO Member Nations as possible and heavily relies on detailed and accurate reporting. The sixth edition of this report allowed for comprehensive analysis with the voluntary contribution of as many as 28 Member and 12 Partner Nations. A continued commitment of NATO Member and Partner Nations to participate in the Summary of the National Reports will strengthen and improve future editions. With the revision of the online questionnaire for the previous 2018 Summary of the National Reports, this 6th edition was already able to produce a more robust analyses in the areas of recruitment and retention statistics, work-life balance and parental right trends in future.

The showcasing of nations' achievements allows for the sharing and fostering of best practices towards the implementation of UNSCR 1325 and related Resolutions on WPS. By highlighting the difficulties and barriers for integrating gender perspective into armed forces, decision-makers will be better equipped to respond to shortcomings at the strategic, operational and tactical levels. As NATO's largest compilation of gender statistics, the Annual Summary of the National Reports is a continuous effort to strengthen and project stability by displaying the progress achieved in the integration of gender perspective and by making this information available to NATO stakeholders, partners, researchers and communities of interest.

2019 National Reports from NATO Member Nations

The second part of the 2019 Summary of the National Reports features the NATO Member Nations' national reports, which are voluntarily submitted on an annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters (HQ). Each national report presents activities taken towards integrating gender perspective and UNSCR 1325 into their national armed forces.

In 2019, 28 out of 29 NATO Member Nations provided data for the 2019 Summary of the National Reports. The national reports provide insight into national rules and regulations, emerging practices and pertinent statistics regarding the following subsections, depending on the detail of information received and analysed:

- Specific Policies and/or Legislation Related to Integrating Gender Perspective;
- Restrictions on the Incorporation of Women in the Armed Forces;
- Representation and Distribution of Women and Men by Military Component;
- Representation and Distribution of Women and Men by Military Occupation;
- Representation and Distribution of Women and Men in Military Operations;
- Recruitment and Retention;
- Representation and Distribution of Women and Men by Military Rank;
- Percentages of Women and Men Leaving the Military;
- Reasons for Leaving the Military;
- Military Equipment, Facilities and Uniforms;
- Work-Life Balance and Parental Rights for Military Personnel;
- Prevention of Sexual Harassment, Sexual Abuse and/or Sexual Assault;
- Education and Training Programmes related to Gender Perspective;
- National Education and Training Programmes Related to Gender Perspective;
- Gender Advisors and Gender Focal Points;
- Initiatives Taken Towards Any Draft Military Committee / Permanent Session (MC/PS) 2019 NCGP Recommendations; and
- Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC.

Following the lessons identified and lessons learned processes, the participating NATO Member Nations have voluntarily provided crucial facts and figures to the 2019 Summary of the National Reports that are now being shared with the Gender Perspective Community of Practice in the military and beyond.



Republic of Albania

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Republic of Albania enforced several new specific policies and/or legislation related to the integration of gender perspective in the national armed forces. On 25 September 2019, the Decision of the Council of Ministers (DCM) No. 628 was approved as a strategy review document for the protection of the Republic of Albania. The objective of DCM 628 is to improve and consolidate the recruitment process. Establishing and respecting the relevant criteria ensures transparency and equal opportunities for all staff.

In December 2019, the Albanian Armed Forces (AAF) drafted the Human Resources Management Strategy for the period 2020-2024. Within the same month, "Policies and 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.

Quotas

The AAF have a quota system for women. According to the Human Resources Management Strategy in the Armed Forces for the period of 2015-2019, military women should represent 15% of the AAF.

Restrictions on the Incorporation of Women in the Armed Forces

In the AAF, there are restrictions on women serving in the Navy, Special Forces and in pilot positions. Since 2018, the AAF lifted restrictions on approximately 158 military occupations. Duties assigned by the MoD within Letter No. 7976 (2019) indicate plans to eliminate further restrictions on women in the AAF. The Armed Forces General Staff (J-1) plans to assess and consider the possibility of gradually reducing or removing gender based restrictions to create recruitment opportunities for potential women candidates in 2020.

Military Entity Overseeing Gender Perspective

The AAF does not have a military entity that oversees the incorporation of gender perspective in the military. However, they have specialists who play a role in integrating gender perspective in the following areas: Human Resources, General Staff and within the general AAF structure.

As shown in *Figure 1*, the AAF increased their representation of women by **+8%** (from 13% to 14%) in their full-time armed forces from 2018 to 2019. The AAF have surpassed the NATO Member average (12%). Whilst the representation of women continues to increase gradually, women represent approximately **1.5** out of every 10 military personnel on average in the AAF, whilst men represent **8.5** out of every 10 military personnel in 2019.

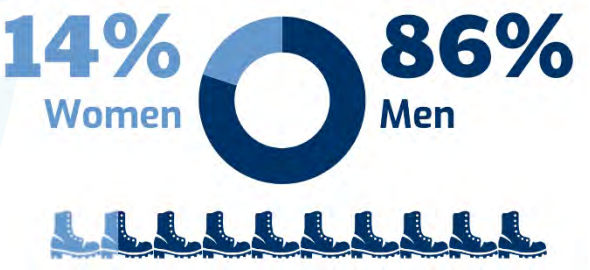


Figure 1: Percentage of Women and Men in the Full-time Albanian Armed Forces

As indicated in *Figure 2*, women had twice as much representation in the Air Force compared to their representation in the Land Forces and in the Navy in 2019. Women had even higher representation in Training and Doctrine Command (TRADOC), MoD and General Staff. Since 2018, the representation of women changed in the following ways across military components:

- **+14%** in Land Forces (from 7% to 8%)
- **+11%** in TRADOC (from 19% to 21%)

Conversely, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 93% to 92%)
- **-2%** in TRADOC (from 81% to 79%)

Compared to 2018, the representation of women and men in the Navy, Air Force, Command Support and MoD & General Staff remained approximately the same.

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

As illustrated in *Figure 3*, most military women served in the MoD in 2019. Since 2018, the distribution of women changed in the following ways across the military components:

- **+3%** in the MoD (from 38% to 39%)
- **-5%** in Land Forces (from 19% to 18%)

As highlighted in *Figure 4*, most military men served in Land Forces in 2019. Since 2018, the distribution of men changed in the following ways across the military components:

- **+14%** in Air Force (from 7% to 8%)
- **+6%** in Command Support (from 17% to 18%)
- **+9%** in the MoD (from 22% to 24%)
- **-8%** in Land Forces (from 38% to 35%)
- **-17%** in TRADOC (from 6% to 5%)

Since 2018, the distribution of men changed more than the distribution of women.

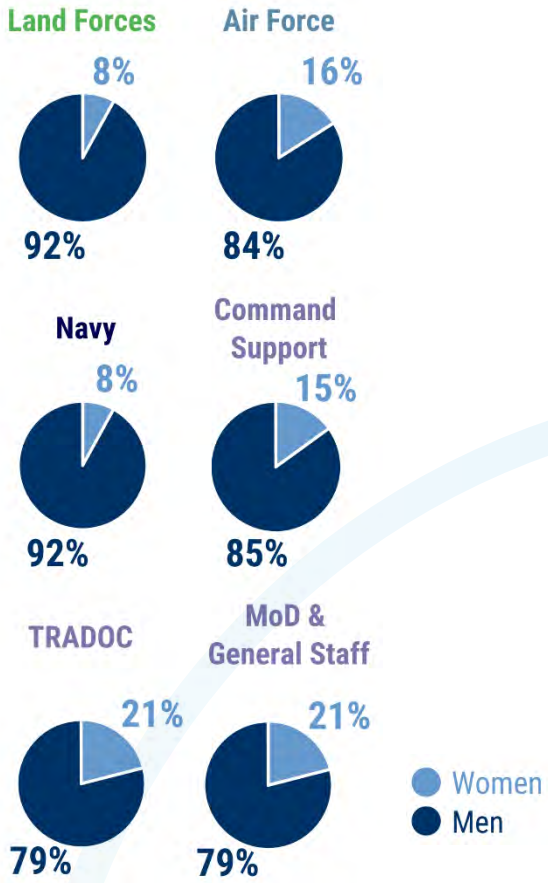


Figure 2: Percentage of Women and Men by Military Component in 2019

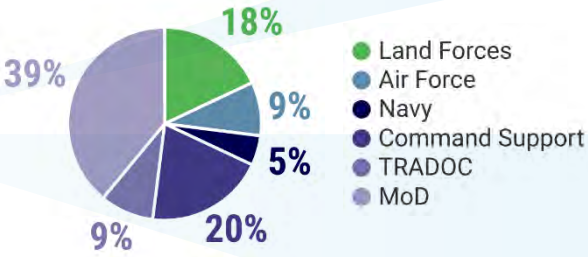


Figure 3: Distribution of Women by Military Component in 2019

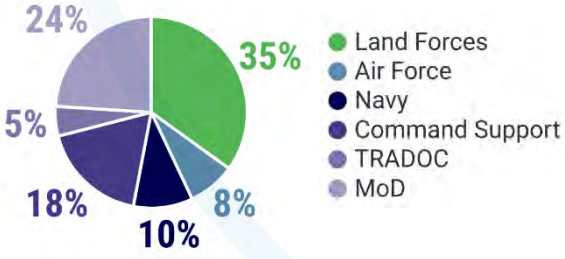


Figure 4: Distribution of Men by Military Component in 2019

As shown in *Figure 5*, the representation of military women changed in the following ways across military occupations from 2018 to 2019:

- **+25%** in the infantry (from 4% to 5%)
- **+15%** in Army other (from 13% to 15%)
- **+42%** in intelligence (from 12% to 17%)
- **-100%** in legal (from 33% to 0%)
- **-42%** in signal (from 26% to 15%)
- **-19%** in personnel sections (from 31% to 25%)
- **-50%** in logistics (from 66% to 33%)

It is important to note that there were no women in pilot positions due to the AAF's restriction on women in this military occupation. Since 2018, the representation of military men changed in the following ways across military occupations:

- **-1%** in the infantry (from 96% to 95%)
- **-2%** in Army other (from 87% to 85%)
- **-5%** in intelligence (from 88% to 85%)
- **+49%** in legal (from 67% to 100%)
- **+15%** in signal (from 74% to 85%)
- **+9%** in personnel sections (from 69% to 75%)
- **+97%** in logistics (from 34% to 67%)

Notably, there was a significant change in representation of women and men in the logistics occupation. Data indicates that the increase in representation shifted from women to men. Whilst the number of women in logistics did not significantly change, the number of men in logistics increased nearly four times since 2018.

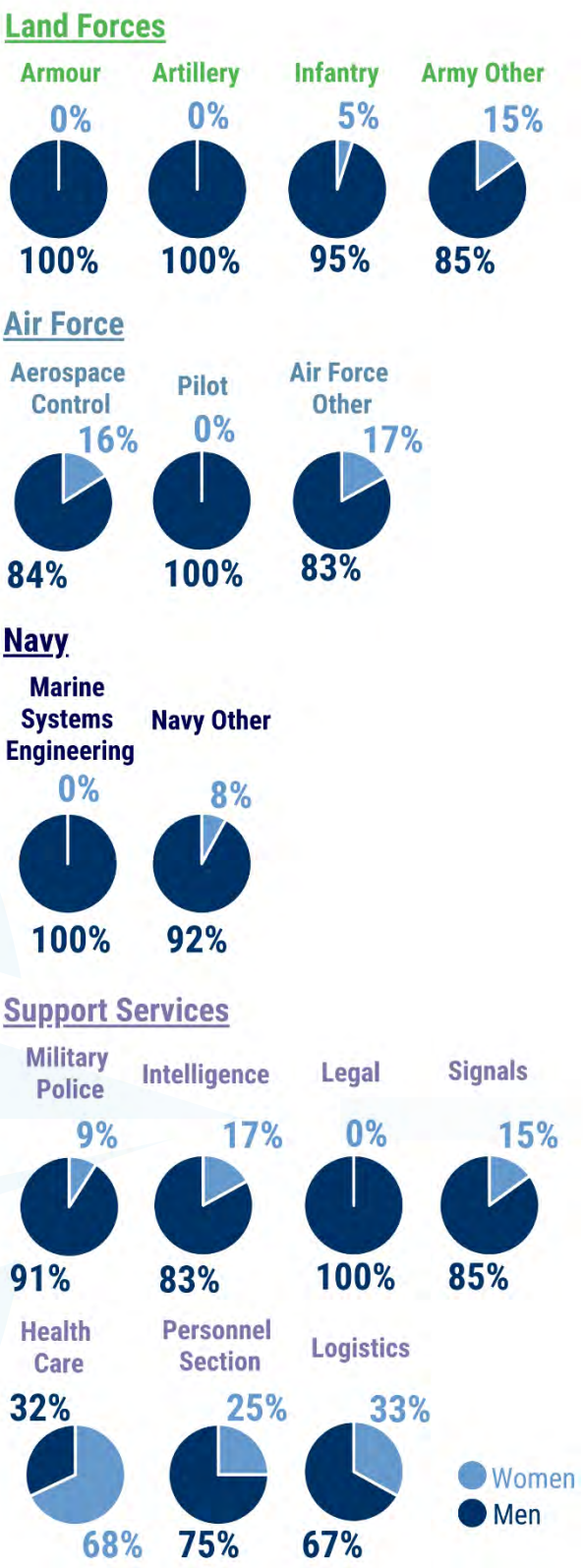


Figure 5: Percentage of Women and Men by Military Occupation in 2019

As outlined in *Figure 6*, women had the highest representation in health care, whilst men had the highest occupational representation in armour, artillery, legal, marine systems engineering and pilots in 2019. Despite women experiencing a significant decrease in representation within logistics, logistics remains the military occupation with the second highest representation of women.

Of note, women and men had nearly equal representation in the legal section in 2017. Due to the AAF's legal section losing all of its women personnel, legal transitioned from being the third highest representation of women to one of the occupations with no representation of women. Conversely, legal shifted from the military occupation with the third lowest representation of men to one of the highest representations of men in line with other military occupations that have no representation of women. Like many other national forces, the AAF's legal section represents a small percentage of the overall forces. Therefore, slight changes in legal personnel can have a significant impact on the gender balance.

Excluding the legal section, some areas that have no representation of women may be due to policies restricting women from participating in some military occupations. In addition to women being restricted from pilot positions, women are restricted from many military occupations in the Navy, which may explain why there are no women in marine systems engineering. In 2019, the Albanian MoD reviewed and considered lifting some of these restrictions for potential candidates in 2020.



Figure 6: Ranking of Women and Men by their Representation in Military Occupations

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the AAF.

As indicated in *Figure 7*, most military women served in health care and logistics in 2019. Since 2018, the distribution of women experienced the following changes across the military occupations:

- **+27%** in the infantry (from 11% to 14%)
- **+13%** in Navy other (from 8% to 9%)
- **+25%** in military police (from 4% to 5%)
- **+13%** in health care (from 8% to 9%)
- **+13%** in logistics (from 16% to 18%)
- **-50%** in signal (from 14% to 7%)
- **-25%** in personnel sections (from 4% to 3%)

As shown in *Figure 8*, most military men served in the infantry in 2019. Since 2018, the distribution of men changed in the following ways across the military occupations:

- **-5%** in the infantry (from 39% to 37%)
- **-18%** in Army Other (from 17% to 14%)
- **-10%** in Air Force Other (from 10% to 9%)
- **-67%** in intelligence (from 3% to 1%)
- **+400%** in logistics (from 1% to 5%)

This change of distribution may be partially impacted by the AAF reporting on the following four military occupations for the first time in 2019: armour, artillery, aerospace control and marine systems engineering. Unlike men, the new reporting on these military occupations did not significantly affect the distribution of women because there is no representation of women in armour, artillery and marine systems engineering.

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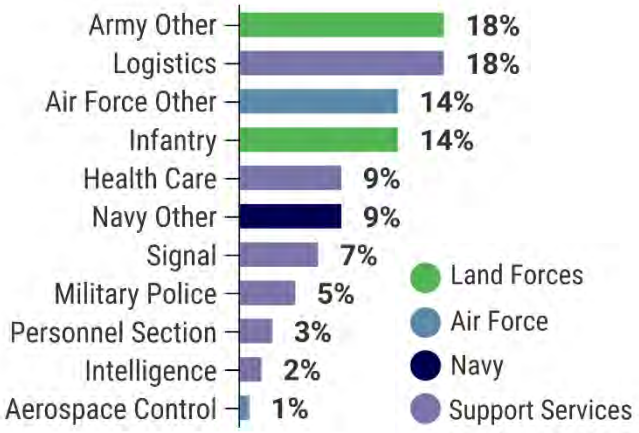


Figure 7: Distribution of Women by Military Occupation

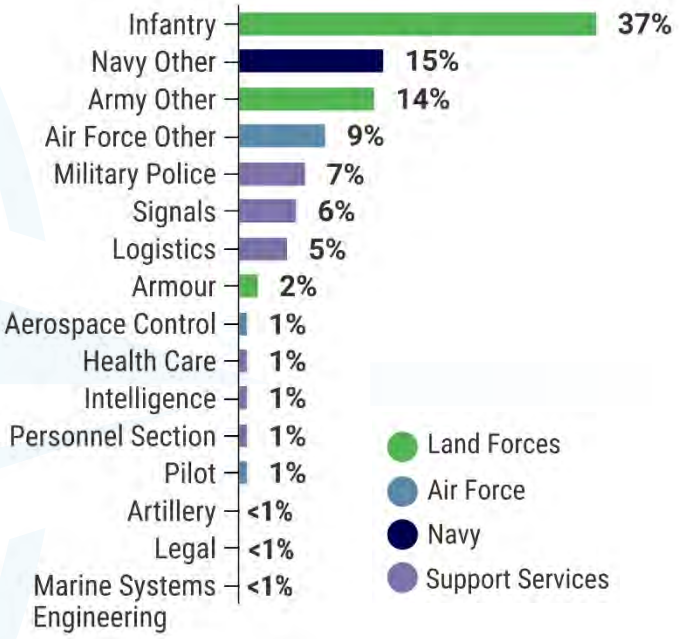


Figure 8: Distribution of Men by Military Occupation in 2019

As shown in *Figure 9*, the representation of women engaged in NATO Operations increased by **75%** (from 4% to 7%) from 2018 to 2019.

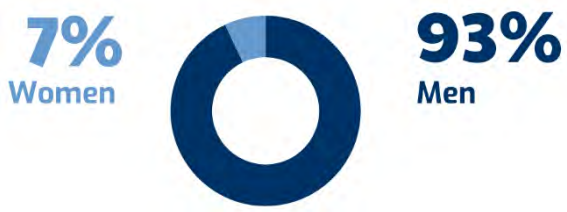


Figure 9: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

As highlighted in *Figure 10*, the representation of women changed in the following ways across military components engaged in NATO Operations from 2018 to 2019:

- **+100%** in Land Forces (from 1% to 2%)
- **+36 percentage points** in Air Force (from 0% to 36%)
- **+700%** in the Navy (from 1% to 8%)
- **+43%** in Command Support (from 7% to 10%)
- **+450%** in TRADOC (from 6% to 33%)
- **+17%** in the MoD (from 24% to 28%)

Notably, there was an increase in every military component with the most significant increases in the Air Force and TRADOC. Conversely, the representation of men experienced the following changes across military components engaged in NATO Operations:

- **-1%** in Land Forces (from 99% to 98%)
- **-36%** in Air Force (from 100% to 64%)
- **-8%** in the Navy (from 99% to 91%)
- **-3%** in Command Support (from 93% to 90%)
- **-29%** in TRADOC (from 94% to 67%)
- **-5%** in the MoD (from 76% to 72%)

Whilst the representation of men remains higher across AAF military components during NATO operations, there was an upward trend in the representation of women in 2019. The AAF have achieved reaching the UN target (15%) in 3 out of 6 of their military components in NATO Operations.

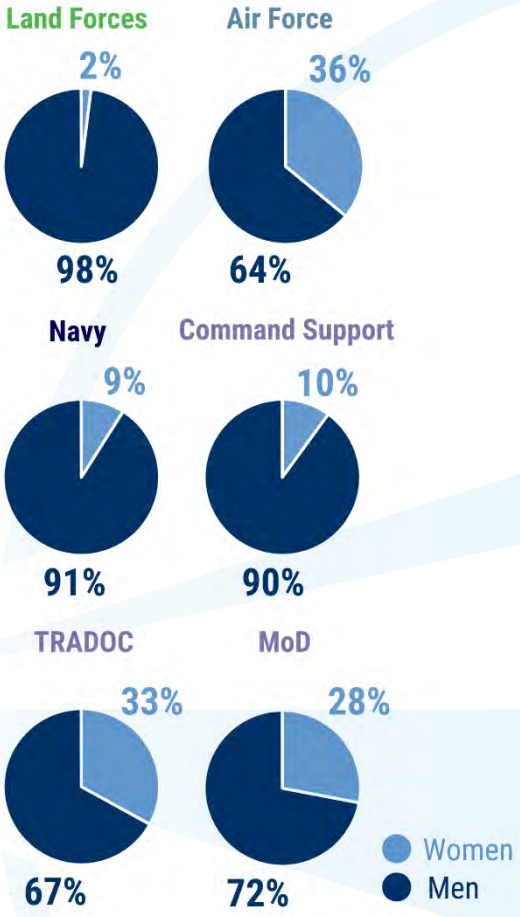


Figure 10: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The AAF reported the following three policies:

1. Law No. 9047 on Military Service in the Armed Forces of the Republic of Albania (Established 10 Sept. 2003);
2. DCM No. 103 for approval of a plan to partially mobilise human resources (Established 10 Feb. 2006);
3. DCM No. 628 on approval of the strategy review document for protection of the Republic of Albania (Established 25 Sept. 2019).

Policies to Compensate Civilian Employers of Reserve Personnel

The AAF do not have policies to compensate civilian employers of Reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The AAF do not offer incentives or bonuses for civilians to enter the Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Albanian Armed Forces

Same for women and men

Enlistment Requirements for the Physical Fitness Test

Different for women and men:

- Women have more time to complete the 1 mile run compared to men
- Number of push-ups and sit-ups required is higher for men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men

The AAF have policies that promote the recruitment of women in their national armed forces.

Average Age of Enlistment

Women	18-20
Men	18-20

As illustrated in *Figures 11, 12 and 13*, the representation changed in the following ways across the recruitment process:

- **+22%** of women out of all applicants (from 9% to 11%)
- **-25%** of women successfully recruited out of all applicants (from 12% to 9%)
- **-27%** of women successfully completing basic training out of all recruits (from 11% to 8%)

In 2019, the AAF received more applicants from women compared to 2018. This trend may have been reinforced by the AAF's 2019 directive to promote the recruitment of women into their national armed forces. While the representation of women amongst applicants increased in 2019, the decrease in the representation of women who were successfully recruited and completed basic training led to fewer women entering the full-time AAF compared to 2018.

Although there was a slight decrease in men applying to the AAF, the representation of men who were successfully recruited and completed basic training was higher compared to 2018.

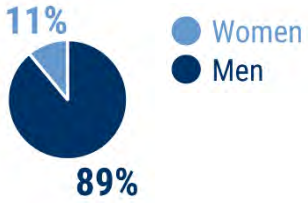


Figure 11: Percentage of Women and Men Applicants for Full-Time Service

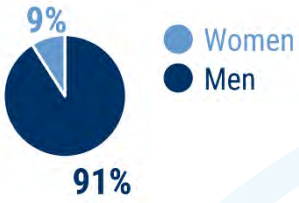


Figure 12: Percentage of Women and Men Successfully Recruited Out of All Applicants

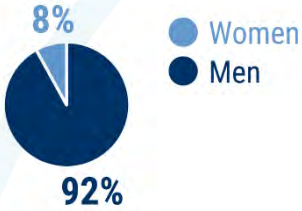


Figure 13: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

As shown in *Figures 14 and 15*, the following changes occurred in the success rate of women in the recruitment process from 2018 to 2019:

- **-47%** in women successfully recruited out of all women applying (from 98% to 52%)
- **+2%** in women successfully completing basic training out of all women recruited (93% to 91%)

Since 2018, the AAF had slightly more women applicants but the success rate for women being recruited out of all women applicants was cut nearly in half.

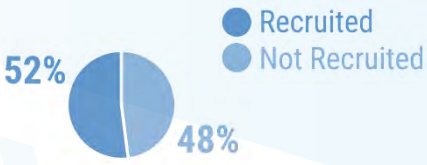


Figure 14: Percentage of Women Successfully Recruited Out of Women Who Applied



Figure 15: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

As highlighted in *Figures 16 and 17*, the success rate of men being recruited out of all men who applied decreased by **1%** (from 67% to 66%) from 2018 to 2019. The success rate of men in basic training remained relatively the same.

Overall, these trends show that women have a lower success rate in the recruitment process compared to men. However, both women and men have a higher success rate in completing basic training compared to being recruited.



Figure 16: Percentage of Men Successfully Recruited Out of Men Who Applied



Figure 17: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

National retention policies in the armed forces:

- DCM No. 628 (est. 25 Sept. 2019)
- "Policies and Procedures for the Management of Civilian Personnel in the Armed Forces That Do Not Enjoy the Status of Civil Servant" adopted by the Council of MoD No. 1090 (est. 2 June 2016)

Specific Retention Policies for Women:

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

As illustrated in *Figures 18 and 19*, the overall representation of women and men in all Other Ranks remained relatively the same from 2018 to 2019. However, the overall representation of women in all Officer Ranks increased by **1%** (from 19% to 20%), whilst the representation of men decreased by **1%** (from 81% to 80%).

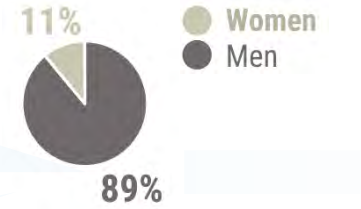


Figure 18: Overall Percentage of Full-Time Women and Men in Other Ranks

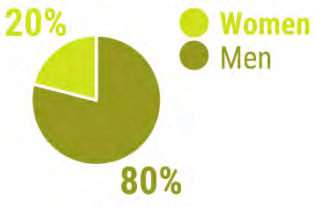


Figure 19: Overall Percentage of Full-Time Women and Men in Officer Ranks

As shown in *Figures 20 and 21*, the representation of full-time military women changed in the following ways across military ranks from 2018 to 2019:

- **+17%** in OR 1-4 (from 6% to 7%)
- **+27%** in OF-6 and higher (from 11% to 14%)
- **+7%** in OF 3-5 (from 13% to 14%)
- **+4%** in OF 1-2 (from 27% to 28%)

In contrast, the representation of full-time military men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 94% to 93%)
- **-3%** in OF-6 and higher (from 89% to 86%)
- **-1%** in OF 3-5 (from 87% to 86%)
- **-1%** in OF 1-2 (from 73% to 72%)

The AAF did not gain more women in OF-6 and higher positions. The representation of women in OF-6 and higher ranks increased due to the slight decrease in the number of men positioned in OF-6 and higher ranks.

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women are positioned across military ranks.

As illustrated in *Figure 22*, the distribution of women indicates that the majority of women were in Other Ranks (**58%**) compared to Officer Ranks (**42%**). The distribution of full-time military women in military ranks changed in the following ways from 2018 to 2019:

- **-2%** in OR 5-9 (from 44% to 43%)
- **+6%** in OF 3-5 (from 16% to 17%)

As highlighted in *Figure 23*, the distribution of men indicates that the majority of men were in Other Ranks (**73%**) compared to Officer Ranks (**27%**) in 2019. The distribution of full-time military men in military ranks changed in the following ways from 2018 to 2019:

- **-6%** in OR 1-4 (from 36% to 34%)
- **+3%** in OR 5-9 (from 38% to 39%)
- **+6%** in OF 3-5 (from 16% to 17%)

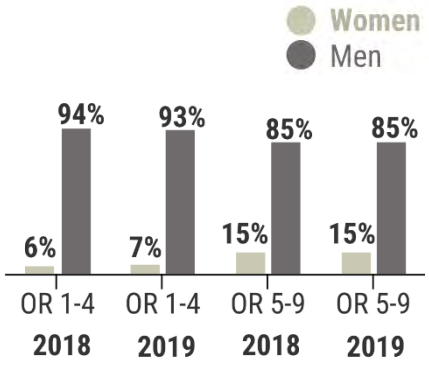


Figure 20: Percentage of Full-Time Women and Men in Other Ranks

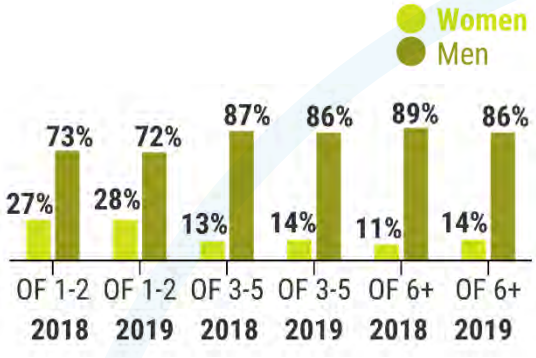


Figure 21: Percentage of Full-Time Women and Men in Officer Ranks

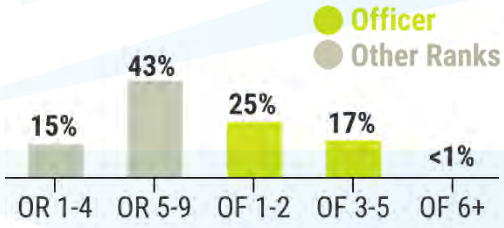


Figure 22: Distribution of Full-Time Women by Military Ranks in 2019

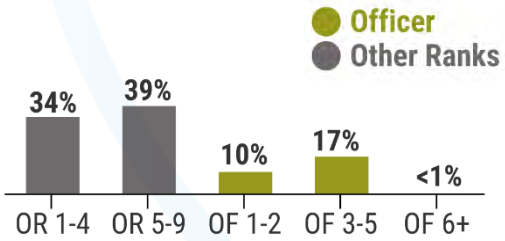


Figure 23: Distribution of Full-Time Men by Military Ranks in 2019

As indicated in *Figure 24*, **14%** of the total military members who left the AAF were women in 2019, whilst women represented **18%** of all military personnel who left in 2018.

The 2019 raw data indicated that the number of women who left the military was greater than the number of women who entered the military.

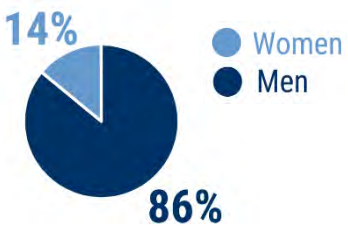


Figure 24: Percentage of Women and Men Who Left the Armed Forces in 2019

The table on the right demonstrates the main reasons women and men left the AAF in 2019. Death, dissatisfaction with military salaries, personal undisclosed reasons and retirement were main reasons for both women and men. Particularly for men, dismissal due to poor performances or disciplinary offences and medical reasons other than service injuries were main reasons for leaving the military.

In 2018, death was only a main reason for men rather than both women and men. Additionally, dismissal due to poor performance or disciplinary offences and medical reasons other than service injuries were not main reasons for men leaving in 2018.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death	☑	☑
Dismissed Due to Poor Performance or Disciplinary Offences	☐	☑
Dissatisfaction with Military Salaries	☑	☑
Medical Reasons (other than service injuries)	☐	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. Military facilities are adapted for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	52
Paternity Leave	38
Parental Leave	15

*Parental leave is NOT transferable between parents.

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Parental Rights

Policies and Regulations that Provide Administrative and/or Medical Support for Maternity/Paternity/Parental Leave

1. Law No. 7703 on Social Security in the Republic of Albania (Established 11 May 1993; Amended in 2014)
2. Law No. 7961 (Established 12 Sept. 1995; Amended in 2015)
3. Law No. 9210 on the Status of Military Armed Forces of the Republic of Albania (Established 23 Mar. 2004)
4. Guidelines to the MoD for assistance in case of illness or death

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

☑ Breastfeeding breaks

* There is only a child care centre for autistic children in the AAF.

Average Age of Military Personnel

Since 2018, the average age changed for women in the following way:

- -1 year amongst All Military Personnel (from 35 to 34)

Average age changed for men in the following way:

- -1 year amongst Non-Commissioned Officers (NCOs) (from 39 to 38)

Overall, this indicates that the AAF are a slightly younger national armed force compared to 2018.

Average Age

	Women	Men
All Military Personnel	**34**	**34**
NCOs	**39**	**38**
Officers	**36**	**40**
Deployed Personnel	**34**	**35**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Policies and procedures for the elimination of violence, harassment and sexual harassment in the workplace within the MoD and Armed Forces structures was drafted in December 2019 and approved by the MoD.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment
- Gender in Terrorism Education and Training Package for Nations

NATO-Certified Gender Education and Training Products Used in 2019

- Gender Advisor Course
- Gender Focal Point Training
- Key Leader Seminar
- Senior Leaders Seminar
- Utility of Gender in Peace Support Operations

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises
There are no national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

Albania did not report how many GENADs or GFPs were positioned within their national armed forces.

However, the AAF completed the following training in 2019:

- Three NATO-certified GFPs completed training at the Nordic Centre for Gender in Military Operations (NCGM);
- 35 NATO-certified GFPs completed training conducted by an American team in New Jersey in March 2019;
- Five personnel completed a 4-day training conducted by the Dutch Embassy in Albania in March 2019.

Information on the number of GENADs and GFPs that have been deployed was not provided.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

- Curricula was reviewed at educational programmes in September-October 2018 addressing issues of gender equality and the UNSCR 1325;
- On 11 September 2018, inter-institutional action plan 2018-2020 approved by DCM No. 524;
- On 16 May 2018, the Gender Equality Action Plan 2018-2020 in the Armed Forces was approved by the order of MoD No. 688;
- During one year, 650 military personnel attended a course conducted in the AAF's TRADOC. The year and details on the course were not indicated.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

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

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

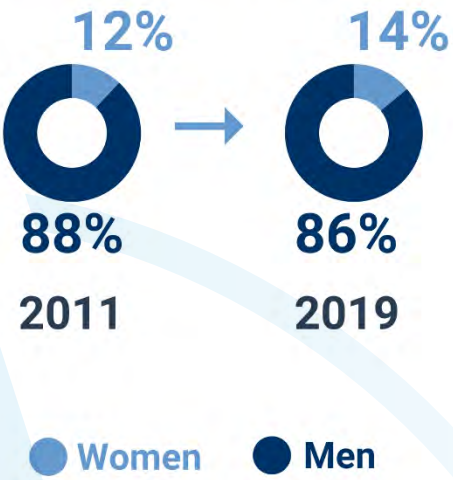
H **MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse**

Actions Taken

- In December 2019, "Policies and Procedures for the Elimination of Violence, Harassment and Sexual Harassment in the Workplace in the Ministry of Defense and Armed Forces Structures" was approved by the Albanian MoD;
- In May 2018 and 2019, 30% of women and men were surveyed. No cases were reported;
- The AAF will organise surveys, meetings and staff training on handling cases of sexual harassment in 2020; and
- On 31 December 2019, the MoD published Letter no. 7976. The Armed Forces General Staff (J-1) will assess and consider the following changes:
  - Gradually reduce or remove restrictions on gender specification of jobs to create opportunities for recruiting potential female candidates in the Armed Forces starting in 2020;
  - Increase the number of staff in missions;
  - Improve facilities such as dormitories, toilets and workplaces;
  - Change job descriptions.

SUMMARY

Percentage of Women and Men in the Full-time Albanian Armed Forces



2018	2019
13% Representation of women in full-time armed forces	**14%** Representation of women in full-time armed forces
4% Representation of women in NATO operations	**7%** Representation of women in NATO operations
130 Military occupation restrictions for women lifted	**158** Military occupation restrictions for women lifted
18% Representation of women that left the armed forces	**13%** Representation of women that left the armed forces
0 Number of personnel trained on gender perspective	**43** Number of personnel trained on gender perspective
3 Number of 2018 Recommendations Implemented	**5** Number of 2018 Recommendations Implemented



Kingdom of Belgium

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, Belgium did not enforce new specific policies and/or legislation related to integrating gender perspective in the national armed forces.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Policy Office of the General Directorate Human Resources within the Human Resources Management Section assists in overseeing the integration of gender perspective in the national armed forces.

As shown in *Figure 1*, the BAF have increased their representation of women by **13%** (from 8% to 9%) in their full-time armed forces from 2018 to 2019. Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel on average in the BAF. In contrast, men represent **9** out of every 10 military personnel.

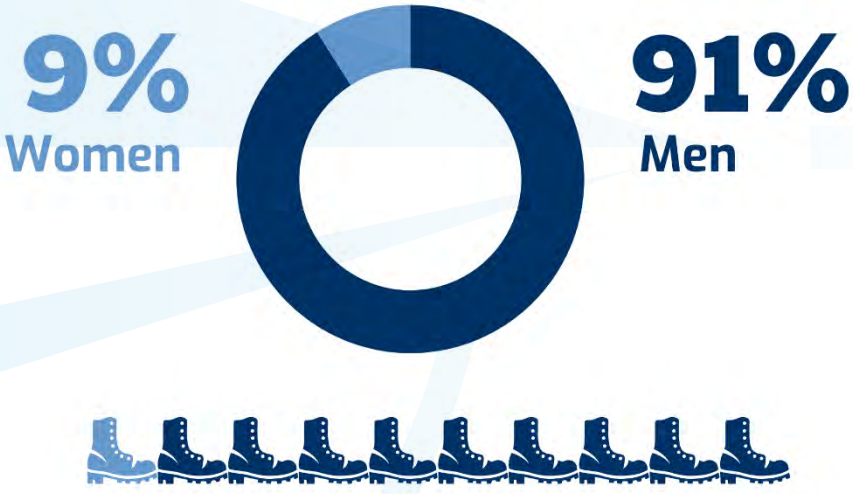


Figure 1: Percentage of Women and Men in the Full-Time Belgian Armed Forces

As indicated in *Figure 2*, women had the highest representation in the Medical, followed by Musicians, Other Forces and the Navy. Men had the highest representation in the Land Forces, followed by the Air Force and Navy. Even in military components with the lowest representation of men, men had a higher representation compared to women.

Belgium has an independent military component for medical personnel compared to most other NATO Member Nations that incorporate medical personnel into other military components.

Since 2018, the representation of women experienced the following changes across military components:

- **+20%** in Land Forces (from 5% to 6%)
- **+10%** in Medical (from 29% to 32%)
- **+11%** in Musicians (from 19% to 21%)
- **+13%** in Other Forces (from 15% to 17%)

Conversely, the representation of men experienced the following changes across military components:

- **-1%** in Land Forces (from 95% to 94%)
- **-4%** in Medical (from 71% to 68%)
- **-3%** in Musicians (from 81% to 79%)
- **-2%** in Other Forces (from 85% to 83%)

The representation of women and men in the Air Force (9% for women and 91% for men) and Navy (11% for women and 89% for men) remained approximately the same compared to 2018.

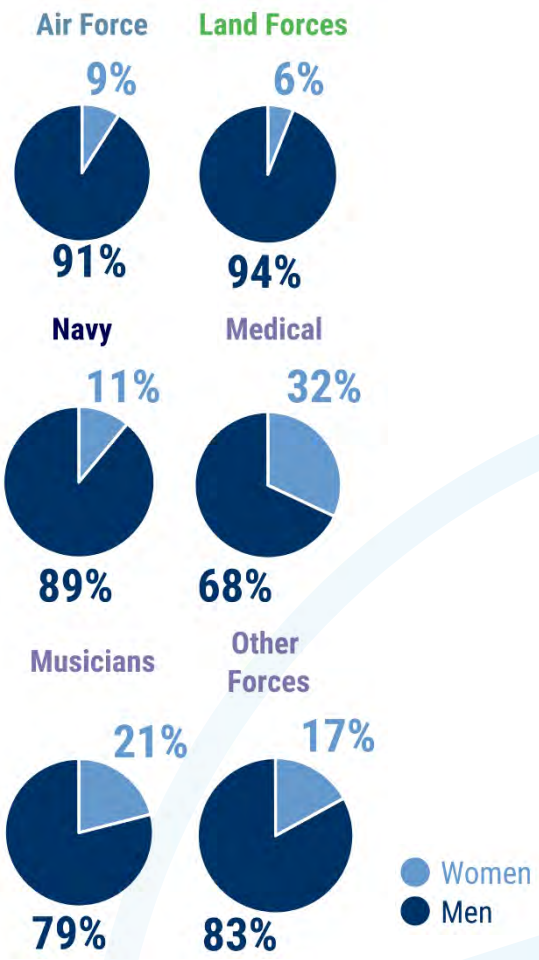


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

In 2019, most military women served in Land Forces, whilst the least amount of military women served as Musicians and Other Forces. *Figure 3* indicates that the distribution of women experienced the following changes across military components from 2018 to 2019:

- **+4%** in Air Force (from 28% to 29%)
- **+10%** in Medical (from 21% to 23%)
- **+100%** in Musicians (from 1% to 2%)
- **+100%** in Other Forces (from 1% to 2%)
- **-13%** in Land Forces (from 40% to 35%)

Like military women, most military men served in Land Forces and the least amount of military men served as Musicians and Other Forces. *Figure 4* highlights that the distribution of men experienced the following changes across military components from 2018 to 2019:

- **+4%** in Air Forces (from 26% to 27%)
- **+17%** in the Navy (from 6% to 7%)
- **+25%** in Medical (from 4% to 5%)
- **-3%** in Land Forces (from 62% to 60%)
- **-50%** as Musicians (from 1% to 0.5%)
- **-50%** in Other Forces (from 1% to 0.5%)

Despite **5%** less women in the Land Forces in 2019, women gained **+1%** representation in the Land Forces. The decrease of men in the Land Forces may have contributed to the increase of representation of women in this component.

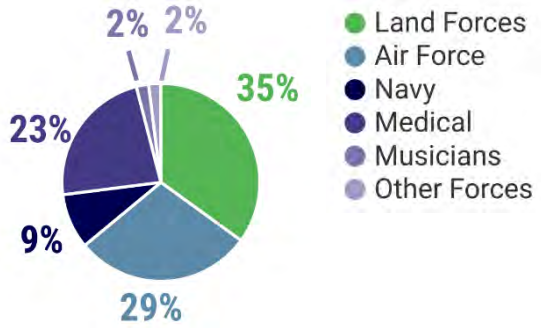


Figure 3: Distribution of Women by Military Component in 2019

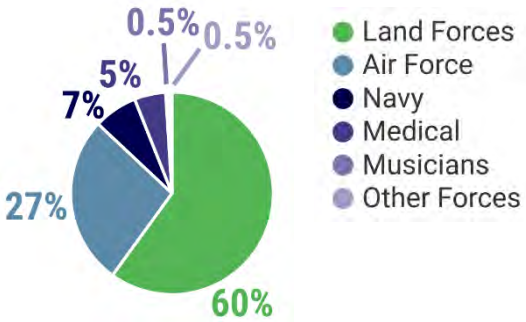


Figure 4: Distribution of Men by Military Component in 2019

As shown in *Figure 5*, the representation of military women experienced the following changes across military occupations from 2018 to 2019:

- **+17%** in communication electronics engineering (from 6% to 7%)
- **+6%** in health care (from 31% to 33%)
- **+69%** in legal (from 29% to 49%)
- **+13%** in logistics (from 8% to 9%)
- **+8%** in personnel section (from 13% to 14%)
- **+14%** in public affairs (from 14% to 16%)

Notably, the representation of women in legal had a significant increase compared to other military occupations that experienced an increase. Since 2018, the representation of military men experienced the following changes across military occupations:

- **-1%** in communication electronics engineering (from 94% to 93%)
- **-3%** in health care (from 69% to 67%)
- **-28%** in legal (from 71% to 51%)
- **-1%** in logistics (from 92% to 91%)
- **-1%** in personnel section (from 87% to 86%)
- **-1%** in public affairs (from 85% to 84%)

Whilst men experienced a significant decrease in representation in legal, the decrease led to nearly equal representation between women and men in that particular military occupation. Despite experiencing a decrease in representation in other military occupations, men continue to have a very high representation in most other military occupations.

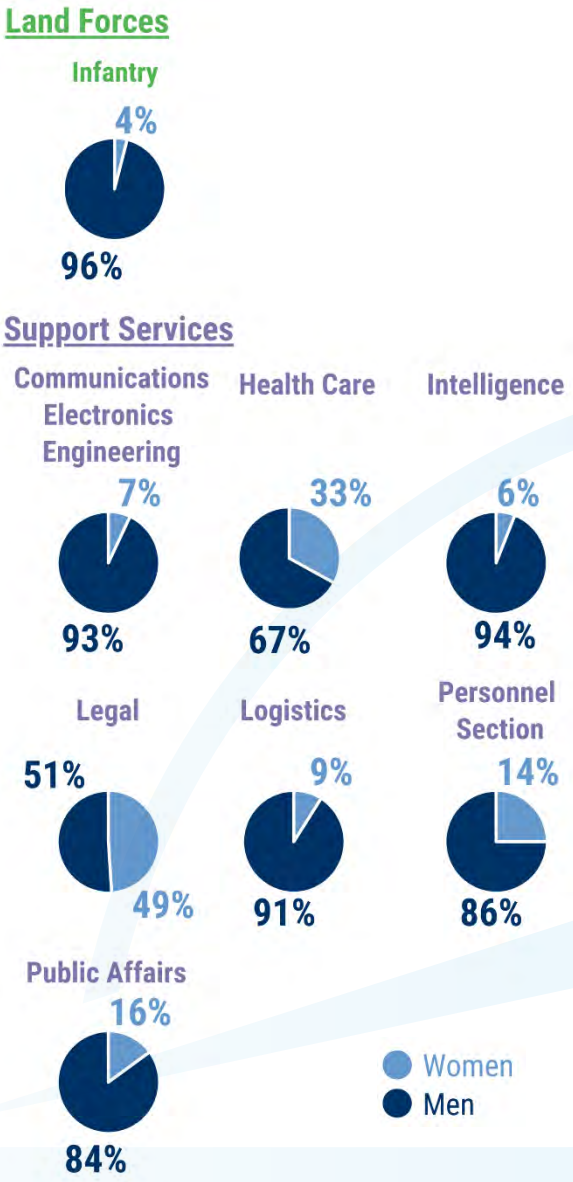


Figure 5: Percentage of Women and Men by Military Occupation in 2019

As indicated in *Figure 6*, military women had the highest representation in legal, whilst military men had the highest representation in the infantry in 2019. Since 2018, the legal military occupation transitioned from the second highest to the first highest representation of women. Conversely, the representation of men in the legal occupation transitioned from the second lowest to the lowest in 2019. Whilst women and men had nearly equal representation in the legal occupation in 2019, it is important to note that legal only represents 1% or less of the entire BAF.

In 2018, women had the highest representation in health care. However, it is important to note that women and men within the health care military occupation only represent 8% or less of the entire BAF.

Despite the fluctuations across military occupations for women and men since 2018, there are no changes to the ranking of representation for both women and men in 2019 for the following occupations: public affairs, personnel section, logistics, communication electronics engineering and infantry. Infantry remained the military occupation with the lowest representation of women and the highest representation of men in both 2018 and 2019.

Unlike legal and health care, it is important to note that in 2019, the infantry was the largest military occupation representing 39% of the entire BAF. Whilst women had the highest representation in legal and health care, they had the lowest representation in the infantry.

Communication electronics engineering and intelligence both ranked as the sixth highest representation of women in 2018. However, in 2019, the increase in representation of women in communication electronics engineering shifted intelligence down to the seventh position since no change in representation of women occurred in the intelligence military occupation

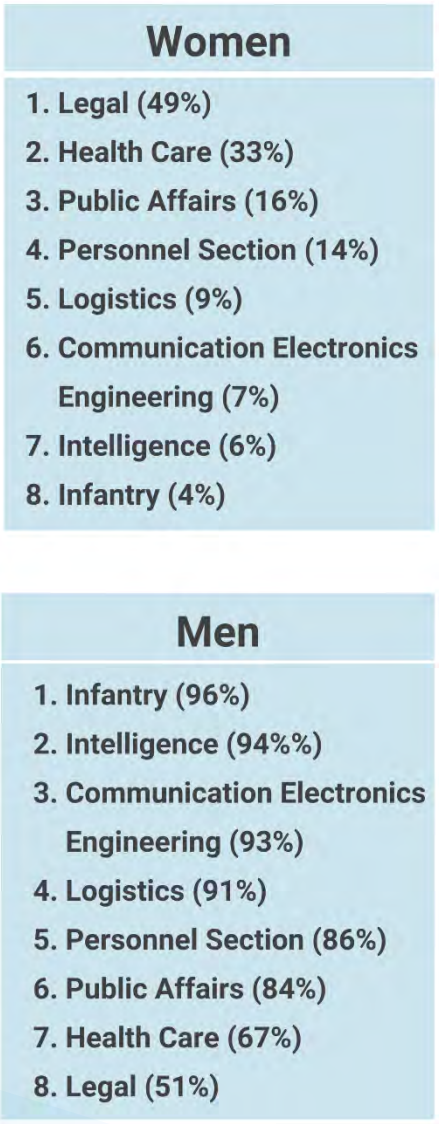


Figure 6: Ranking of Women and Men by their Representation Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the BAF.

Similar to 2018, most military women in 2019 served in health care and logistics. *Figure 7* highlights that the distribution of women changed in the following ways across military occupations from 2018 to 2019:

- **+8%** in health care (from 26% to 28%)
- **+300%** in legal (from 1% to 4%)
- **-8%** in personnel sections (from 13% to 12%)
- **-18%** in infantry (from 22% to 18%)

Notably, the distribution of women in legal tripled since 2018.

Compared to 2018, the majority of men in the BAF served in the infantry and logistics in 2019. *Figure 8* indicates that the distribution of men changed in the following ways across military occupations from 2018 to 2019:

- **+20%** in health care (from 5% to 6%)
- **+20%** in intelligence (from 5% to 6%)
- **-5%** in infantry (from 43% to 41%)

Notably, both the number of women and men decreased in the infantry influencing the redistribution.

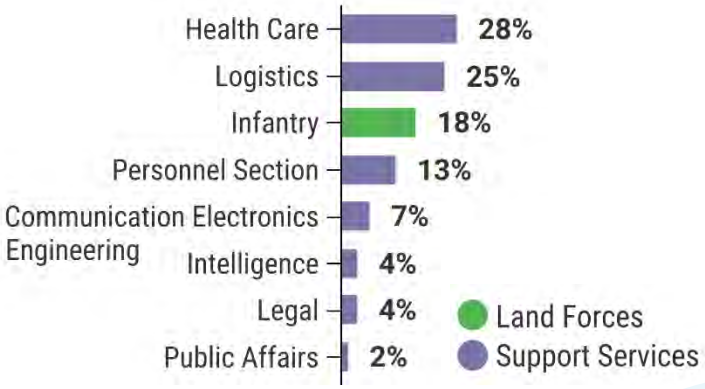


Figure 7: Distribution of Women by Military Occupation in 2019

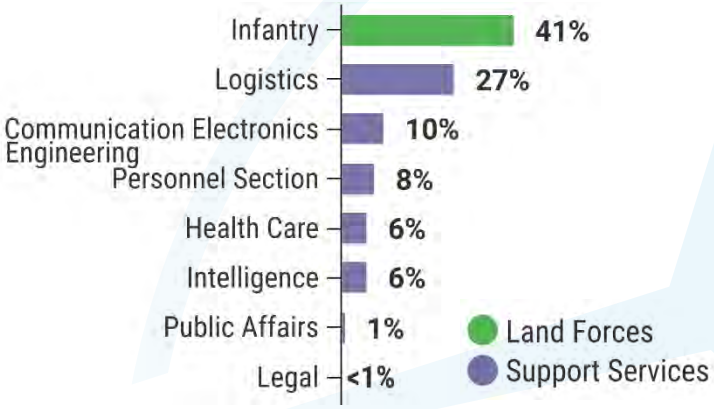


Figure 8: Distribution of Men by Military Occupation in 2019

Policies to Support Entry into the Reserve Forces

The BAF have policies to support entry into the Reserve Forces. Civilian personnel may join the Reserve Forces to execute the same functions as a civilian employee when deployed as reserve personnel.

Currently, a study is being conducted in order to identify better measures and benefits to support entry into the Reserves.

Policies to Compensate Civilian Employers of Reserve Personnel

The BAF do not have policies to compensate civilian employers of reserve personnel.

However, a study on performance is being conducted with the goal of identifying the possibility to compensate civilian employers.

Incentives or Bonuses for Civilians to Enter the Reserves

The BAF do not offer incentives or bonuses for civilians to enter the Reserve Forces.

However, civilian personnel retain their normal salary when deployed as reserve military personnel. Furthermore, an additional operational allowance may be granted in case of deployment.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Belgian Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men but the grading system is different

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The BAF do not have policies that promote the recruitment of women in their national armed forces.

As shown in *Figure 9*, the representation of women amongst applicants decreased by **7%** (from 15% to 14%) from 2018 to 2019. *Figure 10* indicates that the representation of women successfully recruited out of all applicants increased by **9%** (from 11% to 12%) within the same time period.

Whilst the section above compares the representation of women and men throughout the recruitment process, *Figures 11* and *12* look at the success rate of women and men during each recruitment stage.

Overall, these trends show that women have a lower success rate in the recruitment process compared to men. The BAF have seen a slight increase in women applicants and a slight decrease in men applicants. Since 2018, women successfully recruited out of all women who applied increased by **89%** (from 18% to 34%).

Since 2018, men successfully recruited out of all men who applied increased by **48%** (from 27% to 40%).

Notably, both women and men experienced an increased success rate being successfully recruited after applying.

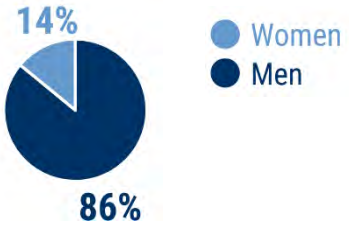


Figure 9: Percentage of Women and Men Applicants for Full-time Service

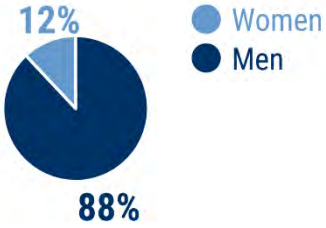


Figure 10: Percentage of Women and Men Successfully Recruited Out of All Applicants

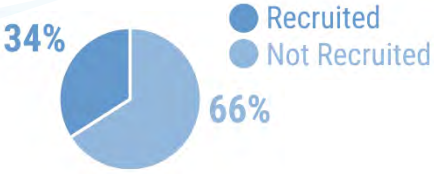


Figure 11: Percentage of Women Successfully Recruited Out of Women Who Applied



Figure 12: Percentage of Men Successfully Recruited Out of Men Who Applied

Retention

The BAF have no policies on retention nor policies specific to the retention of women in the armed forces. However, in 2019, the BAF had a network to support the integration of gender perspective in the military. The network "Gender in Motion" was implemented in 2018 and connects women and men who want to work with integrating gender perspective in the Belgian Defence.

As highlighted in *Figure 13*, the overall representation of women in all Other Ranks increased by **14%** (from 7% to 8%) from 2018 to 2019, whilst the overall representation of men in all Other Ranks decreased by **1%** (from 93% to 92%). *Figure 14* illustrates that the representation of women in all Officer Ranks increased by **8%** (from 13% to 14%) from 2018 to 2019, whilst the representation of men in all Officer Ranks decreased by **1%** (from 87% to 86%).

As shown in *Figures 15* and *16*, the representation of full-time military women in military ranks changed in the following ways:

- **+14%** in OR 1-4 (from 7% to 8%)
- **+14%** in OR 5-9 (from 7% to 8%)
- **+6%** in OF 1-2 (from 17% to 18%)
- **+10%** in OF 3-5 (from 10% to 11%)

Conversely, the representation of full-time military men in military ranks changed in the following ways:

- **-1%** in OR 1-4 (from 93% to 92%)
- **-1%** in OR 5-9 (from 93% to 92%)
- **-1%** in OF 1-2 (from 83% to 82%)
- **-1%** in OF 3-5 (from 90% to 91%)

Whilst the number of women increased across Other Ranks since 2018, the number of men decreased across Other Ranks. Both the number of women and men decreased across OF 1-2 but men experienced a greater decrease, causing the representation of women to increase.

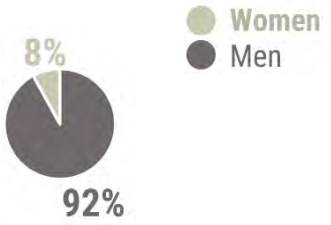


Figure 13: Overall Percentage of Full-time Women and Men in Other Ranks

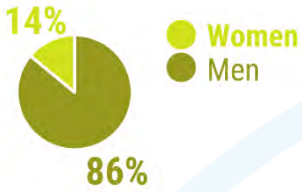


Figure 14: Overall Percentage of Full-Time Women and Men in Officer Ranks

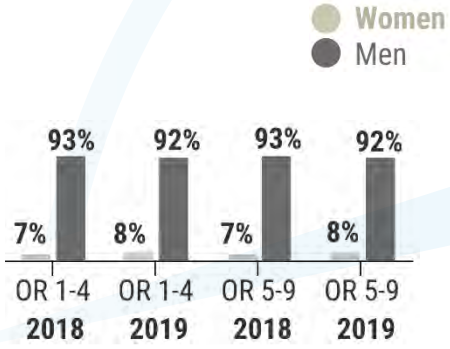


Figure 15: Percentage of Full-Time Women and Men in Other Ranks

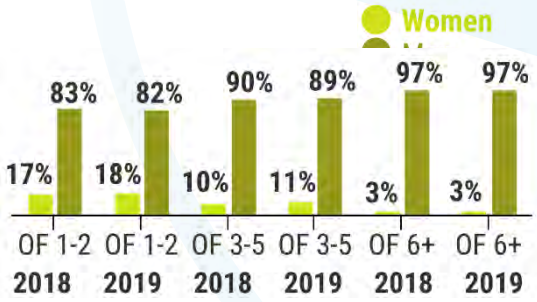


Figure 16: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**76%**) compared to Officer Ranks (**24%**). *Figure 17* highlights that the distribution of full-time women changed in the following ways across military from 2018 to 2019:

- **+3%** in OR 1-4 (from 36% to 37%)
- **-3%** in OR 3-5 (from 40% to 39%)
- **-7%** in OF 1-2 (from 14% to 13%)
- **+10%** in OF 3-5 (from 10% to 11%)

Conversely, the distribution of men indicates that the majority of men were in Other Ranks (**86%**) compared to Officer Ranks (**14%**) in 2019. *Figure 18* reflects that the distribution of full-time men remained relatively the same from 2018 to 2019.

As illustrated in *Figure 19*, women were **6%** of the total military members who left the BAF, whilst they represented 7% of all military personnel who left in 2018.

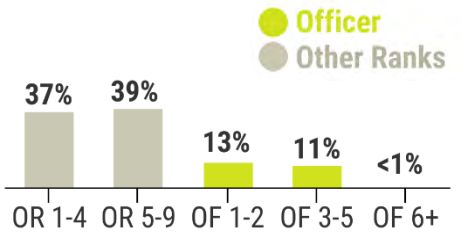


Figure 17: Distribution of Full-Time Women by Military Rank in 2019

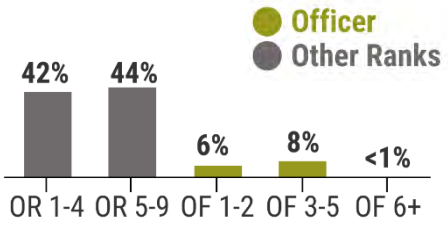


Figure 18: Distribution of Full-Time Men by Military Rank in 2019

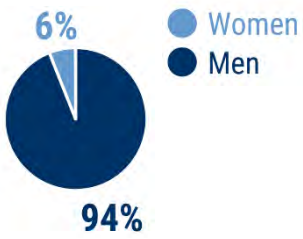


Figure 19: Percentage of Women and Men Who Left the Armed Forces in 2019

The table demonstrates the main reasons women and men left the BAF in 2019. Death was one of the main reasons for women leaving in 2018, whilst it was no longer a main reason for women leaving in 2019. Pursuing a different career or educational opportunity became a main reason for both women and men in 2019. With the exception of death, the BAF reported that the main reasons for women and men leaving the national armed forces are generally the same.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death		☑
Dismissed Due to Poor Performance or Disciplinary Offences	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Medical Reasons (other than service injuries)	☑	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

The BAF did not report whether military equipment had been adapted for women and men. Military facilities are adapted for women and men, such as sanitary and lodging facilities.

Ballistic protection vests are unisex, but they are available in smaller sizes.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	15
Paternity Leave	2
Parental Leave	17

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Excluding critical posts, it is possible for Defence personnel to do the following:

- Work part-time at a 4/5 rate
- Work in satellite offices
- Teleworking
- Work with flexible hours

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

If one of the partners from a military couple participates in an operation, the partner staying home can request to work 4 days a week during the mission with loss of pay.

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ 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

Average Age of Military Personnel

Average age for all military personnel in the BAF is 40 years old. Difference in average age between women and men was not reported.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	Not Applicable The BAF do not make a distinction between non-consensual sexual behaviour.	
Programmes and/or Training for Prevention	☑		
Appointed Personnel Overseeing Allegations	☑		
Formal Procedures in Place For Reporting an Incident	☑		
Reported Incidents in the National Armed Forces in 2019	☑		

In 2019, 12 women and four men reported incidents of sexual harassment.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 2: Tactical Level

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course
- Gender Focal Point Training

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There are two national programmes for education/training on gender perspective

- **Gender Focal Point Course at Ci-MEG**
- **Gender Sensitive Communication at DG HR**

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

Within the National Armed Forces, there are four NATO-certified GENADs and 180 non-NATO-certified GFPs.

In 2019, the following training occurred:

- One GENAD trained at the Nordic Centre for Gender in Military Operations (NCGM);
- 45 GFPs trained on ACT Advanced Distance Learning Courses; and
- 45 GFPs trained in National Programmes.

In 2019, six non-NATO certified GFPs deployed. While GENADs did not deploy in 2019, two GENADs have deployed over prior years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

Considerations or initiatives taken towards any draft MC/PS 2019 NCGP Recommendations were not reported in 2019.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participateng the appointment of dedicated gender staff**

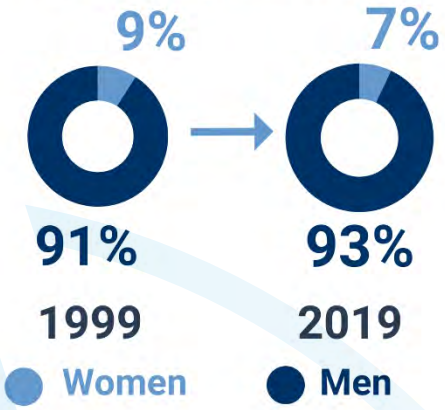
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff**

Actions Taken

- The BAF implemented their diversity policy on 17 October 2005.
- The BAF have an internal structure for the effective prevention, reporting and response to combat sexual and other forms of harassment in the workplace without victimisation.
- The Belgian Chief of Defence (CHOD) became a member of the Women, Peace and Security (WPS) CHOD Network in 2018.
- The BAF made the additional distinction between the "reference GENAD" and the GENAD. The reference GENAD has the additional responsibilities in the following 3 pillars:
  1. Staff Department Strategy (Concept)
  2. General Directorate Human Resources (HR)
  3. Staff Department Operations and Training (Ops) to provide guidance in the gender domain
- The BAF have implemented three WPS Defence Action Plans (DAP):
  1. First WPS DAP 2009-2012
  2. Second WPS DAP 2013-2016
  3. Third WPS DAP 2017-2021

SUMMARY

Percentage of Women and Men in the Full-time Belgian Armed Forces



2018	2019
8% Representation of women in full-time armed forces	**9%** Representation of women in full-time armed forces
11% Representation of women recruited out of all applicants	**12%** Representation of women recruited out of all applicants
7% Representation of women out of all military members that left the military	**6%** Representation of women out of all military members that left the military
29% Representation of women in Legal	**49%** Representation of women in Legal
3 Number of NATO Education/Training Products Used	**7** Number of NATO Education/Training Products Used
161 Number of Gender Focal Points	**180** Number of Gender Focal Points



Republic of Bulgaria

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the national working group developed the second draft of the National Action Plan on Women, Peace and Security 2020 -2025. The Republic of Ireland served as a mentoring country, holding meetings with Bulgaria's national working group in both Sofia, Bulgaria and Dublin, Ireland. Additionally, national round tables were held to discuss the focus and measures of the NAP, consisting of Civil Society Organisations (CSOs) and Non-Governmental Organisations (NGOs).

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Bulgarian Ministry of Defence (MoD) has mandated the Social Policy Directorate to be responsible for implementing gender related policy, equality, protection of human rights and the fundamental freedoms within the armed forces. The Bulgarian MoD and Defence Staff are integrated structures. This allows the Social Policy Directorate to have access to the Minister's cabinet, governmental administrations and the highest levels of military leadership.

As shown in *Figure 1*, the representation of women was **16%**, surpassing the 2019 NATO Member average (12%). Since 2018, the overall representation of women and men in the BGRAF remained relatively the same. The women represent approximately **1.5** out of every 10 military personnel on average in the BGRAF. In contrast, men represent **8.5** out of every 10 military personnel.

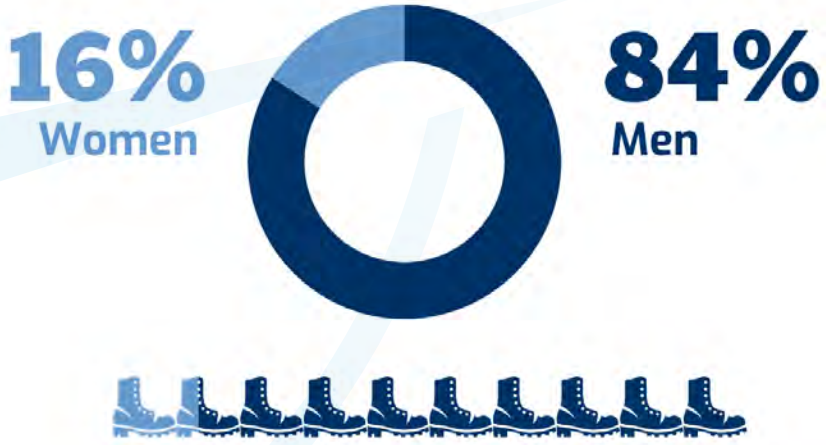


Figure 1: Percentage of Women and Men in the Full-Time Bulgarian Armed Forces in 2019

As illustrated in *Figure 2*, women notably had a higher representation in the Land Forces and the Air Force compared to the Navy in 2019. Whilst the BGRAF provided sex-disaggregated data in 2018, this particular data was reported for the first time in 2019. Therefore, a comparison to previous years cannot yet be provided.

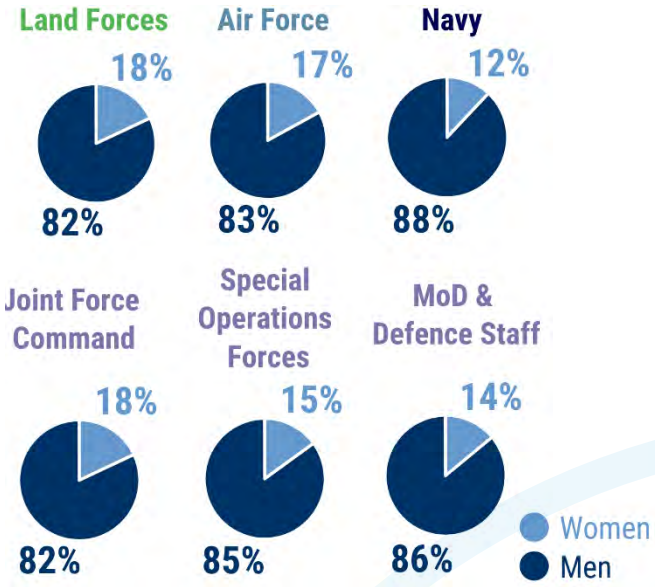


Figure 2: Percentage of Women and Men by Military Component in 2019

As highlighted in *Figure 3*, the overall representation of women and men engaged in All Operations has remained the same from 2018 to 2019. *Figure 4* indicates the representation of women engaged in All Operations since 2018 changed in the following ways across military components:

- **+14%** in Land Forces (from 7% to 8%)
- **-9%** in the Navy (from 11% to 10%)

Compared to 2018, the representation of men engaged in All Operations changed in the following ways across military components:

- **-1%** in Land Forces (from 93% to 92%)
- **+1%** in the Navy (from 89% to 90%)

The representation of Air Force women and men engaged in all operations remained the same compared to the previous year. Sex-disaggregated data for women and men in the Joint Force Command (JFC) was reported for the first time. Additionally, disaggregated data for the Special Operations Forces (SOF) and the MoD were reported for the first time, whereas this data was merged in the previous year. Therefore, data comparisons to previous years for the JFC, SOF and MoD cannot yet be provided.



Figure 3: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

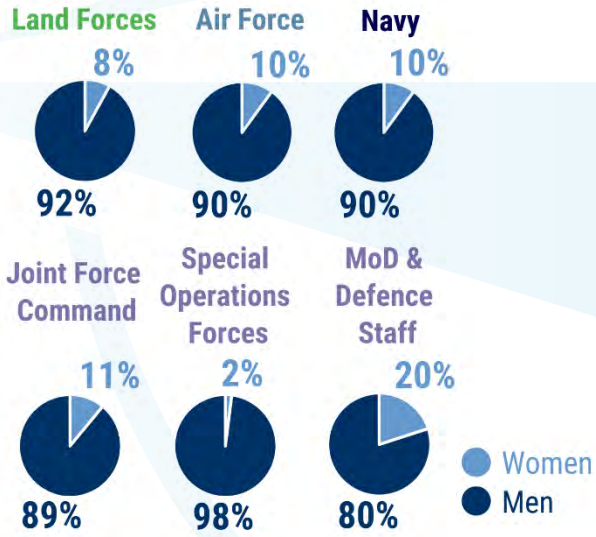


Figure 4: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

As shown in *Figure 5 and 6*, the overall representation of women engaged in NATO Operations increased by **13%** (from 8% to 9%), whilst the representation of men decreased by **1%** (from 92% to 91%) from 2018 to 2019. The representation of women engaged in NATO Operations changed in the following ways across military components:

- **+29%** in Land Forces (from 7% to 9%)
- **-100%** in the Air Force (from 13% to 0%)
- **-20%** in the Navy (from 25% to 20%)

Compared to 2018, the representation of men engaged in NATO Operations changed in the following ways across military components:

- **-2%** in Land Forces (from 93% to 91%)
- **+15%** in the Air Force (from 87% to 100%)
- **+7%** in the Navy (from 75% to 80%)

Sex-disaggregated data for women and men in the JFC was reported for the first time. Additionally, disaggregated data for the SOF and the MoD were reported for the first time, whereas this data was merged in the previous year. Therefore, data comparisons to previous years for JFC, SOF and MoD cannot yet be provided.



Figure 5: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

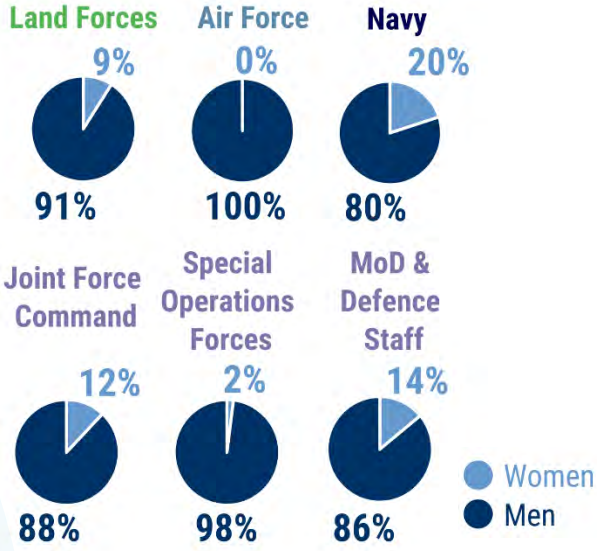


Figure 6: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The BGRAF's Reserve Force is organised on a voluntary basis. During active military service, the Reservists' contract cannot be terminated by their civilian employer.

Policies to Compensate Civilian Employers of Reserve Personnel

Civilian employers of Reservists are entitled to financial compensation from the MoD for the time that the Reservist is actively serving military duties.

Incentives or Bonuses for Civilians to Enter the Reserves

The BGRAF offer the following incentives for civilian employees to enter the Reserve Forces:

- Financial compensation for their military service;
- Financial compensation for travel between their residence and military duty locations;
- Training in military schools under equal conditions as their full-time counterparts;
- Access to military hospitals, long-term medical treatment and rehabilitation; and
- Access to military recreation centres.

As illustrated in *Figure 7*, the overall representation of Reserve women increased by **55%** (from 11% to 17%), whilst the representation of Reserve men decreased by **7%** (from 89% to 83%) from 2018 to 2019.



Figure 7: Percentage of Women and Men in the Reserve Forces in 2019

As highlighted in *Figure 8*, women notably had a higher representation in the Navy compared to the Land Forces and the Air Force in 2019. Whilst the BGRAF provided sex-disaggregated data in 2018, the representation of women by military component was reported for the first time in 2019. Therefore, a comparison to previous years cannot yet be provided.

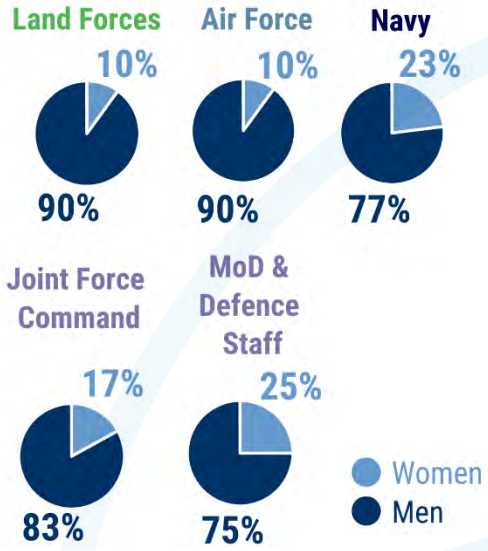


Figure 8: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Bulgarian Armed Forces

Enlistment requirements are the same for women and men in the BGRAF.

Enlistment Requirements for the Physical Fitness Test

Requirements for the physical fitness test are different based on gender and age for candidates who apply to the military college, university and academy. Details on these differences were not provided.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Minimum height and weight requirements to enter military academies:

- **Women:** 1.5 metres (4 feet and 11 inches) and 48 kg (106 pounds);
- **Men:** 1.5 metres (4 feet and 11 inches) and 50 kg (110 pounds).

Maximum height and weight requirements for pilots:

- **Height:** 1.85 metres (6 feet and 1 inch);
- **Weight:** 80 kg (176 pounds).

Physical requirements for the National Guard Unit:

- **Height:** 1.78-1.82 metres (5 feet and 10 inches - 5 feet and 12 inches);
- **Weight:** maximum 80 kg (176 lbs);
- No tattoos on the face, arms or legs.

The BGRAF do not have policies to promote the recruitment of women in the military.

Average Age of Enlistment	
Women	26-30
Men	26-30

As shown in *Figure 9*, the representation of women amongst applicants in comparison to 2019 decreased by **18%** (from 28% to 23%), whilst the representation of men increased by **7%** (from 72% to 77%) from 2018 to 2019. Additionally, less women and men applied to the BGRAF in 2019 compared to the previous year.

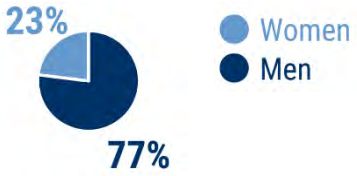


Figure 9: Percentage of Women and Men Applicants for Full-Time Service in 2019

As illustrated in *Figure 10*, the representation of women out of all candidates successfully recruited decreased by **32%** (from 28% to 19%), whilst the representation of men increased by **13%** (from 72% to 81%) from 2018 to 2019.

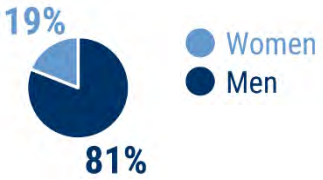


Figure 10: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

Figure 11 indicates the representation of women and men recruits successfully completing basic training. As this particular data was reported for the first time in 2019, a comparison to previous years cannot yet be provided.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

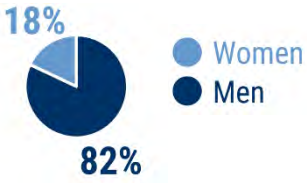


Figure 11: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Figures 12 and 13 highlight the 2019 success rates of women during the BFRAF recruitment process. Overall, these trends show that women have a lower success rate in the recruitment process in 2019 compared to men. Since 2018, the success rate of women successfully recruited decreased by **57%** (from 84% to 36%).

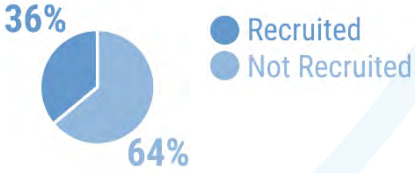


Figure 12: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

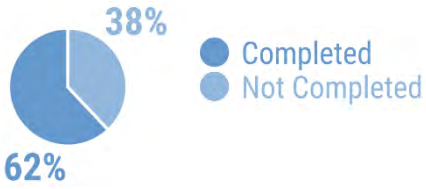


Figure 13: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

Figures 14 and 15 highlight the success rates of men during the recruitment process to enter the BGRAF. Since 2018, the success rate of men successfully recruited decreased by **45%** (from 85% to 47%). The appropriate data for recruits successfully completing basic training was not submitted in 2018. Therefore, a comparison for recruits successfully completing basic training cannot yet be provided.

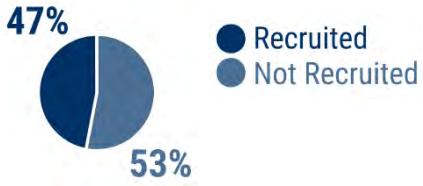


Figure 14: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 15: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The BGRAF have specific retention policies for women as defined in the Law on Defence and Armed Forces of the Republic of Bulgaria Article 192. These policies include the protection of pregnant women in accordance with the Bulgarian Labour Code.

Additionally, there is a network to support women in the military. Established in 2006, the Bulgarian Armed Forces Women Association (BUAFWA) consists of both active duty and Reserve military women. The BUAFWA aims to promote the status of women in the BGRAF, as well as implement UNSCR 1325. Furthermore, the BUAFWA coordinates with the MoD through an agreement that aligns with the BUAFWA's goals and their common interests with the BGRAF. In cases of discrimination, the BUAFWA can directly contact the Minister of Defence and Chief of Defence (CHOD), as well as participate in law-making processes through official statements.

In regards to general retention policies that apply to both women and men, the BGRAF offer the following:

- 30 paid leave days;
- Additional paid leave of one day for each service year, with the limit of 10 days;
- 5 paid leave days annually for chronic sickness;
- Paid leave for training in higher education in accordance with the Labour Code;
- Free medical care;
- Access to recreation centres and international recreation programmes
- Child care support;
- Access to kindergarten schools on military bases; and
- Possibility of financial support in the case of illness and/or emergency situations.

As shown in *Figures 16 and 17*[1], women had a higher representation in Other Ranks compared to Officer Ranks in 2019. Whilst the BGRAF provided sex-disaggregated data in 2018, numbers of women and men across military ranks were reported for the first time in 2019. Therefore, a comparison to previous years cannot yet be provided.

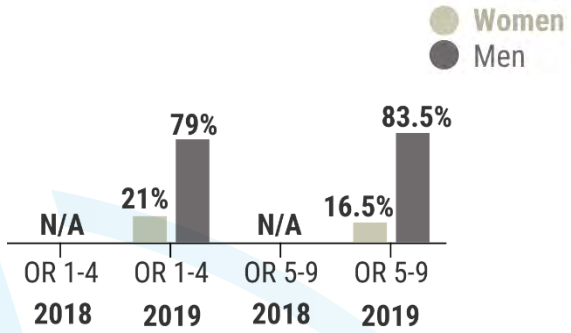


Figure 16: Percentage of Full-Time Women and Men in Other Ranks in 2019

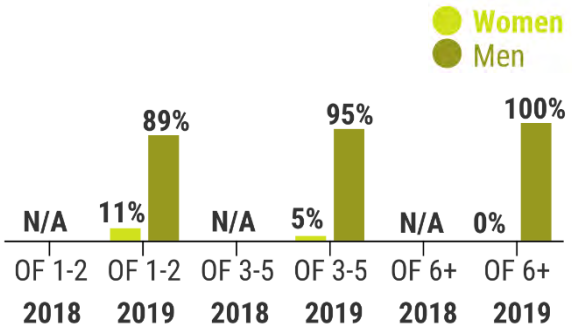


Figure 17: Percentage of Full-Time Women and Men in Officer Ranks in 2019

Military Equipment, Facilities and Uniforms

Military facilities are adapted for both women and men. No gender specific data on military equipment adaptation was provided.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

Number of Weeks	
Maternity Leave	58
Paternity Leave	32
Parental Leave	32

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The BGRAF offer flexible working hours to care for children, as well as elderly or sick family members. Additionally, flexible working hours are available for military personnel that wish to pursue education.

Special Programmes or Measures to Support Dual Service Couples

Dual-service couples will not be deployed at the same time.

[1] N/A stands for data not available

Parental Rights

Policies to Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The BGRAF do not deploy single parents, divorced or widowed parents with children. Military daycares are available on military bases. Additionally, the BGRAF grant one-time annual aid such as school materials or clothing for children to assist single, divorced or widowed parents.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Extra weeks of subsidised maternity/ paternity leave
- ☑ Flexible working days, variable start/finishing working and service hours
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

The average age of women across all military personnel in 2019 remained the same compared to the previous year. Since 2018, the average age changed for women in the following ways:

- +2 years amongst Non-Commissioned Officers (NCOs) (from 41 to 43)
- +2 years amongst Officers (from 34 to 36)

In 2019, the average age of men in BGRAF was slightly younger compared to 2018. The average age changed for men in the following way:

- -1 year amongst All Military Personnel (from 41 to 40)
- +1 year amongst NCOs (from 42 to 43)

The average age of men in Officer Ranks remained the same in 2019 compared to the previous year.

Average Age

	Women	Men
All Military Personnel	**38**	**40**
NCOs	**43**	**43**
Officers	**36**	**43**
Deployed Personnel	**N/A**	**N/A**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

Sexual harassment, abuse and assault are crimes under Chapter two of the Criminal Code in "Crimes Against Personality".

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Women	Men
Number of Reported Incidents of Sexual Harassment	2	2
Number of Reported Incidents of Sexual Abuse	1	0
Number of Reported Incidents of Sexual Assault	3	0

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☐	☐
Stalking	☑	☑
Rape	☐	☐
Other	☑	☑

Other includes domestic violence and bullying.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment
- Gender in Terrorism Education and Training Package for Nations

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Training
- Utility of Gender in Peace Support Operations

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 7 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. NCO College at Vasil Levski National Military University

Description

Gender perspective and the Women, Peace and Security (WPS) agenda are incorporated into the Leadership training modules at the NCO College. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OR 1-9
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

2. Cadet Leadership Training Modules at the Nikola Vaptsarov Naval Academy

Description

The WPS agenda is incorporated into the leadership training modules for cadets and students. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- National framework and policies of WPS implementation within the BGRAF;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OF 1-2 and OR 5-9
Phase: Standard National Training

3. NCO College at the Nikola Vaptsarov Naval Academy

Description

The WPS agenda is incorporated into the Leadership training modules at the NCO College. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- National framework and policies of WPS implementation within the BGRAF;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OR 1-9
Phase: Standard National Training

4. Bachelor Degree Courses at Vasil Levski National Military University

Description

The WPS agenda is incorporated into the International Humanitarian Law Course and leadership training modules. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- National framework and policies of WPS implementation within the BGRAF;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OF 1-2 and OR 5-9
Phase: Standard National Training

5. Military Police Course at the Logistics and Training Centre in Sofia, Bulgaria

Description

The WPS agenda is incorporated into a specialised training course for newly appointed military personnel. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- National framework and policies of WPS implementation within the BGRAF;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OF 1-2 and OR 1-9
Phase: In-Theater Training and Standard National Training

National Gender Perspective Related Education/Training Programmes

6. Rakovski Defence College in Sofia, Bulgaria

Description

The WPS agenda is incorporated into the International Humanitarian Law Course and leadership training modules. It includes:

- An overview of the WPS policies within an international framework;
- Discussion on NATO Members' implementation of the policies;
- National framework and policies of WPS implementation within the BGRAF;
- Integration of WPS policies in planning, implementation and evaluation of military operations; and
- Analysis of best practices and data.

Target: OF 1-6 and higher
Phase: Pre-deployment and Standard National Training

7. Gender Focal Point Course at the Crisis Management for Disaster Response Centre of Excellence

Description

The Gender Focal Point (GFP) Course aims to enable personnel to perform successfully as a GFP within strategic and operational organisations. The course provides the trainees with the Gender Advisor (GENAD) structure, as well as how the GFP's role contributes to the larger structure's efforts in applying a gender perspective.

The course aims to enable the GFP to support their chain of command in mainstreaming gender perspective within their own area of responsibility.

Target: OR 5-9 and OF 1-6 and higher
Phase: Pre-deployment, In-theater and Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the BGRAF had the following number of GENADs and GFPs:

- Three NATO-Certified GENADs at the MoD;
- Three non-NATO Certified GENADs in the MoD;
- Four NATO Certified GFPs in the MoD;
- Two NATO Certified GFPs in the General Staff; and
- Seven NATO Certified GFPs in the National Armed Forces.

In 2019, one GENAD trained at the European Security and Defence College and 13 GFPs trained in the GFP Course at the Crisis Management for Disaster Response Centre of Excellence.

In 2019, the BGRAF deployed one GENAD and one GFP. Over the years, two GENADs and four GFPs have been deployed. GENADs have been deployed to the European Union Police Mission (EUPOL) in Afghanistan and GFPs have been deployed to the European Union Monitoring Mission (EUMM) in Georgia.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

The BGRAF recognise and implement gender perspective as a capability. Military police, Civil-Military Cooperation (CIMIC), Army patrols and other services use gender diverse teams on a daily basis.

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

The MoD has 7 educational programmes to improve the implementation of gender perspective.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The MoD has established the planning, programing and budgeting for the implementation of gender perspective.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

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

Actions Taken

The BGRAF have official policies.

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

Actions Taken

The MoD and Defence Staff have NATO- and EU-Certified GENADs.

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

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

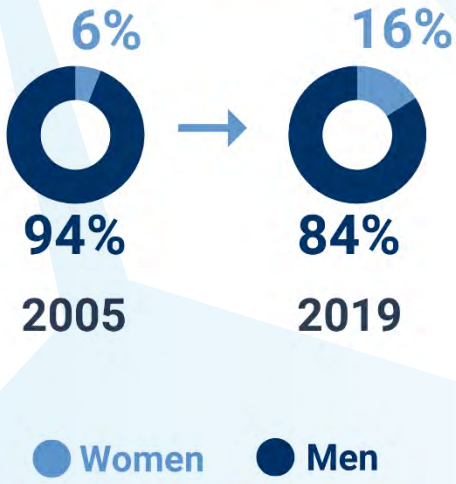
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

The MoD has a Defence Action Plan for the implementation of UNSCR 1325 and related Resolutions, as well as the integration of gender perspective.

SUMMARY

Percentage of Women and Men in the Full-time Bulgarian Armed Forces



2018	2019
11% Representation of women in the Reserve Forces	**17%** Representation of women in the Reserve Forces
8% Representation of women in NATO Operations	**9%** Representation of women in NATO Operations
34 Years Average age of women in Officer Ranks in the BGRAF	**36 Years** Average age of women in Officer Ranks in the BGRAF
43 Years Average age of men in Officer Ranks in the BGRAF	**43 Years** Average age of men in Officer Ranks in the BGRAF



Canada

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Canadian Armed Forces (CAF) implemented new policies and revised some current policies related to gender perspective in the armed forces.

Issued in 2019, the Implementation Guidance on the Vancouver Principles is a strategic-level document. It aims to help Member States translate the Vancouver Principles into the national-level guidance for the plans and capabilities required to prevent the recruitment and use of child soldiers in the context of United Nations (UN) peacekeeping operations.

In that regard, the guidance serves as a practical resource for relevant national militaries, police and civilian organisations that are engaged in national preparations for UN peacekeeping operations. The guidance aims to help Member States identify the appropriate national authorities and sufficient resources to implement the Vancouver Principles. This document was developed to ensure due consideration of the implementation of the Vancouver Principles from a gender perspective and to support the inclusion of gender-sensitive recommendations.

As part of a Government of Canada Initiative, the Department of National Defence (DND) is working on modernising how it delivers services to individuals, both at home and abroad, to ensure that its policies, programmes and initiatives are inclusive of all individuals. The DND does this through efforts to modernise how the department collects, uses and displays sex and gender information, as well as looking at the possibility of including a new non-binary gender identifier ('X') across programmes and services in the near future.

In March 2019, the CAF released the updated version of the 'Canadian Forces Military Personnel Instruction' that provides guidance to personnel for accommodating transgender members. This version superseded the 2011 existing version, aligning with the 'Canadian Human Rights Act 2017' revision, which saw the addition of gender identity and gender expression as prohibited grounds of discrimination. The updated version reflects the proper terminology and positive tone for addressing transgender members, as well as ensuring they are treated with respect and equality in the CAF.

Quotas

The CAF do not have a quota system for women. However, the CAF have established a long-term representation goal of 25% by 2026 for women based on the 'Canadian Employment Equity Act'. There are no goals for the enrolment of men, but there are goals for both visible minorities and Indigenous persons, both of which include men. For men, the CAF's 'Strategic Intake Plan' serves as the intake goal each year.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Working through the Strategic Joint Staff, the Director for the Integration of Gender Perspectives for the CAF supports the Chief of Defence (CHOD) in the execution of Canada's National Action Plan (NAP) on Women, Peace and Security (WPS) through implementation and evaluation, as well as monitoring and reporting. Further, the Director for the Integration of Gender Perspectives supports the Government of Canada's direction on the integration of Gender-Based Analysis Plus (GBA+) into CAF operations and institutions, including but not limited to the following: planning, conducting operations, doctrine, training and education, personnel policies, procurements and infrastructures. Four Gender Advisors (GENADs), one at the strategic level and three at the operational level, support the integration of gender perspective. In addition, trained Gender Focal Points (GFPs) are incorporated throughout the DND and CAF units to facilitate the integration of GBA+ and gender perspective.

As shown in *Figure 1*, the representation of women and men remained relatively the same in the CAF from 2018 to 2019. Notably, the representation of women in the CAF is above the NATO Member Nation average (12%). Women represent approximately **1.5** out of every 10 military personnel on average in the CAF, whilst men represent **8.5** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Canadian Armed Forces in 2019

Figure 2 illustrates that women had the highest representation in the Air Force in 2019, whilst men had the highest representation in Land Forces. Notably, women had a higher representation in the Air Force compared to the Navy and Land Forces. Since 2018, the following changes have occurred to the representation of women across military components:

- **-7%** in Land Forces (from 14% to 13%)
- **-5%** in Air Force (from 20% to 19%)
- **-6%** in the Navy (from 18% to 17%)

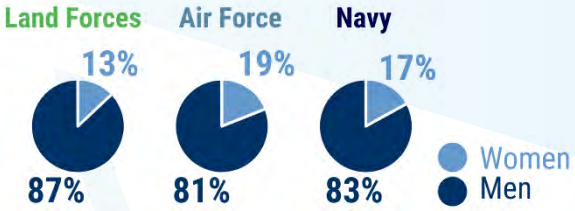


Figure 2: Percentage of Women and Men by Military Component in 2019

Conversely, the following changes have occurred to the representation of men across military components:

- **+1%** in Land Forces (from 86% to 87%)
- **+1%** in Air Force (from 80% to 81%)
- **+1%** in the Navy (from 82% to 83%)

Despite the downward trend, the representation of women remains above the NATO Member Nation average (12%) across all military components.

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across components.

As indicated in *Figure 3*, most military women served in Land Forces and the lowest number of military women served in the Navy in 2019. Since 2018, the distribution of women experienced changes across the following military components:

- **+1%** in Land Forces (from 46.5% to 46%)
- **+4%** in Air Force (from 35.5% to 37%)
- **-6%** in the Navy (from 18% to 17%)

The raw data showed that the number of women decreased across all military components since 2018. Changes in the distribution indicated a slight increase in the percentage of women in the Air Force, which may be a result of the Navy and Land Forces experiencing a greater decrease in women compared to the Air Force.

Figure 4 reflects that the distribution of men remained relatively the same from 2018 to 2019. Similar to the distribution of women, the raw data indicated that the number of men also decreased across all military components since 2018.

As highlighted in *Figure 5*, the representation of military women changed in the following ways across military occupations in Land Forces from 2018 to 2019:

- **-20%** in armour (from 5% to 4%)
- **-75%** in infantry (from 4% to 1%)

Conversely, the representation of military men changed in the following ways across the same military occupations:

- **+1%** in armour (from 95% to 96%)
- **+3%** in infantry (from 96% to 99%)

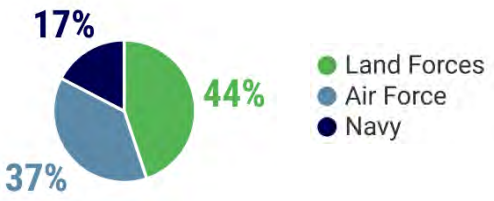


Figure 3: Distribution of Women by Military Component in 2019

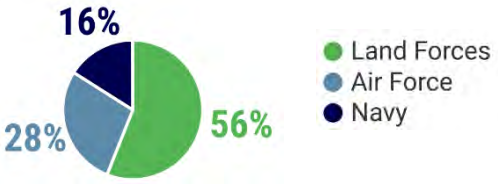


Figure 4: Distribution of Men by Military Component in 2019

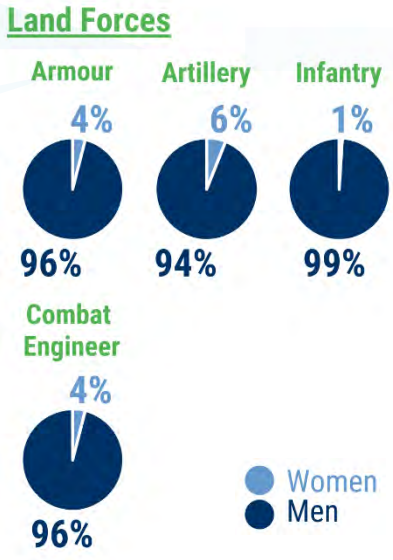


Figure 5: Percentage of Women and Men by Military Occupation Across Land Forces in 2019

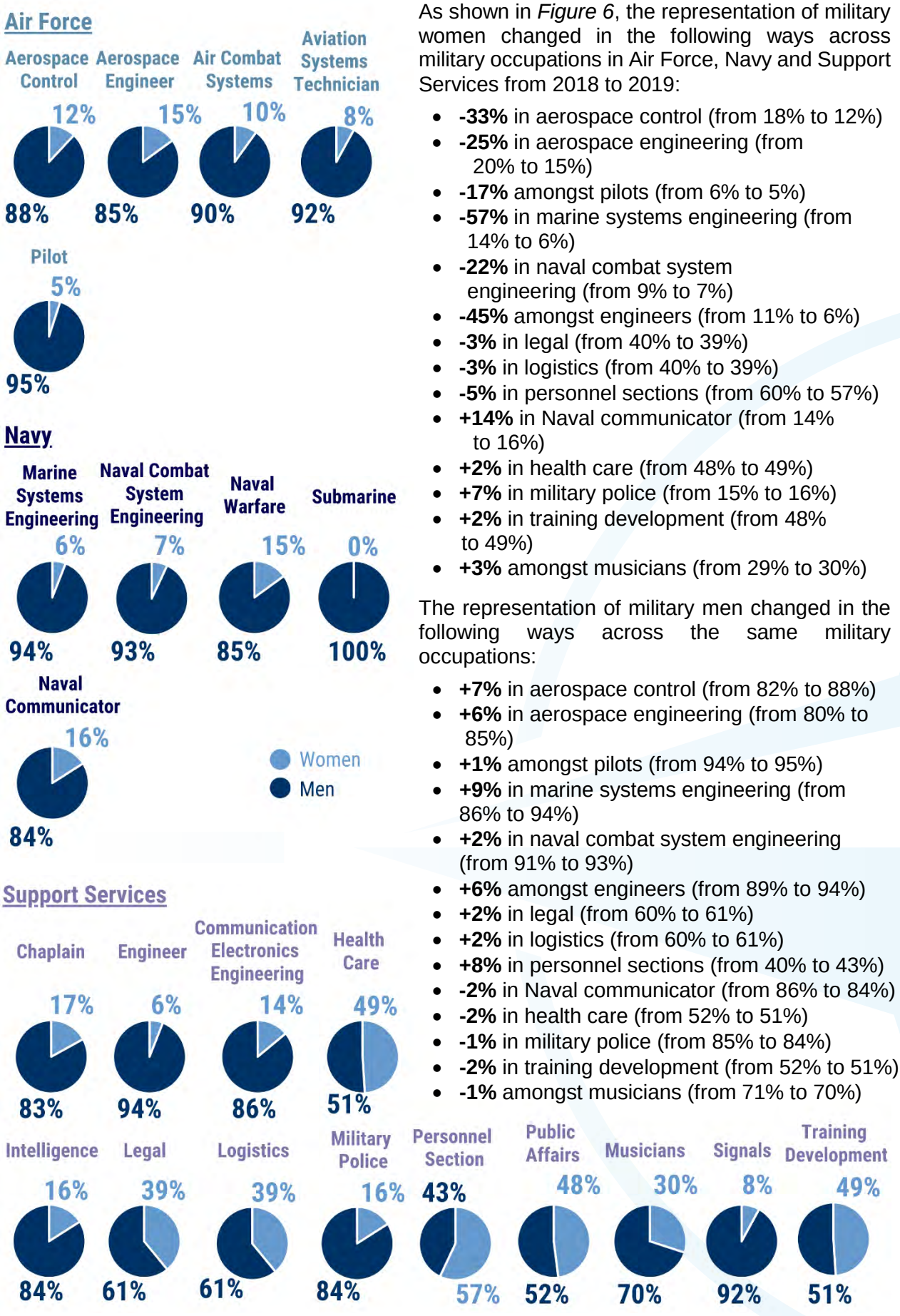


Figure 6: Percentage of Women and Men by Military Occupation in the Air Force, Navy and Support Services in 2019

As shown in *Figure 6*, the representation of military women changed in the following ways across military occupations in Air Force, Navy and Support Services from 2018 to 2019:

- **-33%** in aerospace control (from 18% to 12%)
- **-25%** in aerospace engineering (from 20% to 15%)
- **-17%** amongst pilots (from 6% to 5%)
- **-57%** in marine systems engineering (from 14% to 6%)
- **-22%** in naval combat system engineering (from 9% to 7%)
- **-45%** amongst engineers (from 11% to 6%)
- **-3%** in legal (from 40% to 39%)
- **-3%** in logistics (from 40% to 39%)
- **-5%** in personnel sections (from 60% to 57%)
- **+14%** in Naval communicator (from 14% to 16%)
- **+2%** in health care (from 48% to 49%)
- **+7%** in military police (from 15% to 16%)
- **+2%** in training development (from 48% to 49%)
- **+3%** amongst musicians (from 29% to 30%)

The representation of military men changed in the following ways across the same military occupations:

- **+7%** in aerospace control (from 82% to 88%)
- **+6%** in aerospace engineering (from 80% to 85%)
- **+1%** amongst pilots (from 94% to 95%)
- **+9%** in marine systems engineering (from 86% to 94%)
- **+2%** in naval combat system engineering (from 91% to 93%)
- **+6%** amongst engineers (from 89% to 94%)
- **+2%** in legal (from 60% to 61%)
- **+2%** in logistics (from 60% to 61%)
- **+8%** in personnel sections (from 40% to 43%)
- **-2%** in Naval communicator (from 86% to 84%)
- **-2%** in health care (from 52% to 51%)
- **-1%** in military police (from 85% to 84%)
- **-2%** in training development (from 52% to 51%)
- **-1%** amongst musicians (from 71% to 70%)

The 2019 raw data indicated that there was a slight decrease in the number of men in health care, military police and training development. This, combined with a slight increase of the number of women, resulted in a higher representation of women in these occupations. However, the number of both women and men decreased amongst musicians and naval communicators, with a greater loss of men compared to women.

In addition, the number of both women and men increased across the following seven military occupations: armour, aerospace control, aerospace engineering, marine systems engineering, naval combat systems engineering, engineers and legal. However, the representation of women decreased proportionally in these particular military occupations because more men were recruited into these military occupations compared to women.

Furthermore, the representation of women decreased in the infantry and amongst pilots due to a shrinking number of women in these particular military occupations, whilst the number of men increased. The number of both women and men decreased in logistics, but the representation of women decreased in logistics due to more women leaving logistics compared to men.

For submariners, the CAF only reported on the representation of women and men amongst Officer Ranks. Notably, the CAF reported on the representation of women and men in the following three naval military occupations for the first time: sonar operator, divers and boatswain. Therefore a comparison to previous years cannot yet be made.

Figures 7 and 8 rank the military occupations for women and men based on their representation. In 2019, women had the most representation in the personnel section, whilst men had the most representation in the submarine, diver and infantry occupations. The top 7 ranked military occupations for the representation of women remained the same in 2018 and 2019. Interestingly, these 7 military occupations fall under Service Support.



Figure 7: Rankings in the Representation of Women Across Military Occupations

The top 7 ranked military occupations for the representation of men remained the same in 2018 and 2019, with the exception of divers. Of note, the diver occupation was reported for the first time in 2019, with women representing 1% or less.

Notably, the CAF are one out of 7 NATO Member Nations that reported having women chaplains. Amongst these nations, the CAF ranked second in the representation of women in the chaplain occupation. Moreover, the CAF ranked first in having the highest number of women chaplains. Whilst more than 7 NATO Member Nations may have women chaplains, some NATO Member Nations reported having zero women chaplains. Meanwhile, other nations did not report the sex-disaggregated data on chaplains.

Although the representation of women amongst pilots compared to men was low in 2019, Canada is one of 17 NATO Member Nations that reported having women pilots. Amongst those 17 nations, the CAF ranked second in representation of women pilots compared to men pilots and rank first in having the most women pilots.



Figure 8: Rankings in the Representation of Men Across Military Occupations

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the CAF.

Figure 9 highlights the distribution of women by military occupation. In 2019, most military women served in logistics. There is a significantly disproportionate percentage of military women serving in logistics and health care compared to all other military occupations. Since 2018, the distribution of women experienced the following changes across the military occupations:

- **-15%** in logistics (from 54% to 46%)
- **-6%** in health care (from 18% to 17%)
- **+100%** in aerospace control (from 2% to 4%)
- **+200%** amongst engineers (from 1% to 3%)
- **+100%** in naval warfare (from 1% to 2%)
- **+228%** in armour (from 0.29% to 0.95%)
- **+280%** in naval combat system engineering (from 0.35% to 1.33%)

In 2019, it was reported that logistics experienced a significant loss of women. Whilst the distribution of women decreased in health care, raw data indicates that this particular military occupation experienced a slight increase in the number of women. This change is mainly due the increase of women in other military occupations. Aerospace control, engineers, naval warfare, armour and naval combat system engineering experienced significant increases in the number of women, reflecting a shift in where women are positioned across the CAF.

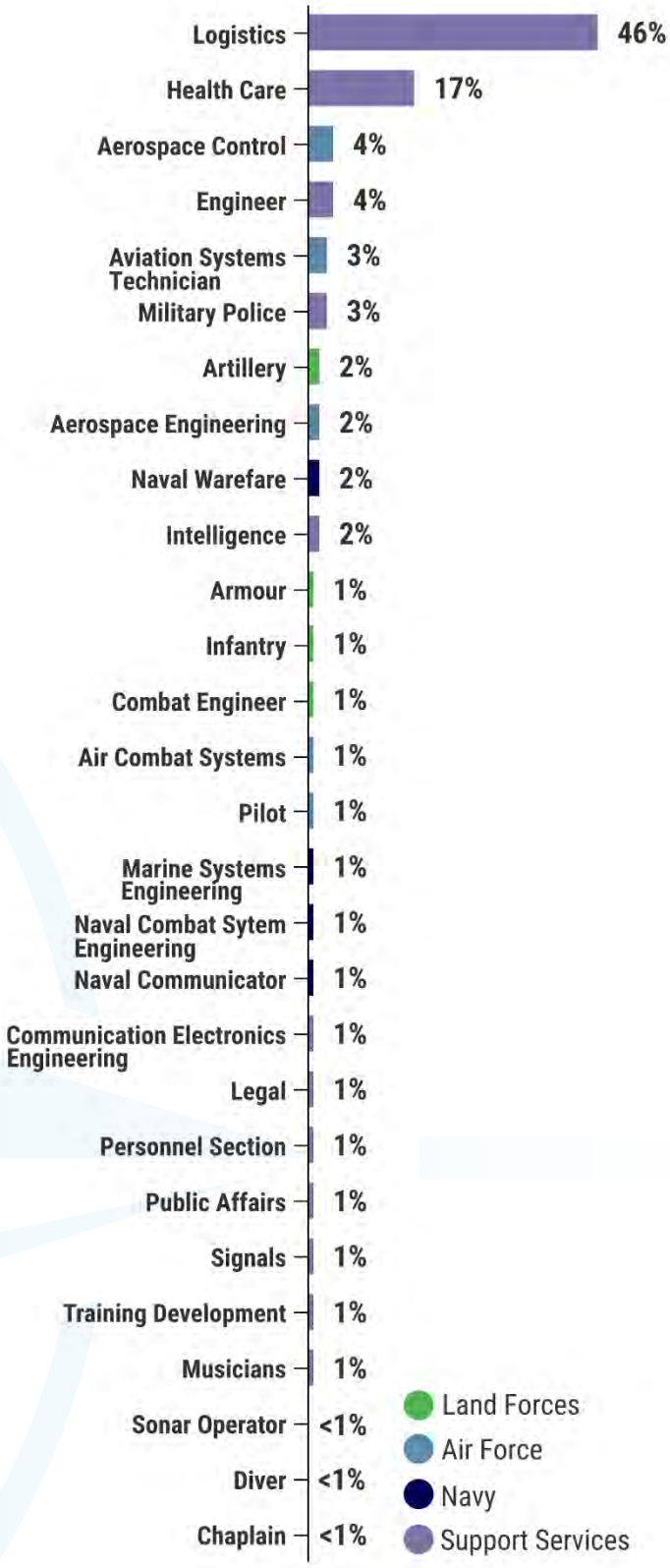


Figure 9: Distribution of Women by Military Occupation in 2019

Figure 10 focuses on the distribution of men by military occupation. In 2019, most military men served in the infantry, whereas in 2018 most military men served in logistics. In comparison to 2018, the distribution of men experienced the following changes across the military occupations:

- **+78%** in the infantry (from 9% to 16%)
- **-44%** in logistics (from 25% to 14%)
- **+400%** amongst engineers (from 2% to 10%)
- **+100%** in aerospace control (from 3% to 6%)
- **+150%** in armour (from 2% to 5%)
- **-44%** in artillery (from 9% to 5%)
- **-44%** amongst combat engineers (from 9% to 5%)
- **-43%** amongst pilots (from 7% to 3%)
- **+300%** in marine systems engineering (from 1% to 4%)
- **+300%** in naval combat system engineering (from 1% to 4%)
- **-50%** in health care (from 6% to 3%)
- **-40%** in military police (from 5% to 3%)
- **-33%** in air combat systems (from 3% to 2%)
- **-33%** in naval warfare (from 2% to 1%)
- **-50%** in intelligence (from 4% to 2%)
- **-67%** in signal (from 3% to 1%)
- **-39%** amongst chaplains (from 0.74% to 0.45%)
- **-52%** amongst musicians (from 0.68% to 0.33%)

Since 2018, the distribution of men changed across more military occupations compared to the distribution of women. The CAF reported a significant decrease in the number of men in artillery, combat engineering, health care, logistics and signal. In contrast, there was a significant increase in the number of men in armour, infantry, aerospace control, marine systems engineering and naval combat system engineering. These significant changes played a main role in the shift of the distribution of men across military occupations in the CAF.

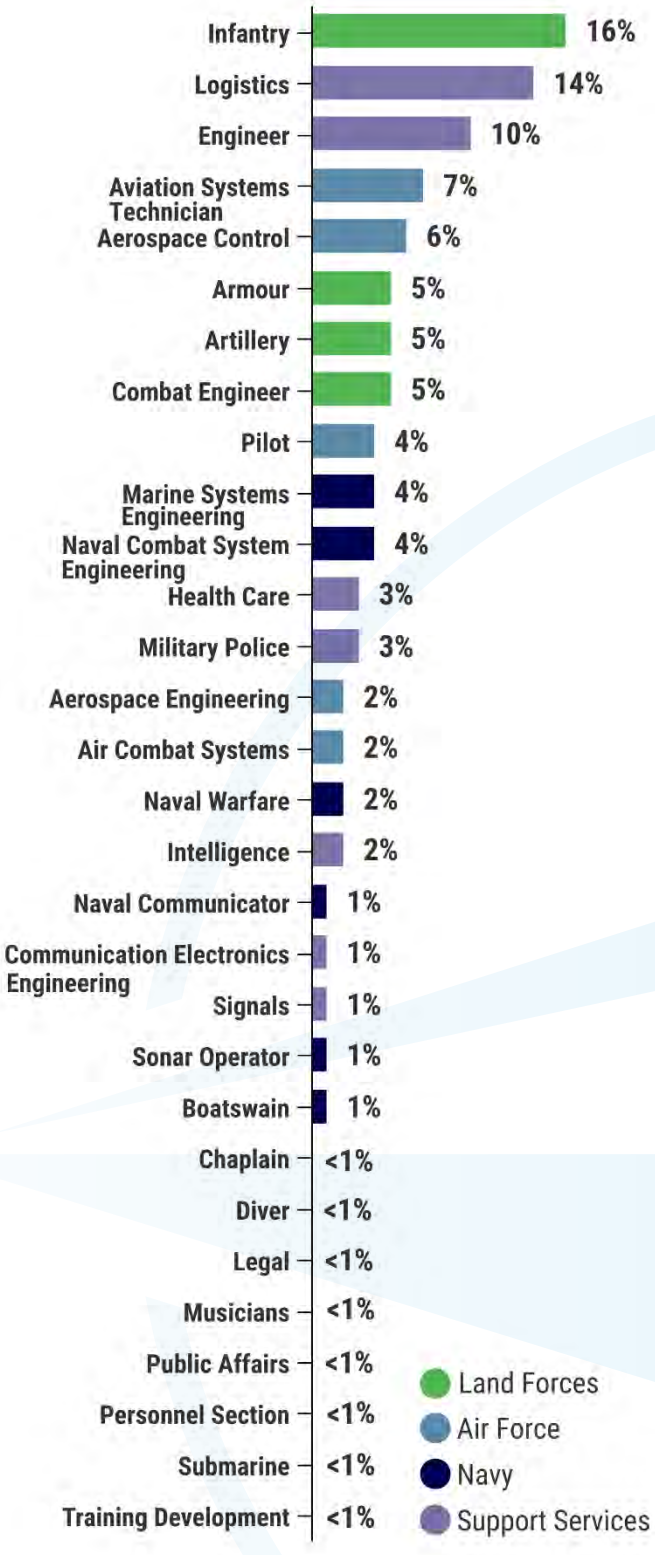


Figure 10: Distribution of Men by Military Occupation in 2019

As highlighted in *Figures 11 and 12*, the overall representation of women engaged in All Operations increased by **9%** (from 11% to 12%) from 2018 to 2019. Notably since 2018, the representation of Navy women had a **317%** increase (from 12% to 50%), whilst the representation of Navy men had a **43%** decrease (from 88% to 50%). This shift led to equal representation of Navy women and men engaged in All Operations in 2019.

Most military women and men engaged in All Operations are positioned in Land Forces, whilst the least military women and men are positioned in the Navy. The CAF reached 50% of representation of women in the Navy. Therefore, the CAF exceeded the UN target (15%) in **1** out of 3 military components in All Operations.

As shown in *Figures 13 and 14*, the overall representation of women engaged in NATO Operations remained relatively the same from 2018 to 2019. Similarly, the representation of women and men in Land Forces and the Navy engaged in NATO operations remained the same. However, the representation of Air Force women engaged in NATO Operations had an **8%** decrease (from 12% to 11%), whilst the representation of Air Force men engaged in NATO Operations increased by **1%** (from 88% to 89%).

Most military women and men engaged in NATO Operations are positioned in Land Forces, whilst the least military women and men are positioned in the Air Force.



Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

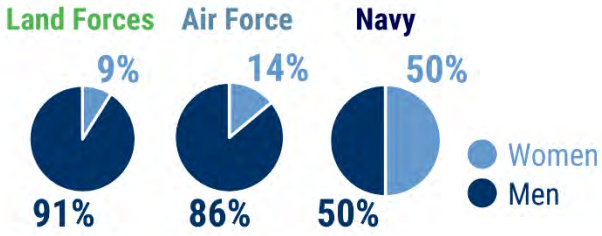


Figure 12: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

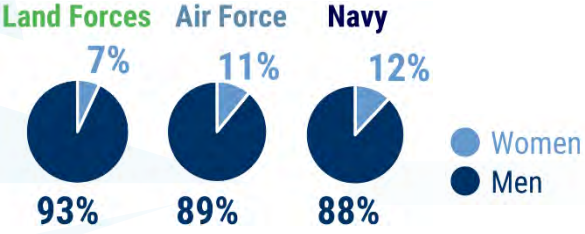


Figure 14: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

As outlined in previous reports, Federal and all Provincial jurisdictions have job protection for military service. The specifics vary between jurisdictions, but all are intended to enable Reservists to participate in CAF operations at home and abroad.

As reported last year, updated Federal legislation was enacted in late 2019 that harmonized and enhanced Federal job protection legislation for all federally regulated workers, including operational deployment and military skills training (individual and collective training).

Policies to Compensate Civilian Employers of Reserve Personnel

No change from the previous report. The 'Compensation for Employers of Reservists Program' (CERP) is designed to provide financial support to civilian employers and self-employed reservists, helping to offset operational costs their businesses may incur when a reservist-employee is deployed away from work on an international or domestic military operation.

Incentives or Bonuses for Civilians to Enter the Reserves

The CAF do not offer incentives or bonuses for civilians to enter the Reserve Forces.

As shown in *Figure 15*, the CAF's representation of Reserve women increased by **21%** (from 14% to 17%) from 2018 to 2019, whilst the representation of men decreased by **3%** (from 86% to 83%). The representation of Reserve military women was 1% more than the representation of full-time military women in 2019.

As highlighted in *Figure 16*, the representation of Reserve women across military components changed in the following ways from 2018 to 2019:

- **+17%** in Land Forces (from 12% to 14%)
- **+31%** in Air Force (from 16% to 21%)
- **+7%** in the Navy (from 28% to 30%)

The representation of Reserve men changed in the following ways across military components:

- **-2%** in Land Forces (from 88% to 86%)
- **-6%** in Air Force (from 84% to 79%)
- **-3%** in the Navy (from 72% to 70%)

Notably, the representation of Reserve women was higher than the representation of full-time women across all military components in 2019. Within the CAF's Reserve Forces, the representation of women was significantly higher in the Navy compared to the Land Forces and the Air Force.

In 2019, the CAF's Reserve women and men were engaged in NATO, UN and national operations. With 18% representation of women, the CAF met the UN target of 15% of women amongst Reserve personnel engaged military components engaged in All Operations.

Figure 17 indicates that the overall representation of Reserve women engaged in All Operations increased by **64%** (from 11% to 18%). As shown in *Figure 18*, the representation of Reserve women engaged in All Operations changed across military components in the following ways from 2018 to 2019:

- **+70%** in Land Forces (from 10% to 17%)
- **+100%** in Air Force (from 10% to 20%)
- **+21%** in the Navy (from 24% to 29%)



Figure 15: Percentage of Women and Men in the Reserve Canadian Armed Forces in 2019

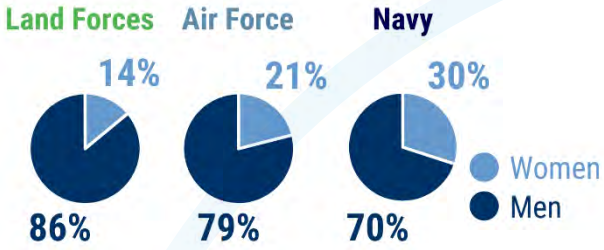


Figure 16: Percentage of Reserve Women and Men by Military Component in 2019



Figure 17: Percentage of Reserve Women and Men Engaged in All Operations in 2019

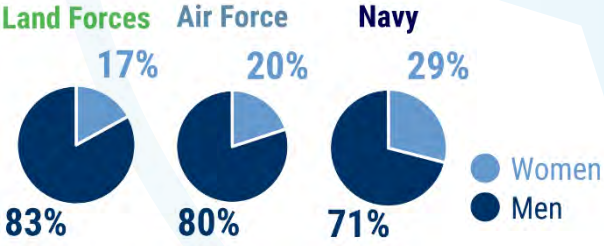


Figure 18: Percentage of Reserve Women and Men Engaged in All Operations by Military Component in 2019

As illustrated in *Figure 19*, the overall representation of Reserve women engaged in NATO Operations increased by **15%** (from 13% to 15%) from 2018 to 2019, meeting the UN target of 15%. The CAF has reached the UN target of 15% in the Reserve Navy (38%) in NATO Operations.

As outlined in *Figure 20*, the representation of Reserve women engaged in NATO Operations changed across military components in the following ways from 2018 to 2019:

- **+17%** in Land Forces (from 12% to 14%)
- **-41%** in Air Force (from 17% to 10%)
- **+38 percentage points** in the Navy (from 0% to 38%)

Of note, the representation of Reserve women in 2019 was the highest in the Navy component for All Operations (29%), but even higher for NATO Operations (38%).



Figure 19: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

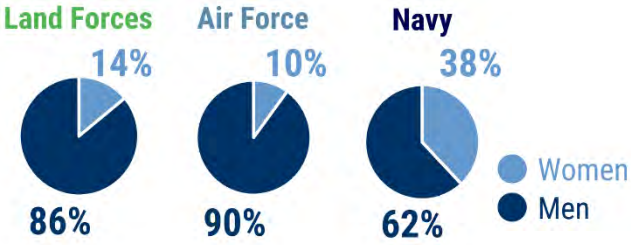


Figure 20: Percentage of Reserve Women and Men Engaged in NATO Operations by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Canadian Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The CAF have the following policies that promote the recruitment of women in their national armed forces:

- Canada's 2017 Defence Policy 'Strong Secure Engaged'
- Joint Chief of Defence Staff/Deputy Minister (CDS/DM) Directive: Operation Generation (28 May 2018)
- Chief of Military Personnel Command (CMPC) Standing Operations Order: Operation Generation directed a representation rate women in the military of 25% by 2026 (20 March 2019).

Average Age of Enlistment

Women	26-30
Men	21-25

As shown in *Figures 21, 22 and 23* representation of women out of all candidates changed in the following ways throughout the recruitment process from 2018 to 2019:

- **-20%** of all applicants were women (from 35% to 28%)
- **-6%** of all successfully recruited were women (from 18% to 17%)
- **-17%** of all recruits successfully completing basic training were women (from 18% to 15%)

Notably, the 2019 representation of women continues to decrease at each stage of the recruitment process, whilst the representation of men continues to increase. Since 2018, the representation of men out of all candidates changed in the following ways throughout the recruitment process:

- **+11%** of all applicants were men (from 65% to 72%)
- **+1%** of all successfully recruited were men (from 82% to 83%)
- **+4%** of all recruits successfully completing basic training were men (from 82% to 85%)

To obtain the CAF's long-term representation goal of 25% for military women, the representation of women will need be at a minimum of 25% at each stage of the recruitment process. If the representation of women during the recruitment process continues to trend downward, then the CAF could see a decrease in the overall representation of women in the CAF. Whilst recruitment plays a crucial role in determining the representation of women and men in the armed forces, retention also plays an important role in the CAF's reaching their long-term representational goals.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Overall, these trends in 2019 show that women had a lower success rate compared to men in the recruitment process.

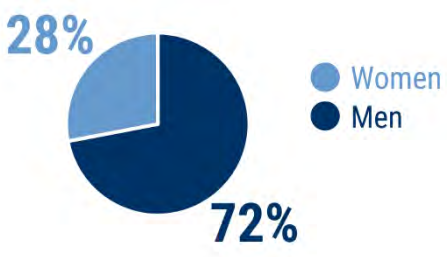


Figure 21: Percentage of Women and Men Applicants for Full-Time Service in 2019

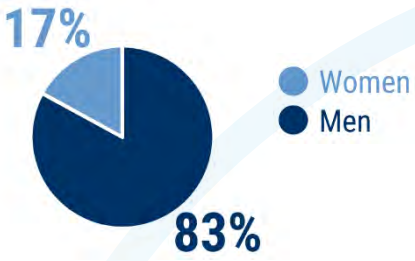


Figure 22: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

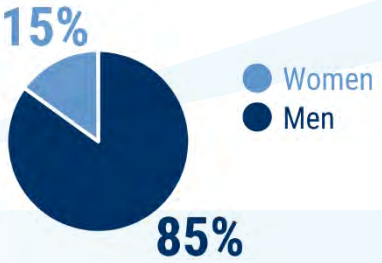


Figure 23: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

As shown in *Figures 24 and 25*, the following changes occurred to the success rate of women in the recruitment process from 2018 to 2019:

- **-58%** of women were successfully recruited out of all women who applied (from 19% to 8%)
- **+57%** of women who successfully completed basic training out of all women who were recruited (46% to 72%)

In 2019, more women applied to the CAF compared to the previous year. However, slightly less than half of women applicants were recruited compared to 2018. Whilst the success rate for women completing basic training increased, less women completed basic training in 2019 compared to 2018. This may be due to fewer women reaching basic training compared to the previous year.

As indicated in *Figures 26 and 27*, the following changes occurred to the success rate of men in the recruitment process from 2018 to 2019:

- **-67%** in men were successfully recruited out of all men who applied (from 48% to 16%)
- **+85%** of men who successfully completed basic training out of all men who were recruited (46% to 85%)

The 2019 raw data indicates that more men applied compared to 2018, but fewer men were successfully recruited. However, in 2019, more men completed basic training compared to 2018. Despite men applicants having a more significant decrease in success rate compared to women, proportionally, men continue to have an overall higher success rate than women at all stages of the recruitment process

Retention

The CAF did not have policies on retention nor policies specific to the retention of women in the armed forces in 2019. However, the CAF were developing a 'Retention Strategy' with a comprehensive approach, estimated to be completed by autumn 2020. This strategy aims to introduce the concept of targeted retention, focusing on retention efforts on those groups or demographics that are in lower numbers.

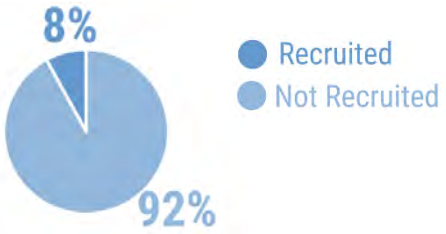


Figure 24: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

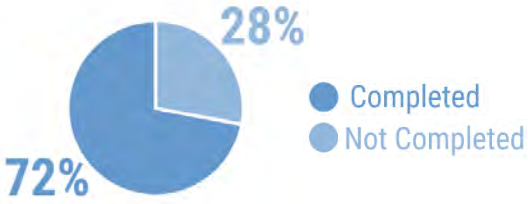


Figure 25: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 26: Percentage of Men Successfully Recruited Out of Men Who Applied

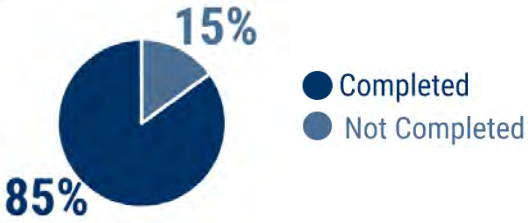


Figure 27: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

In 2019, the CAF had a network to support women in the military. As reported in 2018, the Defence Women's Advisory Organization (DWAO) is a volunteer organization with local committees at the base level as well as a national committee drawing upon all the local organizations. The DWAO provides advice on issues affecting women's service in the Department. Advice is used to inform senior leadership at the local and national levels to assist in removing barriers and resolving issues as well as contributing to policy and programme development through consultation. In addition, the Defence Team mentoring program allows mentors and mentees to request specifically for a woman to be their mentor/mentee.

As highlighted in *Figure 28*, the overall representation of women in all Other Ranks decreased by **7%** (from 15% to 14%) from 2018 to 2019, whilst the representation of men increased by **1%** (from 85% to 86%). *Figure 29* indicates that the overall representation of women in Officer Ranks decreased by **5%** (from 20% to 19%), whilst the overall representation of men in all Officer Ranks increased by **1%** (from 80% to 81%).

As shown in *Figures 30 and 31*, the representation of full-time military women and men remained relatively the same across all ranks from 2018 to 2019, with the exception of OF 1-2. The representation of women in OF 1-2 had a **5%** decrease (from 21% to 20%), whilst the representation of men in OF 1-2 had a **1%** increase (from 79% to 80%). Despite no significant changes in the representation of women and men across military ranks, the CAF notably gained one additional woman in the OF-6 and higher ranks.

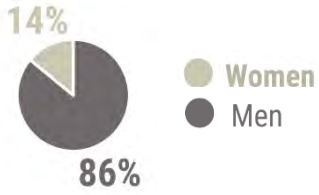


Figure 28: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

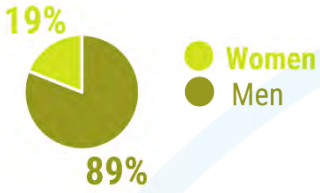


Figure 29: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

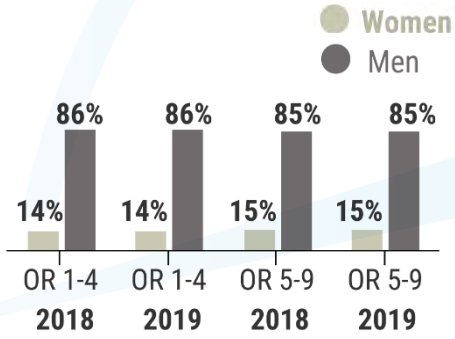


Figure 30: Percentage of Full-Time Women and Men in Other Ranks

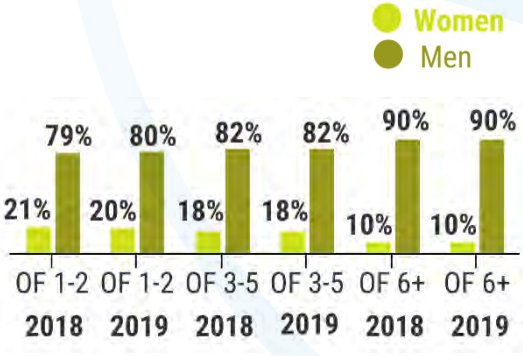


Figure 31: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks. As illustrated in *Figure 32*, the distribution of women indicates that the majority of women were in Other Ranks (**68%**) compared to Officer Ranks (**32%**) in 2019. Since 2018, the distribution of women has changed in the following ways:

- **+3%** in OR 1-4 (from 36% to 37%)
- **+5%** in OF 1-2 (from 22% to 23%)
- **-6%** in OR 5-9 (from 33% to 31%)

In 2019, there were less women in OR 1-9 and OF 1-5 compared to 2018.

As outlined in *Figure 33*, the distribution of men indicates that the majority of men were in Other Ranks (**75%**) compared to Officer Ranks (**25%**) in 2019. Since 2018, the distribution of men has changed in the following similar ways:

- **+2%** in OR 1-4 (from 41% to 42%)
- **+6%** in OF 1-2 (from 16% to 17%)
- **-6%** in OR 5-9 (from 35% to 33%)

Similar to women in the CAF, there were less men in OR 5-9 and OF 1-5 compared to 2018, experiencing the greatest loss in OR 5-9. However, there were more men in OR 1-4.

As shown in *Figure 34*, women were **16%** of the total military members who left the CAF, showing a **7%** increase from 2018 to 2019 (from 15% to 16%). In 2019, the representation of women out of all military members who left is greater than the representation of women entering the CAF (15%). If this trend continues, it could have a negative impact on the overall representation of women in the CAF.

The table demonstrates the main reasons women and men left the CAF in 2019. Since 2018, the main reasons for women and men leaving the national armed forces has not changed. Notably, one of the main reasons for personnel leaving the military is voluntary release at completion of service, indicating that many women and men chose not to remain in the military beyond their contract. This may reflect an issue with retention of both women and men in the CAF.

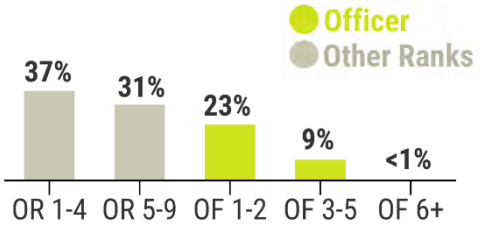


Figure 32: Distribution of Full-Time Women by Military Rank in 2019

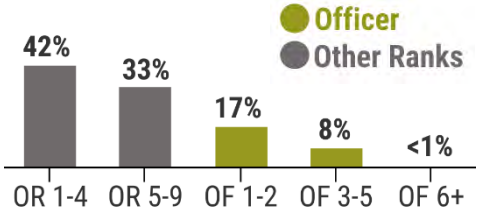


Figure 33: Distribution of Full-Time Men by Military Rank in 2019

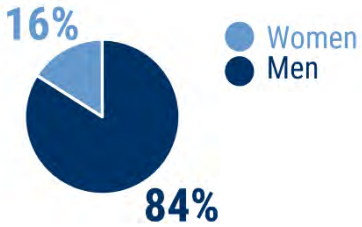


Figure 34: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Injury	✓	✓
Voluntary Release at Completion of Service	✓	✓
Retirement	✓	✓

Military Equipment, Facilities and Uniforms

As reported in 2018, all military buildings have accessible, as well as separate, facilities for men and women, including sleeping quarters, bathroom and showers.

Some DND and CAF buildings have gender neutral washrooms. Gender neutral bathrooms will be considered as a design option in all future construction of buildings at all Bases and Wings.

All new infrastructure projects are required to complete a GBA+ to ensure appropriate accessibility for men, women, and gender diverse individuals. A plan is in place to address issues identified in existing facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Military Equipment Adapted

- Personal Protective Equipment (CBRN suits, goggles)
- Helmets
- Ships

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	37
Parental Leave	52

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support System

The maximum combined amount of maternity or parental allowance (MATA/PATA) is 364 days. The maximum amount of PATA one member may receive is 245 days when receiving parental benefits from Employment Insurance (EI) plus an additional seven days if a waiting period is applied to the member's claim. Medical support to military members is provided.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

- 4 to 6 weeks paid vacation yearly depending on number of years in service
- Access to wellness programmes including: 'Healthy Lifestyles', 'Managing Stress' and family counselling
- Access to health and wellness gyms and facilities
- Compassionate status, which allows for geographic postings for reasons such as family related issues
- 'Canadian Forces Morale and Welfare Services (CFMWS) is a department wide organisation which provides a bridge between support to members and support to members and their families
- Bases/Wings have Military Family Resource Centers (MFRC), which work with military families to achieve work-life balance
- Flexible work schedules

Parental Rights

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

Compassionate posting

Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

Compensation and Benefits Directive (209.335) - Family Care Assistance:

Family Care Assistance is designed to assist CAF single parents and service couples by offsetting increases in the normal costs for child care or attendant care when service requires you to be absent from home for 24 hours or longer.

Additional Existing Special Programmes

Military Family Services have an 'Emergency Child Care Policy'. The programme provides families with support by facilitating their short-term emergency child care requirements. The resilience of the CAF family is enriched through support during uniquely challenging conditions of the modern military family life as it relates to child care. Daily child care does not fall under the 'Emergency Child Care Policy' as it is not a publicly funded programme.

Military Family Resource Centres (MFRCs) are family-governed, provincially incorporated and federally funded non-profit partner organisations with charitable status. Each retains the operational flexibility to meet the unique needs of their CAF community they serve. Though they have many services in common, no two resource centres are exactly alike. Treasury Board directive indicates that Military Family Services is the primary funder of MFRCs, but not the only funder. As such, those who operate as non-profit organisations have the ability to fundraise and apply for grants and funding from various agencies for non-publicly funded activities such as child care. Some MFRCs choose to run their own full-time licensed child care centres as a site specific user-pay service. Resource centres also partner with various community organisations to provide military families with appropriate local child care options. The CAF have the duty to accommodate a request for breastfeeding breaks and alternate work schedule up to the point on undue hardship on the institution.

Special Programmes Related to Child Care

- [x] Breastfeeding breaks
- [x] Flexible working and service hours or variable start/finish times of working day

Average Age of Military Personnel

In 2019, the CAF were a younger military force compared to 2018. Average age changed for women in the following ways:

- -1 year amongst All Military Personnel (from 35 to 34)
- -2 years amongst Non-Commissioned Officers (NCOs) (from 35 to 33)
- -2 years amongst Officers (from 37 to 35)

Average age changed for men in the following ways:

- -2 years amongst All Military Personnel (from 35 to 33)
- -2 years amongst NCOs (from 34 to 32)
- -2 years amongst Officers (from 39 to 37)

Average Age

	Women	Men
All Military Personnel	**34**	**33**
NCOs	**33**	**32**
Officers	**35**	**37**
Deployed Personnel	**35**	**34**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

	Women	Men
Number of Reported Incidents of Sexual Harassment	28	8
Number of Reported Incidents of Sexual Abuse	151	85
Number of Reported Incidents of Sexual Assault	104	38

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☑	☑
Stalking	☑	☑
Rape	☑	☑
Other	☑	☑

Other includes:

- Actions or words that devalue a person or group of persons on the basis of their sex;
- Sexuality, sexual orientation, or gender identity or expression;
- Jokes of a sexual nature, sexual remarks;
- Advances of a sexual nature or verbal abuse of a sexual nature in the workplace;
- Viewing, accessing, distributing or displaying sexually explicit material in the workplace;
- Any criminal code offence of sexual nature.

Prevention of Sexual Harassment

Strategies for Prevention

The CAF's strategy is to provide a workplace that is free from sexual misconduct and sexual harassment and to consider both to be elements of "Sexual Misconduct". The CAF have created strategy and policy instruments to address the issue as a whole.

The CAF definition of Sexual Misconduct contains all elements of sexual misconduct including sexual harassment and sexual assault, encompassing any conduct of a sexual nature that can cause or causes harm to others. The CAF definition of sexual misconduct is a follows:

- Actions or words that devalue a person or group of persons on the basis of their sex, sexuality, sexual orientation or gender identity or expression
- Jokes of a sexual nature, sexual remarks, advances of a sexual nature or verbal abuse of a sexual nature in the workplace
- Harassment (DAOD 5012-0) of a sexual nature, including initiation rites of a sexual nature
- Viewing, accessing, distributing or displaying sexually explicit material in the workplace
- Any Criminal Code offence of a sexual nature such as:
  - Surreptitiously observing or recording a person in a place where the person could expose his or her genital organs of anal region or her breasts or could be engaged in explicit sexual activity, or distributing such a recording (voyeurism: section 162 of the Criminal Code)

Prevention of Sexual Harassment (continued)

- Publishing, distributing, transmitting, selling or making available an intimate image of another person – i.e., a visual recording in which the person depicted is nude, exposing genital organs, anal region or breasts, or engaged in explicit sexual activity – without their consent (publication of an intimate image without consent: section 162.1 of the Criminal Code)
- Engaging in any kind of sexual activity with another person without their consent (sexual assault: section 271 of the Criminal Code)
- Engaging in any kind of sexual activity with another person who is incapable of consenting, for example due to intoxication (sexual assault: section 271 of the Criminal Code
- Engaging in any kind of sexual activity with another person by inducing that person to agree to the sexual activity through abuse of a position of trust, power or authority by virtue of rank or position (sexual assault: section 271 of the Criminal Code)

Operation Honour was initiated by a CDS Operation Order in 2015. The concept of operations has been continually refined to reflect developments and lessons learned. The initial Operation Order and subsequent related orders can be found at the following link: **https://www.canada.ca/en/department-national-defence/services/benefitsmilitary/conflict-misconduct/operation-honour/orders-policies-directives.html**

The **CAF Sexual Misconduct Response Strategy** is a four part cultural change strategy which includes a strategic approach, a strategic framework, Operation Honour Campaign Plan and a Performance Measurement Framework. This strategy is scheduled to be released in the spring of 2020. Upon release the document will be found on the Operation Honour website at the following link: **https://www.canada.ca/en/department-national-defence/services/benefitsmilitary/conflict-misconduct/operation-honour.html**

The **Sexual Misconduct Response Centre** (SMRC) is responsible for providing immediate and longer term response, support, and coordination to military members who have experienced or been affected by sexual misconduct. The SMRC is independent of the chain of command to ensure that victims can disclose incidents without triggering a formal investigation. Victims can also receive support in accessing services and navigating administrative and disciplinary processes. The SMRC is responsible for prevention programme development, research and monitoring of the CAF response to sexual misconduct.

The Executive Director of the SMRC receives independent third party advice from the External Advisory Council (EAC) on all issues related to sexual misconduct. The EAC provides the DND and the CAF with a mechanism to draw upon experience and knowledge outside DND and the CAF regarding the CAF response to sexual misconduct. Eight subject matter experts from the Canadian public and private sectors have been engaged; each of whom brings relevant expertise such as lived experience, experience in victim service delivery or victim advocacy, expertise with perpetrators, and representatives from academia, Veterans Affairs Canada, Justice Canada and corporate Canada. Meetings are held 3 to 4 times per year.

A **Sexual Misconduct Action Response Team** (SMART) was established as a result of a review of Canadian Military Prosecution Service (CMPS) policies in order to effectively address the unique challenges posed by the prosecution of sexual misconduct offences, and to better support the unique needs of sexual assault victims. The SMART utilizes specialised expertise and best practices to deal
expeditiously and efficiently with the most complex cases of sexual misconduct within the military justice system.

Prevention of Sexual Harassment (continued)

The **Director General of Military Personnel Research** (DGMPRA), a research arm of the DND, conducts research into sexual misconduct in the CAF. The research programme focuses on the social science dimensions of sexual misconduct and provides evidence based research designed to influence cultural change. The sexual misconduct research and evaluation program focuses on understanding the key cultural dimensions, incidence and prevalence rates, and response to harmful sex and gender based behaviours in the DND/CAF. This research includes extensive statistical survey activities, and both primary and secondary research and analysis. In addition, the DGMPRA manages surveys on Harassment, Workplace Well-being, Bystander Behaviours, and CAF attitudes and perceptions concerning interpersonal conduct in the workplace, which contribute to our understanding of sexual misconduct.

Policies for Prevention

In 2019 the CAF released a suite of Operation HONOUR products:

- Operation HONOUR Manual
- Sexual Misconduct Incident Management Decision Tree and
- CANFORGEN 049/19 - Clarification on the Definition of Sexual Misconduct and Appropriate Administrative Actions
- CANFORGEN 113/19 - Release of Administrative Action Outcomes to Victims of Sexual Misconduct

Policies for Prevention

The CAF have policies specifically related to sexual misconduct and harassment:

- CDS Intent - Operation HONOUR (December 2018)
- CDS Directive - Retention of Members Affected by HISB (June 2018)
- FRAGO 004 to CDS Op Order - Operation HONOUR (March 2018)
- FRAGO 003 to CDS Op Order - Operation HONOUR (December 2016)
- FRAGO 002 to CDS Op Order - Operation HONOUR (December 2016)
- FRAGO 001 to CDS Op Order – Operation HONOUR (March 2016)
- CDS Operation Order – Operation HONOUR (August 2015)
- DAOD 5019-5 Sexual Misconduct and Sexual Disorders
- DAOD 5019-1 Personal Relationships and Fraternization
- DAOD 5012-0, Harassment Prevention and Resolution
- Harassment Prevention and Resolution Instructions

The following policies and directives were issued by the Judge Advocate General (JAG) and the Director of Military Prosecutions (DMP) with respect to sexual misconduct:

- DMP Policy Directive #002/99 Pre-Charge Screening
- DMP Policy Directive #003/00 Post-Charge Review
- DMP Policy Directive #004/00 Sexual Misconduct Offences
- DMP Policy Directive #007/00 Responding to Victims' Needs
- DMP Policy Directive #008/99 Plea, Trial and Sentence Resolution Discussions
- DMP Policy Directive #012/00 Witness Interviews

The policies listed above can be found at the following link:
https://www.canada.ca/en/department-national-defence/services/benefitsmilitary/conflict-misconduct/operation-honour/orders-policies-directives.html

Programmes and Training for Prevention

The **Respect in the CAF Workshop** is a programme that promotes awareness and understanding. It empowers CAF members to take a stand against sexual misconduct. In addition, the CAF have created a myriad of additional training products and materials that can be found at the following link:
https://www.canada.ca/en/department-national-defence/services/benefitsmilitary/conflict-misconduct/ operation-honour/understand-prevent-respond/trainingeducation.html

Prevention of Sexual Harassment (continued)

The recruit training curriculum educates the newest CAF members on the appropriate behaviours and attitudes that are expected of all members who serve. The focus of the training is to build an understanding of the root causes of gender inequality, the characteristics of healthy relationships and to provide a detailed understanding of the concept of consent.

Sexual misconduct prevention and awareness training begins at enrolment into the CAF and continues throughout a member's career. In addition to general pan-CAF training initiatives, military dual professionals, such as healthcare providers, Chaplains, Military Police and Legal Officers receive additional occupational specific training and professional development in managing cases of sexual misconduct.

Prevention of Sexual Abuse

Appointed Personnel Who Handle Allegations of Sexual Abuse

1. Sexual Offence Response Team (SORT)
The SORT are members of the Canadian Forces National Investigation Services (CFNIS) who have been appointed to specifically investigate sexual offences. The SORT capability enhances the CFNIS ability to protect and support sexual abuse victims and provides specialised skills to help identify, investigate and prosecute persons responsible for criminal sexual offences.

2. Military Police (MP)
MPs have the authority to investigate sexual offences if required to do so.

3. Sexual Assault Review Programme (SARP)
The Canadian Forces Provost Marshal's (CFPM) SARP facilitates an open and transparent case review mechanism of unfounded sexual assault files investigated by the Military Police.

Formal Procedures in Place to Report an Incident of Sexual Harassment

CAF members affected by sexual misconduct are encouraged to report if and when they are ready to do so. There are a few ways this can be done:

- **Chain of Command (CoC):** The CoC is responsible for ensuring the well-being of their subordinates and responding promptly and decisively to all incidents of sexual misconduct. The steps that the CoC would follow when sexual misconduct is reported can be found in the Sexual Misconduct Incident Management Decision Tree (published in April 2019)
- **Military Police & CFNIS:** CAF members who wish to proceed with a formal criminal complaint have the option of reporting to the local Military Police unit or to the CFNIS, which has specially trained teams who deal exclusively with offenses of a sexual or sensitive nature
- **Integrated Complaint and Conflict Management service (ICCM)** or the local **Conflict and Complaint Management Services (CCMS)**. These services combine harassment, sexual harassment and grievances in a streamlined fashion
- **Civilian Police:** CAF members can also report sexual offences to the civilian police service
- **Bystanders**: CAF members who have witnessed any incidents of sexual misconduct have a duty to report to their CoC.

If the CAF members affected by sexual misconduct are not ready to formally report an incident or are not comfortable with reporting to their CoC, they can receive the support from the following providers:

- Sexual Misconduct Response Centre (SMRC)
- Military and civilian medical services
- Chaplaincy services
- CAF Member Assistance Programme
- Military Family Resource Centres (MFRC)
- Family Information Line (Morale and Welfare Services)

Prevention of Sexual Abuse (continued)

The above procedure and additional information on reporting an incident of sexual abuse and assault can be found at the following link:
https://www.canada.ca/en/department-national-defence/services/benefitsmilitary/conflict-misconduct/operation-honour/report-sexual-misconduct.html

Prevention of Sexual Assault

Strategies, Policies, Programmes and/or Training for Prevention
Same as for sexual harassment

Appointed Personnel Who Oversee Allegations and Formal Procedures to Report an Incident
Same as for sexual abuse

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-Deployment

NATO-Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course
- Gender Focal Point Training
- Key Leaders Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There are 0 national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the CAF had the following number of GENADs and GFPs:

- 56 NATO-certified GENADs in the National Armed Forces;
- Five non-NATO certified GENADs in the National Armed Forces;
- Two NATO-certified GFPs in the National Armed Forces;
- 157 non-NATO certified GFPs in the National Armed Forces; and
- 98 non-NATO certified GFPs in the MoD.

In 2019, the following training occurred;

- Two GENADs trained at the Nordic Centre for Gender in Military Operations (NCGM);
- Two GFPs trained at the NCGM; and
- Six GENADs trained at the European Security and Defence College (ESDC).

In 2019, the CAF deployed following number of GENADs and GFPs:

- Five NATO-certified GENADs;
- One non-NATO certified GENAD;
- Two NATO-certified GFPs; and
- 52 non-NATO certified GFPs.

Over the years, 16 GENADs and 54 GFPs have deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

Canada is supportive of developing gender as a capability, however, has not undertaken any formal capability development steps towards that end at this point in time.

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

Canada recognised the need to integrate gender perspective in all military education for all ranks and positions and has worked to do so since 2016. Currently, as described in section 45, gender perspective training is part of the curriculum for all developmental period training for all members of the CAF, regardless of rank.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The CAF have established three full-time operational level GENADs and one full time strategic level GENAD, as well as ensuring that GENADs are deployed at the operational level on their major international and domestic deployments. Further, the DND has established a team to ensure the application and development of GBA+ in all departmental activities. Through the allocation of personnel and funding, the CAF/DND are working to ensure the effective implementation of UNSCR 1325 and related resolutions.

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners**

Actions Taken

DND/CAF have published a Communication Plan in June 2019 on Gender and Diversity which include seven strategic objectives:

1. Instill a deeper understanding of and demonstrate how embracing diversity and inclusion makes the military and civilian Defence Team more operationally effective
2. Inform Defence Team members about the establishment of the Joint Responsibility Center and the Champions for Gender and Diversity for Operations, the Champion for WPS, and the Champions for GBA+
3. Inform Defence Team members about the CDS and DM direction to integrate GBA+ perspectives in their work environment and in the policies, programs and projects they work on, and the existence of GFPs and GENADs across DND and the CAF who can support them in this work
4. Educate Defence Team members about the connections between gender integration, the WPS agenda, GBA+ analysis, diversity, and inclusion
5. Advance the public dialogue on diversity in the CAF and DND to encompass the broad range of gender and diversity initiatives;
6. Build awareness of DND and CAF diversity and inclusion measures to strengthen recruiting efforts
7. Canadians have a better understanding that the Defence Team is an integral part of Canada's NAP on WPS, UNSCR 1325 and GBA+

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

Actions Taken

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

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

Actions Taken

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

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate**

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

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

Actions Taken

Gender perspective is integrated into the planning and conduct of operations. The CAF have no specific Counter Violent Extremism Officer (CVEO) and cyber related gender personnel, however, gender remains a planning factor in these types of operations.

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

Actions Taken

The CAF are continuing to explore policies related to Conflict-Related Sexual and Gender Based Violence (CR-SGBV) for deployed operations. However, NATO recommendations are included in operations orders.

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

Actions Taken

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

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

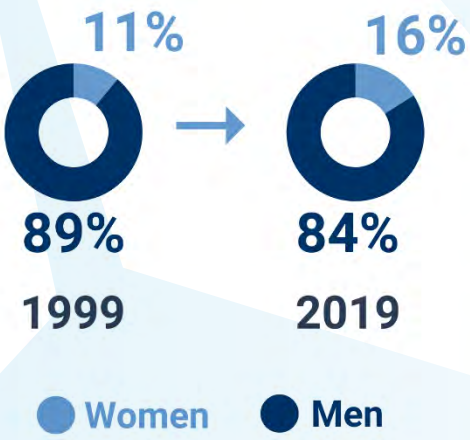
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

- The DND/CAF have assigned 25 personnel dedicated to the WPS and GBA+ agenda implementation.
- UNSCR 1325 and related resolutions
- NATO policy
- Canada's NAP and the Government of Canada's direction on GBA+ into CAF planning, operations, doctrine, training, professional military education and institutions

SUMMARY

Percentage of Women and Men in the Full-time Canadian Armed Forces



2018	2019
12% Representation of full-time women in the Navy engaged in All Operations	**50%** Representation of full-time women in the Navy engaged in All Operations
14% Representation of reserve women	**17%** Representation of reserve women
0% Representation of Reserve Navy women engaged in NATO Operations	**38%** Representation of Reserve Navy women engaged in NATO Operations
46% Percentage of women completing basic training out of all women recruited	**72%** Percentage of women completing basic training out of all women recruited
46% Percentage of men completing basic training out of all men recruited	**85%** Percentage of men completing basic training out of all men recruited
3 Number of NATO-certified education/training products used	**7** Number of NATO-certified education/training products used
1 Number of "NATO Gender Education and Training Package for the Nation" modules used	**3** Number of "NATO Gender "Education and Training Package for the Nation" modules used





Republic of Croatia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Government of the Republic of Croatia adopted its second National Action Plan (NAP) for the Implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) for the period 2019-2023. The adoption and implementation of the NAP aims to enable further integration of the WPS agenda into national security and defence policies, governmental institutional practices, as well as the national and foreign policy levels.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces. All active duty positions are open to women in the armed forces.

Military Entity Overseeing Gender Perspective

The Personnel Directorate and the CAF General Staff oversee the integration of gender perspective by coordinating policies, Education and Training (E&T) plans and gender related guidance. Additionally, they coordinate basic and advanced level training events for Gender Advisors (GENADs), Gender Focal Points (GFPs) and instructors. For integrating gender perspective in military operations for CAF units, training events are organised with Subject Matter Experts (SMEs).

As shown in *Figure 1*, the representation of women and men has remained relatively the same from 2018 to 2019. Whilst the representation of women continues to increase gradually, women in 2019 represent approximately **1** out of every 10 military personnel on average in the CAF. In contrast, men represent **9** out of every 10 military personnel.

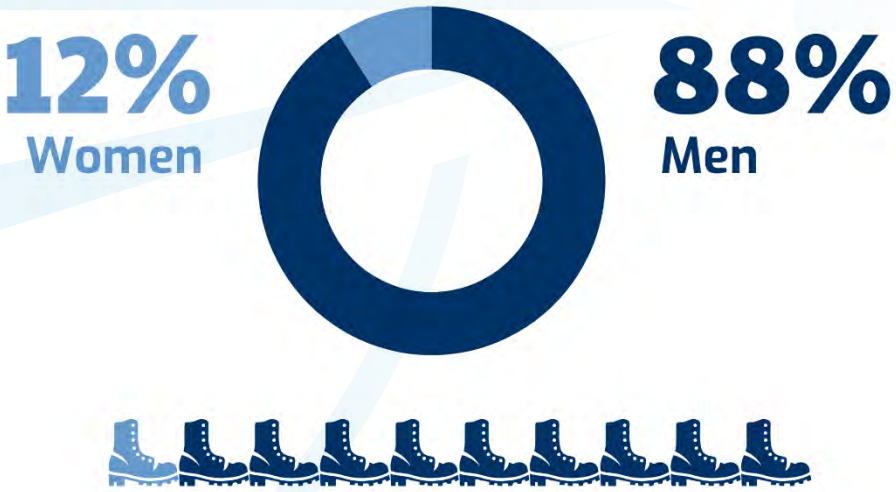


Figure 1: Percentage of Women and Men in the Full-Time Croatian Armed Forces in 2019

As indicated in *Figure 2*, the representation of women was slightly higher in the Land Forces compared to the Air and Navy Forces in 2019. Women had the highest representation in Other Forces, whilst men had the lowest representation in Other Forces. The CAF did not specify what the Other Forces entailed.

Compared to 2018, the representation of women in Land Forces increased by **20%** (from 10% to 12%), whilst the representation of men decreased by **2%** (from 90% to 88%) during 2019.

However, the representation of women and men in the Air Force, Navy and Other Forces remained approximately the same compared to 2018.

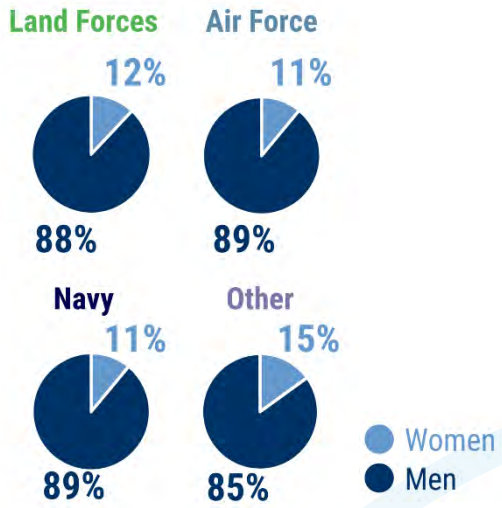


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section highlights where women and men are positioned across military components.

As shown in *Figure 3*, most military women served in the Land Forces in 2019. Since 2018, the distribution of women changed in the following ways across military components:

- **+5%** in Land Forces (from 43% to 45%)
- **-11%** in the Navy (from 9% to 8%)
- **-3%** in Other Forces (from 40% to 39%).

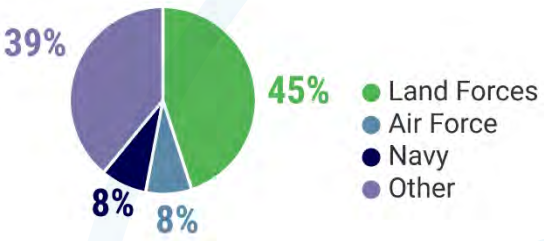


Figure 3: Distribution of Women by Military Component in 2019

As highlighted in *Figure 4*, most military men served in the Land Forces in 2019. Since 2018, the distribution of men changed in the following ways across military components:

- **+3%** in Other Forces (from 31% to 32%)
- **-2%** in Land Forces (from 50% to 49%)

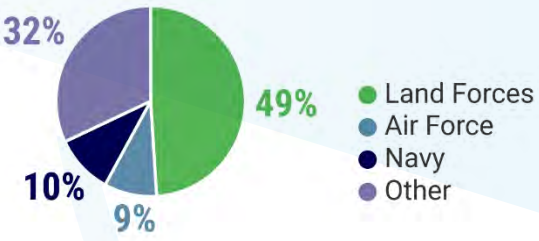


Figure 4: Distribution of Men by Military Component in 2019

As illustrated in *Figure 5*, the representation of women changed in the following ways across military occupations from 2018 to 2019:

- **-3%** in health care (from 68% to 66%)
- **-6%** in legal (from 54% to 51%)

Conversely, the representation of military men changed in the following ways for these military occupations:

- **+6%** in health care (from 32% to 34%)
- **+7%** in legal (from 46% to 49%)

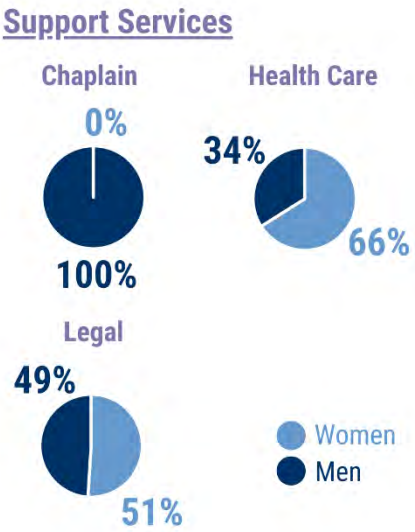


Figure 5: Percentage of Women and Men by Military Occupation in 2019

As shown in *Figure 6*, the representation of women engaged in All Operations increased by **17%** (from 6% to 7%), whilst the representation of men decreased by **1%** (from 94% to 93%) from 2018 to 2019.



Figure 6: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

As indicated in *Figure 7*, the representation of women engaged in NATO Operations decreased by **14%** (from 7% to 6%), whilst the representation of men increased by **1%** (from 93% to 94%) from 2018 to 2019.



Figure 7: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

Policies to Support Entry into the Reserve Forces

The CAF do not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

According to the Labour Act (Official Gazette No. 93/14, 127/17), in its Article 224, Paragraph (3), an employer is entitled to compensation for costs related to salaries and other material rights for personnel who are serving in the Army Reserves, and which shall be reimbursed to the employer upon written request to the Ministry of Defence (MoD). Additionally, this is reflected in the Ordinance on Contract Reserves under Article 25.

Incentives or Bonuses for Civilians to Enter the Reserves

According to the Ordinance on the Manner of Record-keeping of Conscripts and Performing Military Service (Official Gazette No. 114/14, 102/17), under Article 60, individuals who are called to military service are entitled to the following by decision of the MoD:

- Financial compensation;
- Reimbursement of expenses for transport and the provision of accommodation and
- Provision of meals.

The ordinance on the Reserve Forces includes financial incentives for mobilised Reservists in cases where his/her regular salary is less than what it would be if he/she were otherwise employed by the MoD. In this scenario, the MoD would make a payment to the individual in the amount corresponding to the salary difference. Under Chapter VI of the Ordinance on Contract Reserves, financial incentives include:

- Readiness Allowance;
- Training Allowance and
- Service Allowance.

Whilst the CAF conscript both women into the Reserve Forces on a voluntary basis, the representation of Reserve women was **less than 1%** in 2019. Conversely, men represent nearly 100% of the Reserve Forces.

The CAF reserve component only consists of Land Forces and Other Forces. Since 2018, there has been no change to the representation of women and men in the reserve component of the CAF.

Enlistment Requirements

Enlistment Requirements for the Croatian Armed Forces

Same for women and men.

Enlistment Requirements for the Physical Fitness Test

The standards outlined in the Procedures and Criteria for Evaluation of Candidates' Physical Readiness are lower for women enlistees in comparison to the standards that apply to men enlistees in terms of criteria for running and push-ups, with the exception of sit-ups. Sit-up requirements are the same for both women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

In general, there are no differences in requirements related to physical characteristics. However, there is a difference in the height requirement for women members of the Ceremonial Honour Platoon embedded in the Honour Guard Battalion, which is 15 cm less than the height requirement for their men counterparts.

The CAF do not have policies that promote the recruitment of women.

Average Age of Enlistment

Women	25-30
Men	25-30

As indicated in *Figures 8, 9 and 10*, the representation of women and men was the same in all three stages of the recruitment process. Additionally, the representation of women throughout the recruitment process is higher than the overall representation of women in the CAF full-time service (12%).

As shown in *Figures 9 and 10*, the percentage in the representation of women increased by **25%** for women successfully recruited and successfully completing basic training (from 16% to 20%), whilst the representation of men decreased by **5%** (from 84% to 80%) from 2018 to 2019. If these trends continue and the retention of women does not decrease, then the CAF may experience an increase in the overall representation of women.

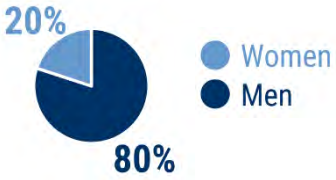


Figure 8: Percentage of Women and Men Applicants for Full-Time Service in 2019

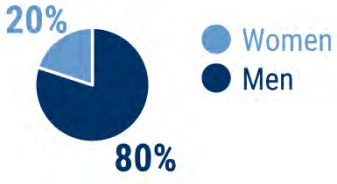


Figure 9: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

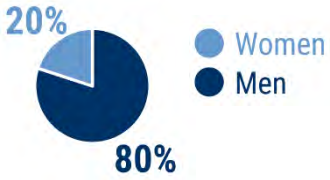


Figure 10: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

As highlighted in *Figures 11 and 12*, the following changes occurred in the success rate of women in the recruitment process from 2018 to 2019:

- **+20%** in women were successfully recruited out of all women who applied (from 50% to 60%)
- **+1%** in women who successfully completed basic training out of all women who were recruited (94% to 95%)

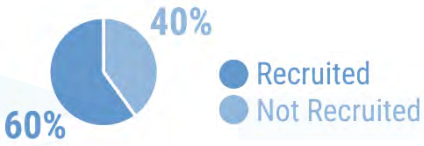


Figure 11: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 12: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

As shown in *Figures 13 and 14*, the following changes occurred in the success rate of men in the recruitment process from 2018 to 2019:

- **-3%** in men were successfully recruited out of all men who applied (from 62% to 60%)
- **+2%** in men who successfully completed basic training out of all men who were recruited (from 93% to 95%)

Notably, women and men had the same success rate in 2019.

Retention

The CAF retention policies are applied equally to military women and men in order to retain the specialised services of personnel, such as doctors, pilots, university professions and Information and Technology (IT) experts. The incentives include, amongst other benefits:

- Special bonuses for personnel with key skills;
- Accelerated career development;
- Financial support for further technical training.

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

As illustrated in *Figures 15 and 16*, the representation of women and men amongst overall Officer Ranks and overall Other Ranks remained relatively the same from 2018 to 2019. Notably, women had a higher representation in Officer Ranks compared to Other Ranks in 2019., As highlighted in *Figures 17 and 18*, the representation of women changed in the following ways across military ranks from 2018 to 2019:

- **+11%** in OR 1-4 (from 9% to 10%)
- **-8%** in OR 5-9 (from 12% to 11%)
- **+5%** in OF 1-2 (from 22% to 23%)
- **+8%** in OF 3-5 (from 13% to 14%)
- **-25%** in OF 6 (from 4% to 3%)

Whilst the CAF did not lose any women in OF-6 and higher positions, data indicates that the representation of women decreased in OF-6 and higher category due to an increase of men being promoted to OF-6 and higher.

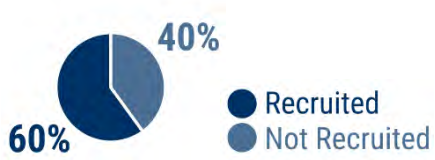


Figure 13: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 14: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

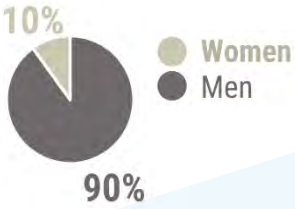


Figure 15: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

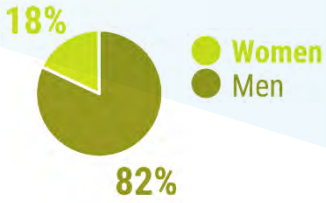


Figure 16: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

Compared to 2018, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 91% to 90%)
- **+1%** in OR 5-9 (from 88% to 89%)
- **-1%** in OF 1-2 (from 78% to 77%)
- **-1%** in OF 3-5 (from 87% to 86%)
- **+1%** in OF 6 (from 96% to 97%)

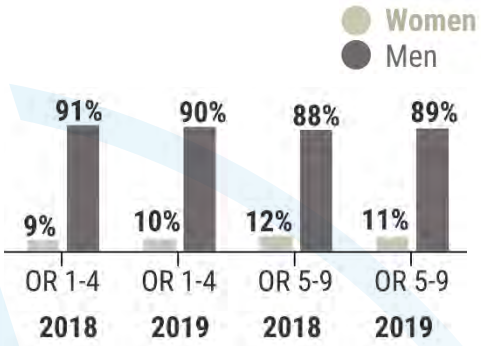


Figure 17: Percentage of Full-Time Women and Men in Other Ranks in 2019

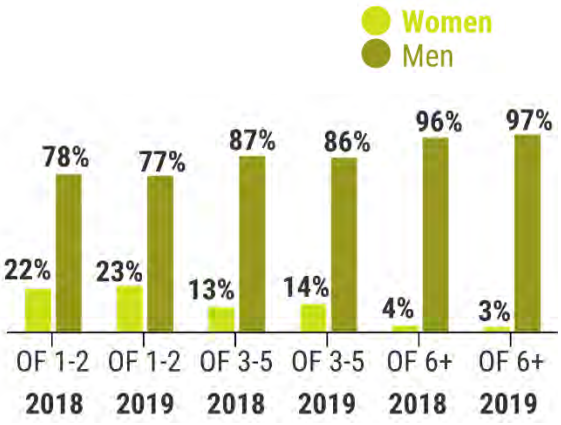


Figure 18: Percentage of Full-Time Women and Men in Officer Ranks in 2019

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across these ranks.

As shown in *Figure 19*, the distribution of women indicates that the majority of women were in Other Ranks (**66%**) compared to Officer Ranks (**34%**) in 2019. Since 2018, the distribution women changed in the following ways across military ranks:

- **+9%** in OR 1-4 (from 34% to 37%)
- **-6%** in OR 5-9 (from 31% to 29%)
- **-4%** in OF 1-2 (from 23% to 22%)

Whilst the distribution of women decreased in OR 5-9, there were more women in OR 5-9 in 2019 compared to 2018. Since 2018, the number of women across all military ranks increased.

As highlighted in *Figure 20*, the distribution of men indicates that the majority of men were in Other Ranks (**78%**) compared to Officer Ranks (**22%**) in 2019. Since 2018, the distribution of full-time military men remained the same across all military ranks.

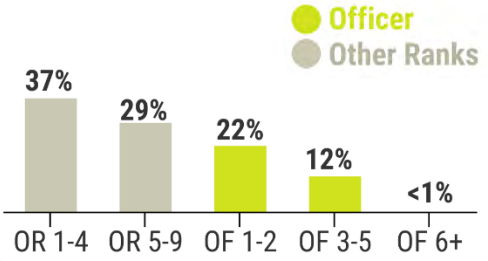


Figure 19: Distribution of Full-Time Women by Military Ranks in 2019

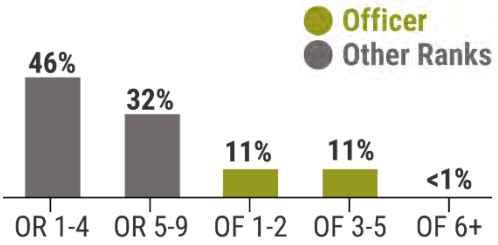


Figure 20: Distribution of Full-Time Men by Military Ranks in 2019

As illustrated in *Figure 21*, **9%** of the total military members who left the CAF were women in 2019, whilst women represented **7%** of military personnel who left in 2018. Whilst the representation of women leaving the CAF increased, less women left the CAF compared to 2018.

In 2019, **91%** of the total military members who left the CAF in 2019 were men, whilst in 2018 men made up **93%** of personnel leaving. The 2019 raw data indicates that a significantly lower number of men left the CAF in 2019 compared to 2018.

Similar to 2018, the main reasons for both women and men leaving the CAF were due to personal undisclosed reasons and retirement. Particularly for women in 2019, medical reasons other than service injuries became an additional reason for leaving the CAF, which had not been the case in 2018. Particularly for men in 2019, dissatisfaction with military salaries and pursuing a different career and/or educational opportunity were additional reasons for leaving the CAF, which was not the case in 2018.

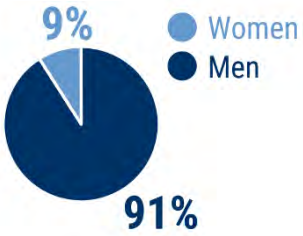


Figure 21: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Pursue a Different Career and/or Educational Opportunity	☐	☑
Dissatisfaction with Military Salaries	☐	☑
Medical Reasons (other than service injuries)	☑	☐
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. Military facilities have been adapted, providing separate sleeping quarters and bathrooms.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	26
Paternity Leave	1
Parental Leave	52

*Parental leave is transferable between parents

Part-Time Employment Options

	Yes	No
Child Care	☑	☐
Care for the Elderly or Sick	☑	☐
Educational Studies	☐	☑

Parental Rights

Administrative and/or Medical Support Systems

Whilst the CAF do not have paternity leave per se, fathers are entitled to five days of paid leave, in case of the birth or adoption of a child.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

In line with the Gender Awareness Policy in the MoD and the 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/Non-Commissioned officer (NCO)).

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

Overall, women are slightly older than men in the CAF. Since 2018, the average age changed for women in the following way:

- -6 years amongst Deployed Personnel (from 40 to 34)

Average age changed for men in the following ways:

- +1 year amongst Non-Commissioned Officers (NCOs) (from 40 to 41)
- +2 years amongst Deployed Personnel (from 36 to 38)

Average Age

	Women	Men
All Military Personnel	38	37
NCOs	44	41
Officers	41	43
Deployed Personnel	34	38

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

In 2019, the CAF did not report any incidents of sexual harassment, abuse or assault.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

The prevention of all forms of sexual harassment and abuse is addressed in military education programmes and pre-deployment training courses under the following subjects:

- Sexual Exploitation and Abuse (SEA);
- Code of Conduct; and
- Ethics and Culture.

Efforts are ongoing on the issue of domestic violence among military families, which is addressed through the conduct of SME seminars and follow-on activities. Formal procedures relating to cases of harassment and abuse are contained in the Standard Operational Procedures of the Military Police.

Personnel may report claims of sexual harassment, abuse or assault related incidents directly through the following:

- Committee for Gender Equality in the Ministry of Defence and Armed Forces
- Committee for the Protection of Military Persons' Dignity
- Personnel Directorate
- Chain of Command
- Directly addressing their Commanding Officer

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 169
- Gender Advisor Course
- Utility of Gender in Peace Support Operations
- Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

National Gender Perspective Related Education/Training Programmes

In 2019, the CAF had 9 national education and training programmes related to gender perspective.

1. Gender Training of Trainers Course (GToT)

Description

Conducted by NATO/Nordic Centre for Gender in Military Operations (NCGM) certified instructors and subject matter experts from the CAF, as well as Regional Arms Control Verification and Implementation Assistance Centre, Centre for Security Cooperation (RACVIAC). The Gender Training of Trainers Course was delivered in accordance with NATO's NCGM accredited course curriculum in 2019.

Main topics addressed include, but are not limited to the following:

- Gender terms and definitions
- NATO Bilateral Strategic Command (Bi-SC) Directive 40-1
- Gender perspective at different levels (strategic, operational and tactical)
- Conflicted related sexual and gender-based violence (CR-SGBV)
- International framework and background of the UNSCRs on
- Women, Peace and Security (WPS)
- International Humanitarian Law/Law on Armed Conflict (IHL/LOAC) and Human Rights (HR)
- Culture, religion and beliefs
- Gender perspective in Security Sector Reform (SSR)
- Education/training on planning

Completion of NATO ADL 169 "Improving Operational Effectiveness by Integrating Gender Perspective" is a prerequisite for course attendance. Besides military personnel, the programme also targets civil servants from other government ministries and institutions.

Target: OF 1-5 and OR 5-9
Phase: Standard National Training

2. Implementation of UNSCR 1325 and related Resolutions

Description

Within the CAF E&T system, gender-related topics with special emphasis on the implementation of UNSCR 1325 on WPS and related Resolutions, have been integrated into programmes of all levels within the military education conducted at the Croatian Defence Academy for commissioned and non-commissioned officers.

Learning objectives:

- UNSCR 1325 (2000) and related Resolutions on WPS
- National Action Plan (NAP)
- Gender related documents in the MoD and CAF

Target: OF 1-5 and OR 5-9
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

3. Improving Operational Effectiveness by Integrating the Gender Perspective

Description

This training is conducted by the Croatian Defence Academy, as part of the International Command Senior Enlisted Leaders (CSEL) Course. Since its pilot in 2017, the International CSEL Course has incorporated a gender-related topic by adding the "Improving Operational Effectiveness by Integrating the Gender Perspective" module in 2019.

Learning objectives:

- Impact of women, men, boys and girls on military tasks and functions;
- Contributing to operational effectiveness by integrating gender perspective;
- Application of gender perspective in different scenarios in reference to military missions and operations (patrols, checkpoints, engaging with local populations);
- NATO Bi-SC Directive 40-1;
- UNSCR 1325 (2000) and related Resolutions on WPS; and
- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

Target: OR 5-9
Phase: Pre-deployment

4. Conflict-Related Gender-Based Violence, as a part of the UN Protection of Civilians Course (UNPOC), UN Military Observer Course (UNMOC) and UN Staff Officers Course (UNSOC)

Description

Gender-related topics are addressed in the pre-deployment training of units and individuals for NATO, EU and UN Peace Support Operations (PSOs).

Additionally, the UNPOC course targets higher-ranking police and civilian personnel from government ministries and non-government organisations, while the UNSOC course also targets civil personnel of the MoD and other government ministries and institutions.

Learning objectives:

- UNSCR 1325 (2000) and related Resolutions on WPS;
- NAP; and
- Gender-related documents in the MoD and CAF.

Target: OF 1-5
Phase: Pre-deployment

5. Women, Peace and Security, as a part of the UN Military Observers Course (UNMOC) and the UN Staff Officers Course (UNSOC)

Description

Conducted by the CAF International Military Operations Centre (IMOC), this course incorporates gender-related topics into the pre-deployment training of units and individuals for NATO, EU and UN PSOs.

Learning objectives:

- UNSCR 1325;
- Legal aspects;
- UN SOPs (CPTM); and
- Protection of Children.

Target: OF 1-5
Phase: Pre-deployment

National Gender Perspective Related Education/Training Programmes

6. Sexual Abuse and Exploitation, as part of the UN Military Observer Course (UNMOC); UN Staff Officers Course (UNSOC); and pre-deployment courses for UN-led missions

Description

Conducted by the CAF IMOC, this course incorporates gender-related topics into the pre-deployment training of units and individuals for NATO, EU and UN PSOs.

Learning objectives:

- Legal aspects;
- UN SOPs (CPTM); and
- SEA of women and children in conflict areas.

Target: OF 1-5
Phase: Pre-deployment

7. Gender Issues, as a part of the pre-deployment courses for Hrvatski Contingent (HRVCON) Resolute Support Mission (RSM) (Key Personnel) and HRVCON NATO Mission Iraq (NMI)

Description

Conducted by the CAF IMOC, this course incorporates gender-related topics into the pre-deployment training of units and individuals for NATO, EU and UN PSOs.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 (2000) and related Resolutions; and
- NATO Bi-SC Directive 40-1.

Target: OF 1-5 and OR 5-9
Phase: Pre-deployment

8. Gender Perspective, as a part of the NATO Staff Officers Course (NATOSOC)

Description

Conducted by the CAF IMOC, this course incorporates gender-related topics into the pre-deployment training of units and individuals for NATO, EU and UN PSOs.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 (2000) and related Resolutions; and
- NATO Bi-SC Directive 40-1.

Target: OF 1-5 and OR 5-9
Phase: Pre-deployment

9. Gender Perspective related to Civil-Military Cooperation (CIMIC), as a part of the Tactical CIMIC Course (TCIMIC)

Description

Conducted by the CAF IMOC, this course incorporates gender-related topics into the pre-deployment training of units and individuals for NATO, EU and UN PSOs.

Learning objectives:

- NATO gender perspective;
- UNSCR 1325 (2000) and related Resolutions; and
- NATO Bi-SC Directive 40-1.

Target: OF 1-5 and OR 5-9
Phase: Pre-deployment

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

Number of GENADs and GFPs in the Croatian Armed Forces:

- **Ministry of Defence**: Two NATO-certified GENADs and one non-NATO certified GENAD
- **General Staff:** Three NATO-certified GENADs
- **National Armed Forces:** Three NATO-certified GENADs

NATO-Certified Gender Education and Training Products Used in 2019

In 2019, three personnel completed the following training at the Peace Support Training Centre in Kenya: "Global Peace Operations Initiative Course – Gender in Peace Support Operations: A Comprehensive Approach".

GENADs and GFPs Deployed in 2019

Although not formally trained, the first female gag officer appointed as GENAD to Commander International Security Assistance Force (ISAF) and RSM forged experience on the ground.

Over the years, 10 CAF service members have been deployed to RSM in Afghanistan. They had the primary mission to train, advise and assist Afghan security forces in building security capacities, namely in the capacity of advisors for the training of female members of the Afghan Special Police. As a part of their pre-deployment training, female Military Police (MP) officers also follow a tailored programme initiated in 2016, which implements lessons learned. Additionally, they complete the NCGM NATO certified GToT Course conducted at RACVIAC, in cooperation with the CAF and under the mentorship of NCGM.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability, and approves the development of an implementation plan**

Actions Taken

The CAF integrated gender perspective in PSOs, as well as at the national level together to include the NAP for the period 2019-2023. The aim is to incorporate gender perspective into everyday tasks at all levels as a routine, as appropriate.

B **The MC recognises the need to integrate gender perspective in all military education and for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks MS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

Gender perspective was integrated into military education at the different levels for officers and NCOs, as well as in pre-deployment training of individuals and units.

C **The MC approves that the effective implementation of the UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

When implementing UNSCR 1325 and related Resolutions through integrating gender perspective, the CAF utilise existing available resources without burdening the military budget.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO Allies and Partners**

Actions Taken

The CAF are aware of the NATO and NCGM sites, including Joint Advanced Distributed Learning (JADL), where current gender-related tools, training modules and other information on gender perspective are accessible. Within the CAF, efforts are ongoing towards raising awareness of the integration of gender perspective and its benefits, particularly towards enhancing interoperability and operational effectiveness in PSOs, as well as within the CAF through E&T activities on the subject matter.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

- Recruitment campaigns target both women and men;
- Vacancy announcements for international postings are equally open to women and men ;
- The Chief of Defence (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 gender perspective in military operations, as well as in a national context, in accordance with Croatia's NAP for the period of 2019-2023;
- Gender Awareness Policy in the MoD and CAF (2013);
- Action Plan for the Promotion and Establishment of Gender Equality in the MoD and CAF (2013);
- Correlating documents with NATO's Bi-SC Directive 40-1; and
- An update to the Code of Ethics for CAF military personnel was adopted at the end of 2018. The purpose of the Code is to raise awareness among soldiers of the importance of respecting ethical principles and ethical conduct, both while on duty and off duty.

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

Actions Taken

In order to prevent sexual and other forms of harassment in the workplace, the matter is addressed through educational activities under the following topics:

- Gender equality and integrating gender perspective;
- SEA; and
- Code of conduct, ethics and culture.

Incidents can be reported through various mechanisms directly through the following:

- Committee for Gender Equality in the Ministry of Defence and Armed Forces;
- Committee for the Protection of Military Persons' Dignity;
- Personnel Directorate; and
- Chain of Command.

Formal procedures for investigating and responding to claims of such incidents are contained in standard operating procedures of the Military Police.

C **MC recognises the added value of the WPS CHODs Network and Members and Partners should participate**

Actions Taken

Considerations continue to be given regarding participation within the WPS CHODs Network.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

Actions Taken

The CAF remain committed to continuing efforts geared towards ensuring the widespread awareness among military personnel of the UNSCR 1325 and its related Resolutions and the integration of gender perspective, both in PSOs and in a national context, at all levels, so that it may become a routine in their work. At this juncture, and in lieu of introducing dedicated GENAD or GFP posts into the military structure, efforts are ongoing toward gradually increasing the number of NATO NCGM certified gender instructors and advisors in targeted areas within the organisational structure.

The Personnel Directorate has a post with a job description including, but not limited to the following:

- Coordinating and overseeing efforts for the implementation of UNSCR 1325 and related Resolutions;
- Integrating gender perspective in E&T activities for the purpose of participation in PSOs and exercises, as well as in a national context; and
- Working on relevant UNSCR 1325 and other gender-related documents.

Until 2019, the pool of certified instructors who have completed the 48 completed NATO-Certified the GToT course (8 in the MoD and 40 in the CAF).

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

Actions Taken

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

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

Actions Taken

In the planning phase for the deployment of personnel to international PSOs, the CAF strive to ensure that an adequate number of qualified female military personnel are deployed to fulfil the mandated tasks, in accordance with available manpower.

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

Actions Taken

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

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

H **MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse**

Actions Taken

Efforts are ongoing in terms of the promotion of gender equality and the prevention of and response to SEA in E&T activities, with an emphasis on pre-deployment training (utilising predominantly existing UN training materials). The CAF have taken note of the NATO policy on SEA (January 2020).

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

Actions Taken

During the 2019 reporting period, the Government of the Republic of Croatia adopted the NAP for the period from 2019 to 2023.The revision of the document was led by the Ministry of Foreign and European Affairs, with the participation of relevant government ministries including the MoD.

Croatia's existing Defence Action Plan for the Promotion and Establishment of Gender Equality and the Gender Awareness Policy within the MoD and CAF are anticipated to be reviewed and revised, as necessary.

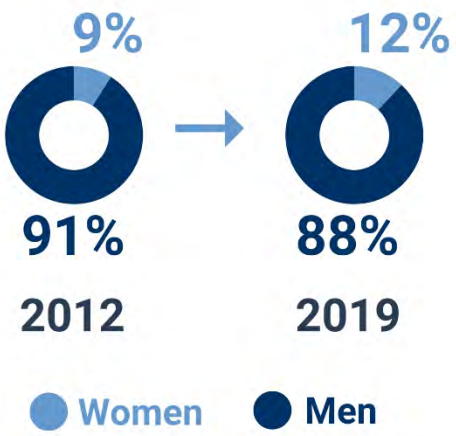
The appointment of dedicated gender staff remains under consideration. In addition to the Personnel Directorate staff member tasked with gender related responsibilities, the defence sector has 52 NATO-certified personnel trained on the subject matter who apply their training in their work including through engagements as instructors/trainers/lecturers. These trained personnel are from key organisational units throughout the military branches and the MoD.

Additional Information Relevant to the Integration of Gender Perspective in the Armed Forces

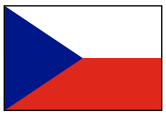
- The CAF intend to continue enlarging the pool of NATO trained personnel by selecting personnel from identified key areas to further build a gender perspective capability.
- The CAF continue to plan for its personnel to attend international educational activities, including courses at the NCGM, European Security and Defence College (ESDC) and Peace Support Operations Training Centre (PSOTC).
- The CAF intend to continue their significant role in organising and conducting the Gender Training of Trainers (GToT) Course at the Regional Arms Control Verification and Implementation Assistance Centre (RACVIAC), under the mentorship of NCGM. The focus will be on personnel from military E&T institutions and other key organisational units to support the development of gender related skills and competencies.
- The CAF will continue to conduct the CSEL Course with participants from the armed forces of the Adriatic Charter member and observer countries, including a module on gender perspective.
- The CAF will continue to place focus on pre-deployment training conducted in units concerning gender related topics to be in line with the NATO Bi-SC Directive 40-1 and to reach the widest audience of military members to be deployed.
- All military members that deploy to NATO-led operations complete the ADL 169 Course "Improving Operational Effectiveness by Integrating Gender Perspective" as a prerequisite.
- Further efforts will continue to be made towards the integration of gender related topics into existing military E&T programmes, and tailored activities, as required to raise awareness among personnel throughout the defence sector.
- The CAF's aim is to integrate gender perspective into all core military functions as a "routine" in planning, executing and evaluating processes at the tactical, operational and strategic levels.

SUMMARY

Percentage of Women and Men in the Full-time Croatian Armed Forces



2018	2019
10% Representation of women in full-time Land Forces	**12%** Representation of women in full-time Land Forces
6% Representation of full-time women in All Operations	**7%** Representation of full-time women in All Operations
16% Representation of women out of all successful recruits	**20%** Representation of women out of all successful recruits



Czech Republic

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Czech Republic started to draft a new National Action Plan (NAP) for the period 2021-2026.

Quotas

The Czech Armed Forces (CAF) do not have a quota system for women and men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Recruitment and Gender Advisor to the Chief of Defence (CHOD) oversees the integration of gender perspective in the national armed forces. The Brigadier General is responsible for the agenda of recruitment strategies, including the special targeting of women and men in campaigns, gender and equal opportunities.All comparisons and trends in this report are based on the last submission received in 2017.

Compared to 2017, the CAF's representation of women and men remained relatively the same. Whilst the representation of women continues to increase gradually, women represent approximately **1.5** out of every 10 military personnel on average in the CAF as illustrated in *Figure 1*. In contrast, men represent **8.5** out of every 10 military personnel.

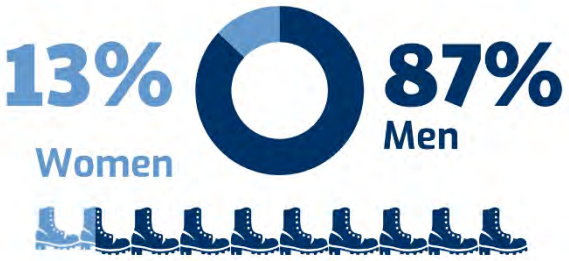


Figure 1: Percentage of Women and Men in the Full-Time Czech Armed Forces in 2019

In 2019, the representation of women was higher in the Support Services compared to the Land Forces and the Air Forces. The CAF do not have a Navy. In comparison to 2017, the representation of women has changed in the following ways across military components:

- **-8%** in the Air Force (from 13% to 12%)
- **+6%** in Support Services (from 17% to 18%)

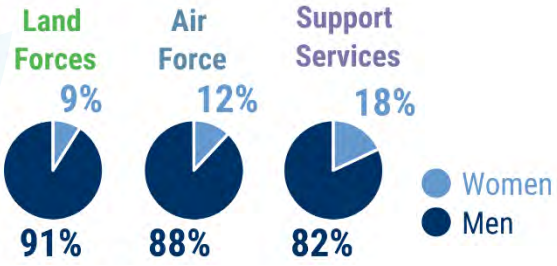


Figure 2: Percentage of Women and Men by Military Component in 2019

The 2019 data shows that the number of women increased across Land Forces and Support Services, but there was a slight decrease in the number of women in the Air Force compared to 2017. Conversely, the representation of men changed in the following ways across military components:

- **+1%** in the Air Force (from 87% to 88%)
- **-1%** in Support Services (from 83% to 82%)

The representation of women and men in Land Forces remained relatively the same compared to 2017. The 2019 raw data shows that the number of men increased across all military components compared to 2017.

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

In 2019, most military women served in Support Services, followed by the Land Forces and the Air Force. In comparison to 2017, the distribution of women changed in the following ways across military components:

- **-9%** in Land Forces (from 32% to 29%)
- **-15%** in the Air Force (from 20% to 17%)
- **+13%** in Support Services (from 48% to 54%)

Raw data indicates that there was a significant increase in the number of women in Support Services compared to 2017.

In 2019, most military men served in Land Forces, followed by Support Services and the Air Force. In comparison to 2017, the distribution of men changed in the following ways across military components:

- **-6%** in Land Forces (from 47% to 44%)
- **-5%** in the Air Force (from 20% to 19%)
- **+12%** in Support Services (from 33% to 37%)

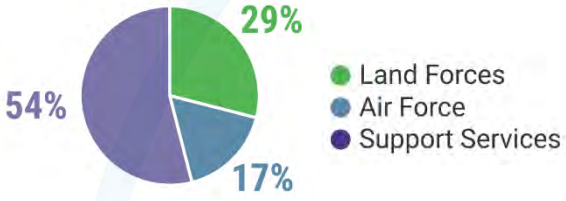


Figure 3: Distribution of Women by Military Component in 2019

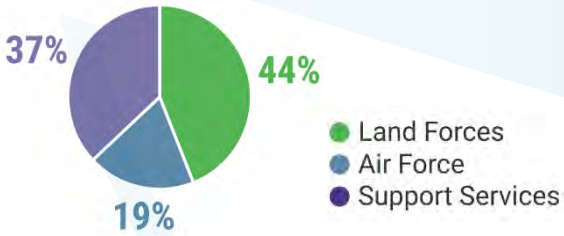


Figure 4: Distribution of Men by Military Component in 2019

In comparison to 2017, the representation of military women in the CAF changed in the following ways military occupations:

- **-67%** in the infantry (from 3% to 1%)
- **+24%** in health care (from 34% to 42%)
- **+35%** in legal (from 20% to 27%)
- **+44%** in logistics (from 9% to 13%)
- **-29%** in public affairs (from 56% to 40%)
- **+38%** in personnel sections (from 34% to 47%)

In comparison to 2017, the representation of military men changed in the following ways across military occupations:

- **+2%** in the infantry (from 97% to 99%)
- **-12%** in health care (from 66% to 58%)
- **-8%** in legal (from 80% to 73%)
- **-4%** in logistics (from 91% to 87%)
- **+36%** in public affairs (from 44% to 60%)
- **-20%** in personnel sections (from 66% to 53%)

The number of both women and men significantly decreased in the infantry and public affairs. The number of women decreased by 79% in the infantry, whereas the number of men decreased by 51%. The number of women decreased by 60% in public affairs compared to the number of men decreasing by 25%. Women experienced a loss in these two military occupations at a higher rate compared to men, resulting in a decrease of representation.

All remaining military occupations in *Figure 5* were reported for the first time in 2019. Therefore, a comparison cannot yet be made.

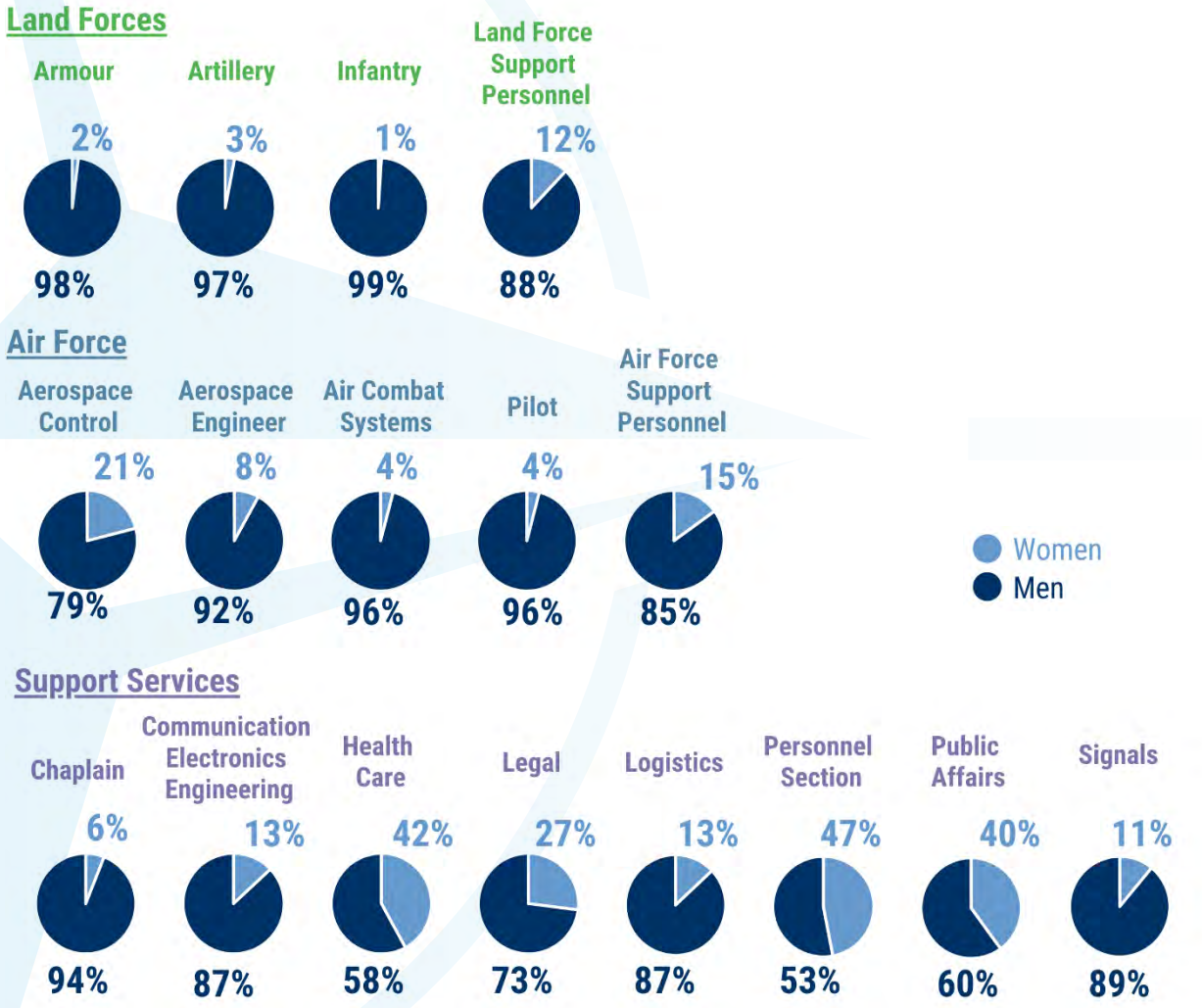


Figure 5: Percentage of Women and Men by Military Occupation in 2019

In 2019, men had a higher representation than women in all military occupations. However, women had the most representation in personnel sections, whilst men had the most representation in the infantry.

Compared to 2017, women had the highest representation in public affairs, which exceeded that of men. Furthermore, women had the same representation in both health care and personnel sections.

In 2019, the representation of women increased in health care and personnel sections. However, representation increased at a higher rate in personnel sections compared to health care.

Most military occupations in *Figure 6* were reported for the first time in 2019. Therefore, a robust comparison cannot yet be made.

Women	Men
1. Personnel Section (47%)	1. Infantry (99%)
2. Health Care (42%)	2. Armour (98%)
3. Public Affairs (40%)	3. Artillery (97%)
4. Legal (27%)	4. Air Combat Systems (96%) Pilot (96%)
5. Aerospace Control (21%)	5. Chaplain (94%)
6. Air Force Support Personnel (15%)	6. Aerospace Engineer (92%)
7. Logistics (13%) Communication Electronics Engineering (13%)	7. Signal (89%)
8. Land Force Support Personnel (12%)	8. Land Force Support Personnel (88%)
9. Signals (11%)	9. Logistics (87%) Communication Electronics Engineering (87%)
10. Aerospace Engineer (8%)	10. Air Force Support Personnel (85%)
11. Chaplain (6%)	11. Aerospace Control (79%)
12. Air Combat Systems (4%) Pilot (4%)	12. Legal (73%)
13. Artillery (3%)	13. Public Affairs (60%)
14. Armour (2%)	14. Health Care (58%)
15. Infantry (1%)	15. Personnel Section (53%)

Figure 6: Rankings in the Representation of Women and Men Across Military Occupations

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women are positioned across the CAF.

Figure 7 highlights that most women were positioned amongst Land Force support personnel in 2019, followed by health care. Most of these military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of women cannot yet be made.

Figure 8 indicates that most men were positioned amongst Land Force support personnel in 2019, followed by the infantry. Most of these military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of men cannot yet be made.

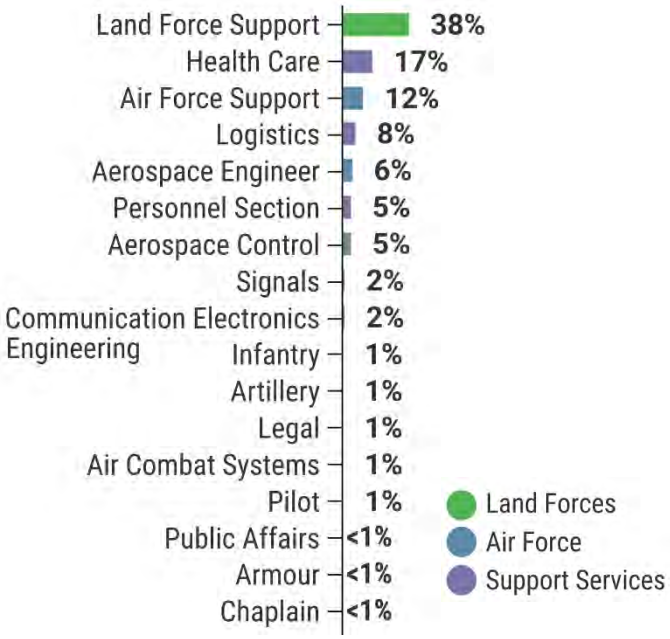


Figure 7: Distribution of Women by Military Occupation in 2019

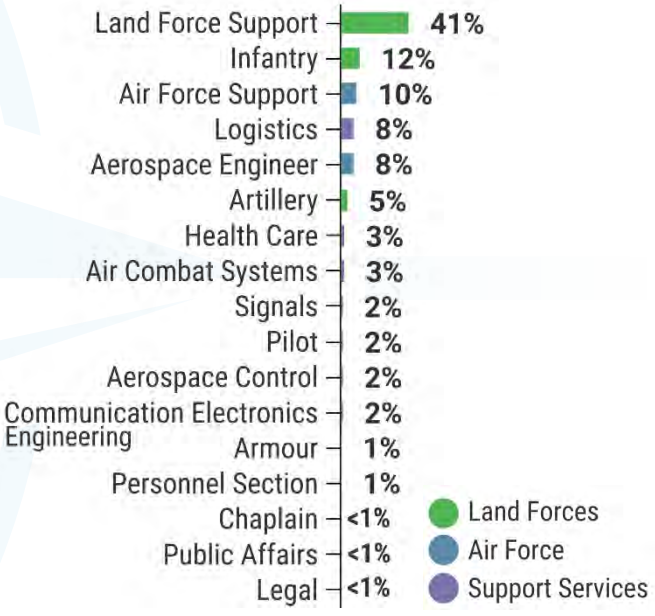


Figure 8: Distribution of Men by Military Occupation in 2019

In comparison to 2017, the overall representation of women engaged in All Operations decreased by **33%** (from 6% to 4%), whereas the overall representation of men increased by **2%** (from 94% to 96%). The representation of women changed in the following ways across military components in comparison to 2017:

- **+50%** in Land Forces (from 2% to 3%)
- **+17%** in the Air Force (from 6% to 7%)

Conversely, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 98% to 97%)
- **-1%** in the Air Force (from 94% to 93%)

The CAF were engaged in the following operations in 2019:

- **EU Operations:** EUFOR Althea, EUNAVFOR MED, EUTM Mali
- **NATO Operations:** RSM, KFOR, NMI and eFP Baltic Air Policing
- **UN Operations:** UNDOF, UNMIK, MONUSCO, MINUSMA and MINUSCA
- **Other Operations:** MFO and OIR

Data on military police, Ministry of Defence (MoD) Staff, Castle Guard and the Military Office of the President engaging in Operations was reported for the first time in 2019. Therefore, a comparison in the distribution of men cannot yet be made.

In comparison to 2017, the overall representation of women engaged in NATO Operations decreased by **33%** (from 6% to 4%), whereas the overall representation of men increased by **2%** (from 94% to 96%). The representation of women changed in the following ways across military components compared to 2017:

- **+200%** in Land Forces (from 1% to 3%)
- **+67%** in the Air Force (from 3% to 5%)

Conversely, the representation of men changed in the following ways across military components:

- **-2%** in Land Forces (from 99% to 97%)
- **-2%** in the Air Force (from 97% to 95%)



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

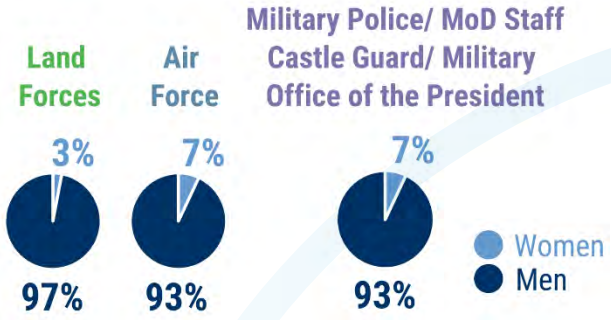


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations

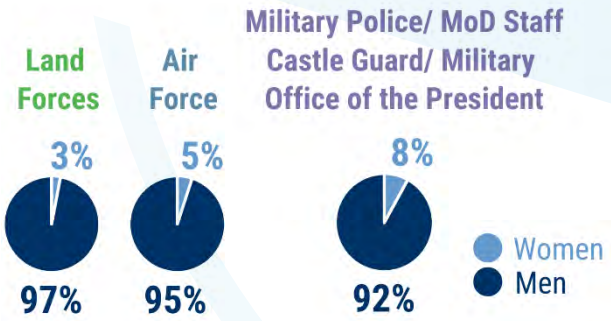


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component

Policies to Support Entry into the Reserve Forces

Active Reserve personnel receive an annual payment for their service. Additionally, they receive standard military pay equivalent to their rank and military occupation, when engaged in military exercises and duties.

Policies to Compensate Civilian Employers of Reserve Personnel

While active Reserve personnel are engaged in military exercises and duties, employers receive compensation. Annually, the CHOD meets employers personally. Employers receive a certificate of appreciation and an introduction to the military duties of their employees.

Incentives or Bonuses for Civilians to Enter the Reserves

Selected bonuses are available for active Reserve personnel. The CAF offer the following website for more information on all bonuses offered to their Reserve personnel:
http://www.benefity-army.cz

In comparison to 2017, the CAF's overall representation of Reserve women increased by **29%** (from 7% to 9%), whilst the representation of Reserve men decreased by **2%** (from 93% to 91%). The representation of Reserve women is lower compared to the representation of full-time military women.



Figure 13: Percentage of Women and Men in the Reserve Czech Armed Forces

In comparison to 2017, the representation of Reserve women changed in the following ways across military:

- **+67%** in Land Forces (from 3% to 5%)
- **+71%** in the Air Force (from 7% to 12%)
- **+22%** in Support Services (from 9% to 11%)

Conversely, the representation of Reserve men changed in the following ways across military components:

- **-2%** in Land Forces (from 97% to 95%)
- **-5%** in the Air Force (from 93% to 88%)
- **-2%** in Support Services (from 91% to 89

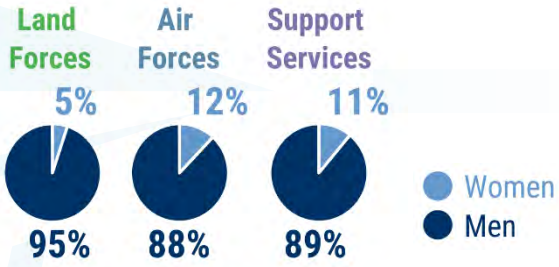


Figure 14: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Czech Armed Forces
Same for women and men.

Enlistment Requirements for the Physical Fitness Test
Same for women and men. However, the physical fitness test is adapted depending on physical differences.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men.

The CAF do not have policies that promote the recruitment of women in the military. In comparison to 2017, the representation of women changed in the following ways throughout the recruitment process:

- **+533%** of all applicants were women (from 3% to 19%)
- **+75%** of all successfully recruited were women (from 8% to 14%)

Conversely, the representation of men changed in the following ways throughout the recruitment process:

- **-16%** of all applicants were men (from 97% to 81%)
- **-7%** of all successfully recruited were men (from 92% to 86%)

The representation of women amongst those successfully completing the recruitment process was higher than the overall representation of women in the CAF (13%). If the representation of women during the recruitment process continues to increase, then the CAF could see a trending increase in the overall representation of women in the CAF.

Data on recruits successfully completing basic training was reported for the first time in 2019. Therefore, a comparison cannot yet be made to previous years.

Whilst recruitment plays a crucial role in determining the representation of women and men in the armed forces, retention also plays an equally important role in the representation of women and men.

Average Age of Enlistment

Women	26-36
Men	26-36

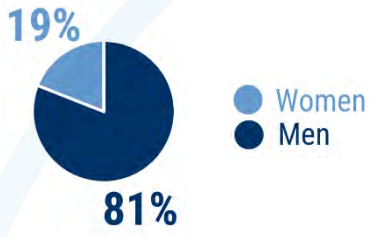


Figure 7: Percentage of Women and Men Applicants for Full-Time Service

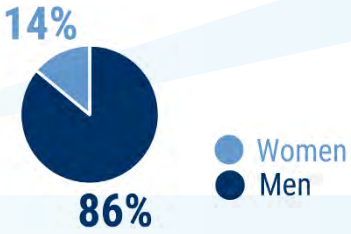


Figure 6: Percentage of Women and Men Successfully Recruited Out of All Applicants

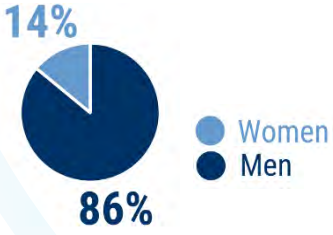


Figure 8: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women during each recruitment stage.

In 2019, the data shows that women had a lower success rate compared to men during the recruitment process. Conversly, in 2017 women applicants had a higher success rate compared to men. However, the success rate of women successfully recruited out of all women who applied decreased by **47%** (from 78% to 41%) as illustrated in *Figure 18*.

There was a significantly higher number of women who applied in 2019 compared to 2017. Despite the decrease in success rate, the raw data also indicated that more women completed the recruitment process in comparison to 2017.

In 2019, trends indicate that men had a higher success rate compared to women in the recruitment process. Whereas, in 2017 men applicants had a lower success rate compared to women. Additionally, there was a significantly lower number of men who applied in 2019 compared to 2017. However, the success rate of men successfully recruited out of all men who applied increased by **126%** (from 27% in 2017 to 61% in 2019) as shown in *Figure 20*. Despite this increase in success rate, the raw data also indicated that less men completed the recruitment process compared to 2017.



Figure 9: Percentage of Women Successfully Recruited Out of Women who Applied

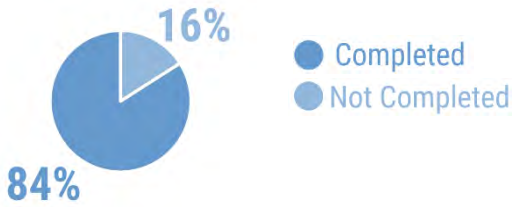


Figure 10: Percentage of Women Successfully Completing Basic Training Out of Women Recruited



Figure 11: Percentage of Men Successfully Recruited Out of Men who Applied

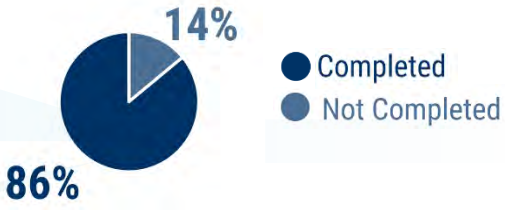


Figure 12: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The CAF's policy allowing additional educational opportunities and flexible working hours serve as a retention tool. Retention policies for women include various work-life balance policies. Base Commanders support military families through child care options. For specific cases, military mothers are allowed lunch breaks with their children, as well as breast feeding breaks.

Furthermore, there is an official network, as well as, unofficial networks to support women in the military. The official network is led by the CHOD's special advisor for recruitment and equal opportunities for women and men.

The overall representation of women amongst Other Ranks increased by **10%** (from 10% to 11%) from 2017 to 2019**,** whilst the overall representation of men amongst Other Ranks decreased by **1%** (from 90% to 89%). The overall representation of women amongst Officer Ranks increased by **5%** (from 19% to 20%) within the same time period**,** whilst the overall representation of men amongst Officer Ranks decreased by **1%** (from 81% to 80%).

The representation of women changed in the following ways across military ranks from 2017 to 2019:

- **+17%** in OR 1-4 (from 6% to 7%)
- **-6%** in OR 5-9 (from 17% to 16%)
- **+17%** in OF 3-5 (from 12% to 14%)
- **-25%** in OF-6 and higher (from 4% to 3%)

Conversely, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 94% to 93%)
- **+1%** in OR 5-9 (from 83% to 84%)
- **-2%** in OF 3-5 (from 88% to 86%)
- **+1%** in OF-6 and higher (from 96% to 97%)



Figure 13: Overall Percentage of Full-Time Women and Men in Other Ranks

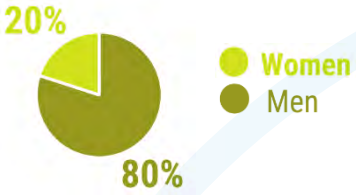


Figure 14: Overall Percentage of Full-time Women and Men in Officer Ranks

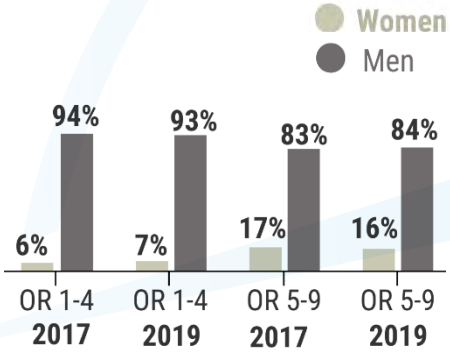


Figure 24: Percentage of Full-time Women and Men in Other Ranks

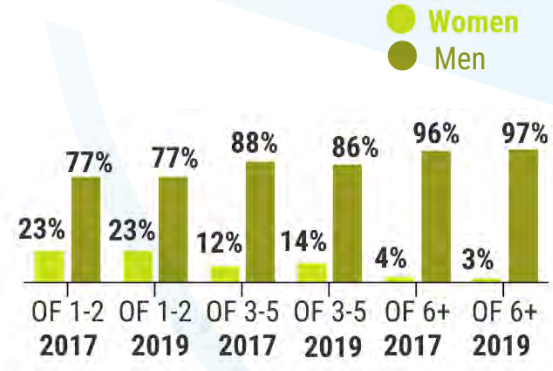


Figure 25: Percentage of Full-time Women and Men in Officer Ranks

While the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**62%**) compared to Officer Ranks (**38%**). The distribution of women changed in the following ways across ranks from 2017 to 2019:

- **+9%** in OR 1-4 (from 22% to 24%)
- **-5%** in OR 5-9 (from 40% to 38%)
- **-3%** in OF 1-2 (from 30% to 29%)
- **+13%** in OF 3-5 (from 8% to 9%)

In 2019, there were more women across all ranks compared to 2017, except in OF-6 and higher category. The number of women in the OF-6 and higher rank remained the same. Notably, the distribution of women is higher in OR 5-9 compared to the distribution of men. The distribution of men indicates that the majority of men were in Other Ranks (**77%**) compared to Officer Ranks (**23%**). The distribution of men changed in the following ways across ranks from 2017 to 2019:

- **-2%** in OR 1-4 (from 49% to 48%)
- **+4%** in OR 5-9 (from 28% to 29%)

In 2019, **10%** of the total military members who left the CAF were women, whilst **9%** left in 2017. In 2019, the representation of women out of all service members who left is less than the representation of women who entered the CAF. In comparison to 2017, more women and men left the CAF in 2019.

The table demonstrates the main reasons women and men left the CAF in 2019. In 2017, death and dismissal due to poor performance or disciplinary offences were amongst the main reasons for women leaving the military. However in 2019, those were no longer main reasons for women leaving the military. In 2019, the main reasons for men leaving the national armed forces was reported for the first time. Therefore, a comparison to previous years cannot yet be made.

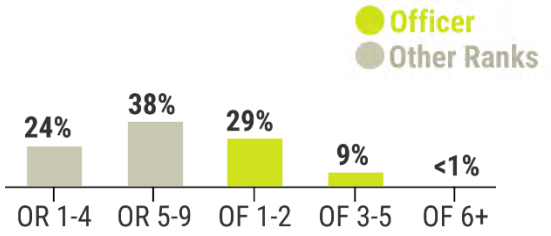


Figure 26: Distribution of Full-Time Women by Military Rank

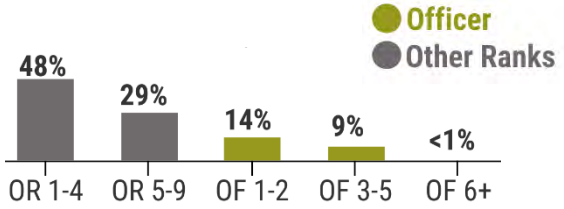


Figure 27: Distribution of Full-Time Men by Military Rank

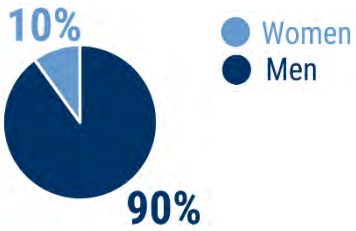


Figure 15: Percentage of Women and Men Who Left the Armed Forces

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death		✓
Dismissed Due to Poor Performance or Disciplinary Offences		✓
Pursue a Different Career and/or Educational Opportunity	✓	✓
Medical Reasons (other than service injuries)	✓	✓
Retirement	✓	✓
Political Engagement		✓
End of contract	✓	✓

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for both women and men. However, personal protection equipment is offered in various sizes. Facilities have been adapted for women and men to include lodging and sanitary facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	28
Paternity Leave	22
Parental Leave	N/A

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Programmes include:

- Military Kindergarten for children on military bases. However, the Base Commander can establish and end this programme, depending on the interest of the military personnel.
- Online courses or temporary pardon to provide more flexibility to the military personnel while fulfilling mandatory career courses.
- Flexible hours for women and men who are main caretakers.
- Possibility to be excused from deployments when taking care of children of certain ages or being single parent.
- Commanders must provide an 18 month leave between foreign deployments.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

One parent must always be available at home unless both military parents request otherwise. Military commanders must provide an 18 months leave between foreign deployments. Requests can be made for relocation closer to the family. The expenses for the movement or the traveling expenses are covered by the military.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

When military families lose a caretaker while on deployment or military duty, they can receive financial support to cover first expenses before receiving governmental support. Additionally, the family can receive regular financial support for school supplies every year until the child/children reach the age of 18 years old.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ 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

Average Age of Military Personnel

Notably in 2019, the CAF had a younger generation of Non-Commissioned Officers (NCOs) compared to 2017.
Average age changed for women in the following way:

- +1 year amongst All Military Personnel (from 37 to 38)
- -4 years amongst NCOs (from 41 to 37)

Average age changed for men in the following ways:

- -4 years amongst NCOs (from 40 to 36)
- -2 years amongst Deployed Personnel (from 36 to 34)

In 2019, the CAF reported on the average age of Officers for the first time. Therefore, comparisons to previous years on this particular data cannot yet be made.

Average Age

	Women	Men
All Military Personnel	**38**	**37**
NCOs	**37**	**36**
Officers	**39**	**41**
Deployed Personnel	**36**	**34**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

The CAF reported that there were no reported incidents in 2019.

The reporting system is based on the national legal system. There are several ways to report cases of sexual abuse. Details on prevention strategies, training, appointed personnel and formal procedures were not provided.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level

Module 3: Pre-Deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

It was not reported whether there were national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the CAF had the following number of GENADs and GFPs:

- One NATO-certified GENAD in the General Staff;
- One non-NATO certified GENAD in the General Staff;
- One non-NATO certified GFP in the MoD;
- Two non-NATO certified GFPs in the General Staff; and
- Four non-NATO certified GFPs in the national armed forces.

In 2019, two GENADs received training at the Nordic Centre for Gender in Military Operations (NCGM) and one GENAD received training at the NCGM and ACT Advanced Distance Learning (ADL) Courses. Additionally, every military base has a GFP assigned to conduct gender training as a secondary duty.

In 2019, one GENAD was deployed to the European Union Naval Force (EUNAFOR) mission in Somalia.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

B **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The CAF drafted a NAP for the period 2021-2026 to integrate both recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

C **MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse**

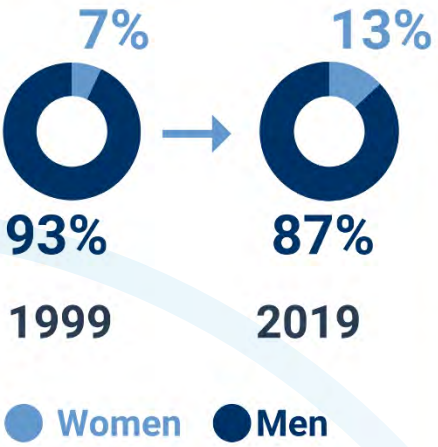
D **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions, as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff**

Actions Taken

The CAF reviewed their Code of Conduct. The CHOD advisor for the gender equal opportunities was a member of the Command Group. A new Sexual Exploitation and Abuse (SEA) Policy was integrated within the education system. Last recommendation is an ongoing process, while the CAF continues to revise their NAP. A Defence Action Plan (DAP) will be created, following the creation of the NAP. NAP will consider these NCGP recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Czech Armed Forces



2017	2019
13% Representation of women in full-time armed forces	**13%** Representation of women in full-time armed forces
10% Representation of full-time women in Other Ranks	**11%** Representation of full-time women in Other Ranks
19% Representation of full-time women in Officer Ranks	**20%** Representation of full-time women in Officer Ranks
3% Representation of women amongst applicants	**19%** Representation of women amongst applicants
8% Representation of women amongst recruits	**14%** Representation of women amongst recruits
27% Success rate of men being recruited out of all men	**61%** Success rate of men being recruited out of all men
7% Representation of women in the Reserve Forces	**9%** Representation of women in the Reserve Forces



Kingdom of Denmark

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Danish Armed Forces (DAF) did not have specific policies or legislation related to integrating gender perspective that were enforced during 2019.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The DAF do not have a distinctive entity with the sole purpose of overseeing the integration of gender perspective. However, there are various points of contact for diversity and inclusion at the Defence Command, the MoD, Personnel Agency and in all military branches that oversee gender perspective.

All comparisons and trends in this report are based on the last submission received in 2017.

As shown in *Figure 1*, the DAF have increased their representation of women by **14%** (from 7% to 8%) in their full-time armed forces in comparison to 2017. Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel in the DAF. In contrast, men represent **9** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Danish Armed Forces in 2019

Notably in 2019, women had a higher representation in the Navy compared to the Land Forces and Air Force. In 2019, the DAF reported the representation of women and men for the first time in the following military components: Special Operations Command, Joint Arctic Command, Royal Danish Defence College, Danish Defence Medic Command and the Danish Defence Maintenance Service. Therefore, an analysis on the changes of representation within these military components cannot be compared until the DAF provide further data and updates in their next report.

As illustrated in *Figure 2*, the following changes have occurred in the representation of women across military components compared to 2017:

- **+17%** in Land Forces (from 6% to 7%)
- **-11%** in Air Force (from 9% to 8%)
- **+43%** in the Navy (from 7% to 10%)

Conversely, the following changes have occurred in the representation of men across military components:

- **-1%** in Land Forces (from 94% to 93%)
- **+1%** in Air Force (from 91% to 92%)
- **-3%** in the Navy (from 93% to 90%)

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

Since the DAF reported on military components beyond Land Forces, the Air Force and the Navy for the first time in 2019, a full analysis of the redistribution of women and men cannot be provided. In 2017, more women and men were positioned in the Air Force compared to the Navy. Compared to 2017, there has been a reversal to this distribution, with more women and men being positioned in the Navy compared to the Air Force.

As highlighted in *Figure 3*, most military women served in Land Forces, whilst the least military women served in the Special Operations Command and the Joint Arctic Command in 2019.

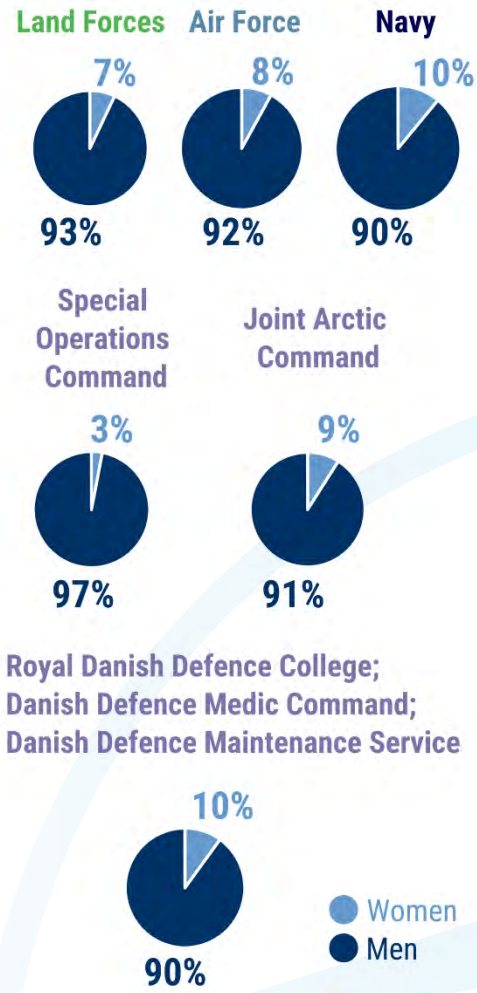


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019



Figure 3: Distribution of Women by Military Component in 2019

As shown in *Figure 4*, most military men served in Land Forces, whilst the least military men served in the Joint Arctic Command in 2019.



Figure 4: Distribution of Men by Military Component in 2019

Policies to Support Entry into the Reserve Forces

Whilst the DAF have Reserve Forces, there are no official policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The DAF do not compensate civilian employers of Reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The DAF do not offer incentives or bonuses for civilians to enter the Reserve Forces.

As shown in *Figure 5*, the DAF's overall representation of Reserve women had a **53%** increase (from 8.5% to 13%) in 2019 compared to 2017, whilst the representation of men had a **5%** decrease (from 91.5% to 87%) in 2019.



Figure 5: Percentage of Women and Men in the Reserve Danish Armed Forces in 2019



Figure 6: Percentage of Women and Men in the Danish Reserve Forces by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Danish Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men but the grading system is different

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
There are different gender-based height requirements concerning servicemembers in the Royal Danish Lifeguards

The DAF have a 2011 diversity policy that promotes the recruitment of women in their national armed forces. Currently, this policy is undergoing an update.

Figures 7 and 8 compare the representation of women and men amongst successful recruitment and completion of basic training. The DAF provided this particular data for the first time in 2019. Sex-disaggregated data on applicants was not provided.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

As illustrated in *Figures 9 and 10*, **83%** of women were successfully recruited out of all women who applied and **89%** of men were successfully recruited out of all men who applied. Overall, these trends show that men had a slightly higher success rate in the recruitment process compared to women in 2019. Since the number of applicants were not reported in 2019, the success rate for the application stage of the recruitment process could not be determined.

Average Age of Enlistment

Women	18-20
Men	18-20

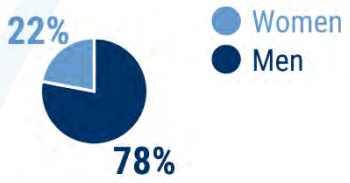


Figure 7: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

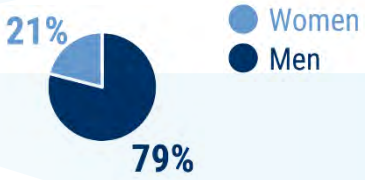


Figure 8: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

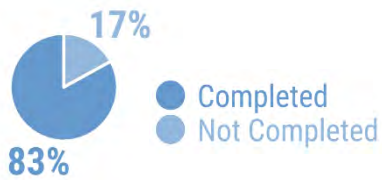


Figure 9: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 10: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The DAF have retention policies. Additionally, women are supported through a network of female role models, mentorships and an advisory board.

As shown in *Figure 11*, the overall representation of women in all Other Ranks increased by **29%** (from 7% to 9%)**,** whilst the representation of men in all Other Ranks decreased by **2%** (from 93% to 91%) in 2019 compared to 2017. *Figure 12* indicates that the overall representation of women in all Officer Ranks increased by **17%** (from 6% to 7%), whilst the representation of men in all Officer Ranks decreased by **1%** (from 94% to 93%) in 2019 compared to 2017.

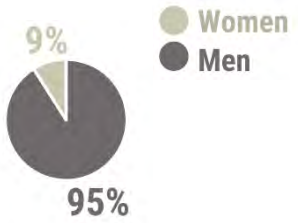


Figure 11: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

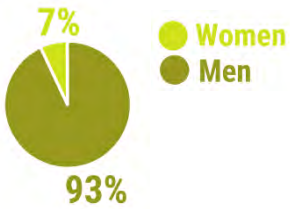


Figure 12: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

As highlighted in *Figures 13 and 14*, the representation of full-time military women changed in the following ways across military ranks:

- **+13%** in OR 1-4 (from 8% to 9%)
- **+17%** in OR 5-9 (from 6% to 7%)
- **+13%** in OF 1-2 (from 8% to 9%)
- **-25%** in OF 3-5 (from 4% to 3%)
- **+5** percentage points in OF-6+ (from 0% to 5%)

Figures 13 and 14 also illustrate that the representation of full-time military men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 92% to 91%)
- **-1%** in OR 5-9 (from 94% to 93%)
- **-1%** in OF 1-2 (from 92% to 91%)
- **+1%** in OF 3-5 (from 96% to 97%)
- **-5%** in OF-6+ (from 100% to 95%)

Notably, the increase for women in OF-6 and higher could be in part due to the DAF gaining a female General after 2017.

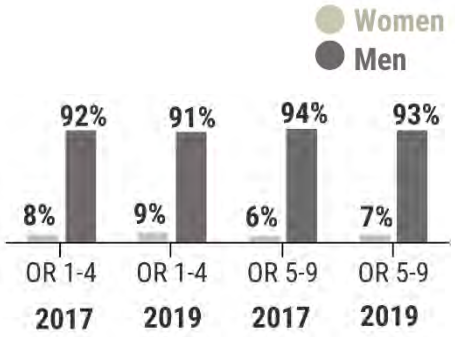


Figure 13: Percentage of Full-Time Women and Men in Other Ranks in 2019

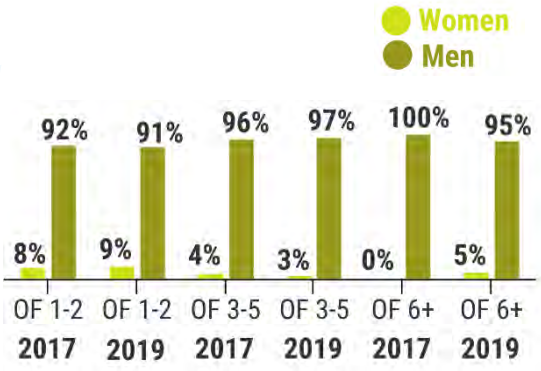


Figure 14: Percentage of Full-Time Women and Men in Officer Ranks in 2019

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across the DAF.

As shown in *Figure 15*, the distribution of women indicates that the majority of women were in Other Ranks (**81%**) compared to Officer Ranks (**19%**) in 2019. Compared to 2017, the distribution of women changed in the following ways across military ranks:

- **+2%** in OR 1-4 (from 55% to 56%)
- **+4%** in OR 5-9 (from 24% to 25%)
- **-40%** in OF 3-5 (from 5% to 3%)

Raw data indicates that the number of women increased across all military ranks, except in OF 3-5. Whilst the decrease in the number of women in OF 3-5 was minor, it made a significant impact in the redistribution of women due to the low number of women in the DAF.

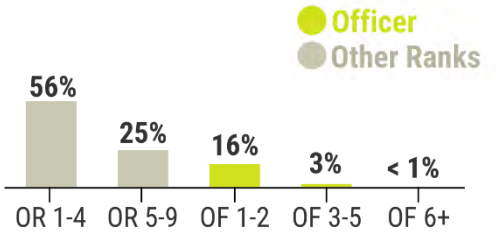


Figure 15: Distribution of Full-Time Women by Military Rank in 2019

As highlighted in *Figure 16*, the distribution of men indicates that the majority of men were in Other Ranks (**77%**) compared to Officer Ranks (**13%**) in 2019. Compared to 2017, the distribution of men experienced changes in the following ways across military ranks:

- **+2%** in OR 1-4 (from 48% to 49%)
- **-3%** in OR 5-9 (from 29% to 28%)
- **+15%** in OF 1-2 (from 13% to 15%)
- **-20%** in OF 3-5 (from 10% to 8%)

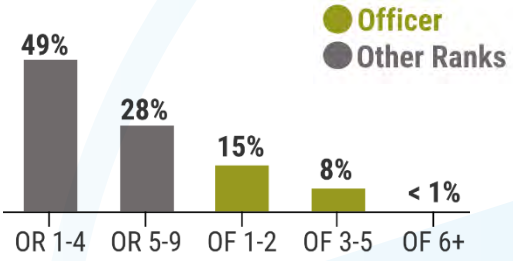


Figure 16: Distribution of Full-Time Men by Military Rank in 2019

Figure 17 indicates that **12%** of the total military members who left the DAF were women in 2019, whilst women represented **8%** of personnel who left in 2017. As a result, there was a **50%** increase in women exiting between 2017 and 2019.

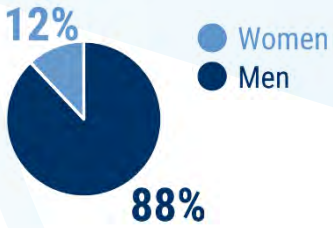


Figure 17: Percentage of Women and Men Who Left the Armed Forces in 2019

The DAF carry out exit surveys for personnel in both voluntary and compulsory military service to monitor the reasons women and men leave the military. The DAF's exit survey does not collect sex-disaggregated data. Therefore, the DAF reported the main reasons for women and men as being the same. Sex-disaggregated data would be needed to analyse whether there were significant differences between women and men leaving the military. The DAF reported this particular data for the first time in the 2019 Summary of National Reports.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Limited Leadership Opportunities	☑	☑
Retirement	☑	☑
Other	☑	☑

- Lack of career opportunities
- Disagreement with leadership decisions
- Lack of geographical stability

Military Equipment, Facilities and Uniforms

The following military equipment has been adapted for women and men:
- Personal Weapons (rifles, handguns)
- Personal Protective Equipment (CBRN suits, goggles)
- Masks
- Helmets

Military facilities are adapted for women and men, such as sanitary and lodging facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System (regulations, policies and programmes)

	Number of Weeks
Maternity Leave	6
Paternity Leave	2
Parental Leave	32

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Part-time employment positions are based on agreements with the unions.

Parental Rights

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel (e.g. teleworking)

Excluding critical posts, it is possible for Defence personnel to do the following:

- Work part-time at a 4/5 rate;
- Work in satellite offices;
- Teleworking; and
- Work with flexible hours.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

There are insurance plans for widows/widowers that support the surviving family members to a degree.

Do NOT have Special Programmes or Measures to Support Dual Service Couples (e.g. a commitment that Services will endeavour not to deploy both serving parents at the same time)

Special Programmes Related to Child Care

The Danish Military follows the governmental regulations. Therefore, there is no specific child care policy in the national armed forces. Certain measures can be decided locally by the relevant manager.

Average Age of Military Personnel

Notably in 2019, the DAF were a younger force compared to 2017. Average age changed for women in the following way:

- -3 years amongst All Military Personnel (from 34 to 31)
- -2 years amongst NCOs (from 34 to 32)
- -1 year amongst Officers (from 36 to 35)

Average age changed for men in the following ways:

- -2 years amongst All Military Personnel (from 38 to 36)
- +2 years amongst NCOs (from 37 to 39)
- -2 years amongst Officers (from 42 to 40)
- -7 years amongst Deployed Personnel (from 40 to 33)

Average Age

	Women	Men
All Military Personnel	**31**	**36**
NCOs	**32**	**39**
Officers	**35**	**40**
Deployed Personnel	**32**	**33**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Strategies and/or Policies for Prevention

The Danish Ministry of Defence Directive on Health and Safety includes a paragraph on sexual harassment, sexual abuse and sexual assault. A revised version of the directive will be published in April 2020. The directive established a zero tolerance on the subject, which means that the managers have to take preventive initiatives to have a good and healthy culture at the workplace and a duty to act if they become aware of an incident.

Programmes and/or Training for Prevention

In 2019, there were 130 employees who were educated in preventing and handling sexual harassment as members of the Organisation for Personal Advise and Peer Support (OPRK). Additionally, the OPRK gives presentations on the subject. The Danish Ministry of Defence Personnel Agency offers courses on preventing sexual harassment, sexual abuse and sexual assault, as well as a variety of tools to use within the workplace culture. All materials and referrals to the OPRK are gathered on the following webpage: www.respektforhinanden.dk

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Appointed Personnel Overseeing Allegations and Formal Procedures

Cases regarding sexual assault are always being handled by the Danish Ministry of Defence Military Prosecution Service, and in some cases also by the Personnel Agency's Legal Department. The Legal Department often deals with incidents that are thought to have possible employment consequences, whereas the Military Prosecution Service handles incidents that might have criminal consequences.

	Women	Men
Number of Report Incidents of Sexual Harassment	96	27
Number of Report Incidents of Sexual Abuse	30	17
Number of Report Incidents of Sexual Assault	5	2

Types of Incidents Reported:	Women	Men
Sexual Exploitation	☑	☑
Stalking	☑	☐
Rape	☑	☐
Sharing of Pictures on Social Media	☑	☑

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 3: Pre-deployment
- Module 2: Tactical Level
- Gender in Terrorism Education and Training Package for Nations

Danish Navy's Feedback on the NATO Gender Education and Training Package

The Gender Education and Training Package for Nations is extremely comprehensive. However, it seems very land-focused. When developing their maritime training package to streamline and tailor training to the maritime domain, the Danish Navy has been using the training package as inspiration. The Danish Navy intends to initiate their maritime training package in 2020.

For ways of improving the NATO Gender Education and Training Package, the DAF Navy has suggested to the Allied Command Transformation (ACT) about updating the training package by providing shorter and more concise lessons rather than extensive Power Point presentations. By making them shorter and more concise, it allows for training to be either stand-alone or a consolidation of the lessons. In addition, providing a broader variety of examples and pictures could increase their relevancy.

Education and Training Programmes Related to Gender Perspective

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Training
- Key Leader Seminar
- Senior Leaders Seminar
- Commanding Officer Seminar
- Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS NOT INCLUDED in pre-deployment training and/or exercises

There are no national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

Within the National Armed Forces, there are three NATO-certified GENADs. Within the General Staff, there is one NATO-certified GENAD. The DAF did not report having any GFPs.

In 2019, three NATO-certified GENADs trained at the Nordic Centre for Gender in Military Operations (NCGM).

In 2019, the DAF did not deploy any GENADs.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

Actions taken were not provided.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

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

H **MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse**

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

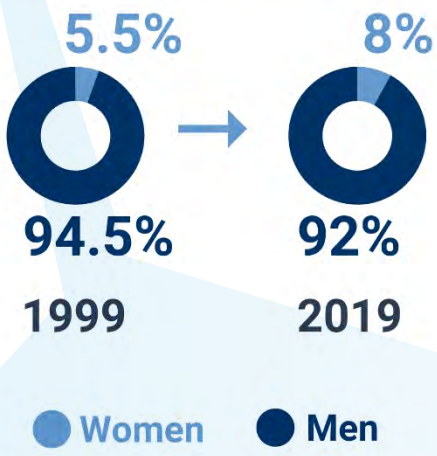
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff**

Actions Taken

Actions taken were not provided.

SUMMARY

Percentage of Women and Men in the Full-time Danish Armed Forces



2017	2019
7% Representation of women in full-time armed forces	**8%** Representation of women in full-time armed forces
7% Representation of women in the Navy	**10%** Representation of women in the Navy
0 Women in OF-6 and higher ranks	**1** Women in OF-6 and higher ranks



Republic of Estonia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, there were no new specific policies and/or legislation related to the integration of gender perspective in the Estonian Defence Forces (EDF).

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is no military entity that oversees the integration of gender perspective in the armed forces.

All comparisons and trends in this report are based on the last submission received in 2017.

As shown in *Figure 1*, the representation of women in the full-time EDF increased by **11%** (from 9% to 10%) in 2019 compared to 2017.

Women represent approximately **1** out of every 10 military personnel on average in the EDF, whilst men represent **9** out of every 10 military personnel.

In 2019, the EDF reported on the representation of women and men in their Headquarters, Military Academy and Command Support for the first time. Notably, women had a higher representation in the Air Force compared to the Navy and Land Forces. In 2019, women had the highest representation in the Command Support, whilst men had the highest representation in Land Forces.



Figure 1: Percentage of Women and Men in the Full-Time Estonian Defence Forces in 2019

In 2019, the EDF reported on the representation of women and men in their Headquarters, Military Academy and Command Support for the first time. Notably, women had a higher representation in the Air Force compared to the Navy and Land Forces. In 2019, women had the highest representation in the Command Support, whilst men had the highest representation in Land Forces.

As highlighted in *Figure 2*, the representation of military women changed in the following ways across military components from 2017 to 2019:

- **-22%** in Land Forces (from 9% to 7%)
- **+18%** in the Air Force (from 11% to 13%)

In comparison to 2017, the following changes have occurred to the representation of men across military components:

- **+2%** in Land Forces (from 91% to 93%)
- **-2%** in the Air Force (from 89% to 87%)

In comparison to 2017, the representation of women and men in the Navy did not change.

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

As illustrated in *Figure 3*, most military women served in Land Forces in 2019, followed by the Command Support and the Air Force. In 2017, sex-disaggregated data was not reported for the EDF Headquarters, Military Academy and Command Support. Therefore, an accurate analysis of the change in distribution of women across all six military components cannot be provided.

As highlighted in *Figure 4*, most military men served in Land Forces in 2019, followed by the Air Force and Command Support.

Notably, women and men are distributed similarly across the Navy, Headquarters and Military Academy. However, women have a higher distribution in Command Support and the Air Force compared to men. Men have a higher distribution in Land Forces compared to women.

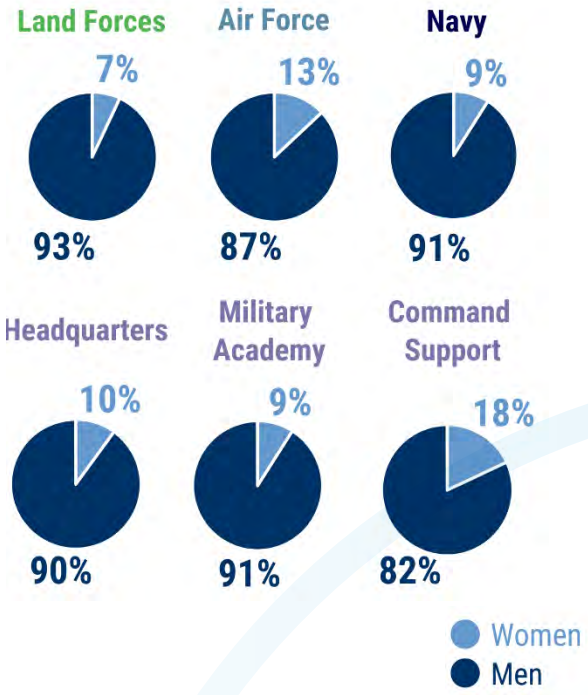


Figure 2: Percentage of Women and Men by Military Component in 2019

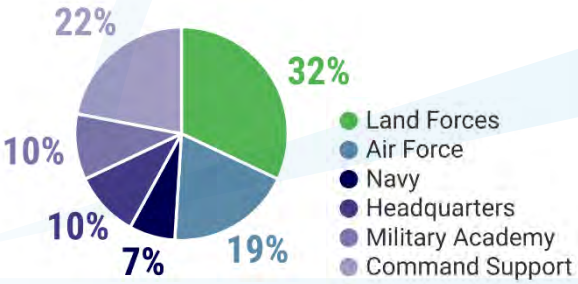


Figure 3: Distribution of Women by Military Component in 2019

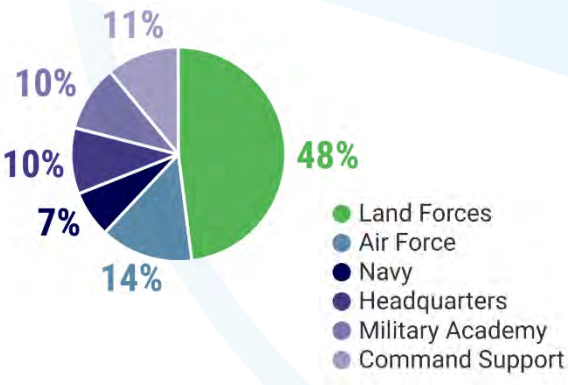


Figure 4: Distribution of Men by Military Component in 2019

Figure 5 indicates the 2019 percentage of women and men in the full-time EDF by military occupation that was reported. EDF reported the representation of women and men across all of these military occupations for the first time in 2019. Therefore, comparisons cannot be made to previous years. In 2019, women had the highest representation in aerospace control, whilst men had the highest representation amongst pilots.

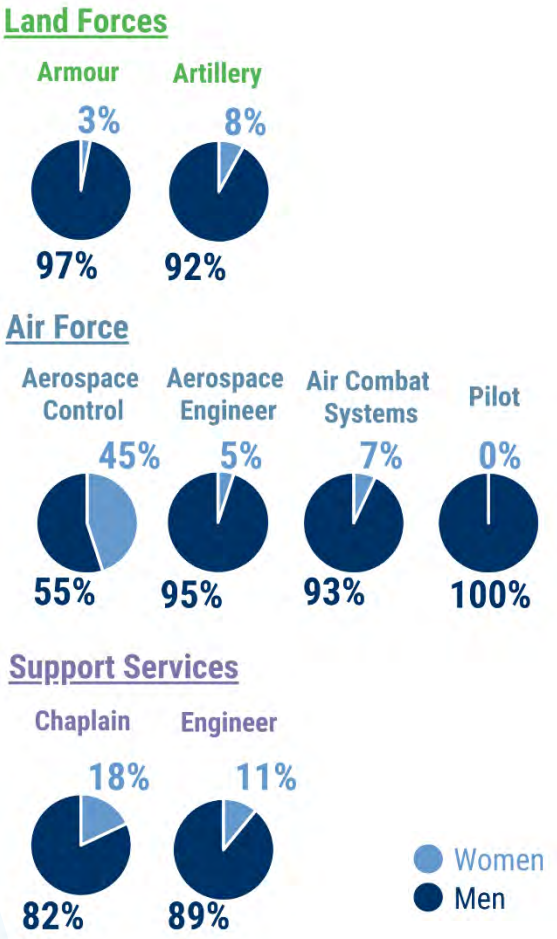


Figure 5: Percentage of Women and Men by Military Occupation in 2019

Figure 6 ranks military occupations for women and men based on their representation. Notably, the EDF are one out of seven NATO Member Nations that reported having women chaplains. Amongst those seven nations, they rank first in representation of women chaplains compared to men chaplains. Whilst more than seven NATO Member Nations may have women chaplains, some NATO Member Nations reported having zero women chaplains and some did not report sex-disaggregated data on chaplains at all. Estonia is one out of 16 NATO Member Nations that reported having women in aerospace control. Amongst those 16 nations, they rank first in the representation of women in aerospace control compared to the men.

Women	Men
1. Aerospace Control (45%)	1. Pilot (100%)
2. Chaplain (18%)	2. Armour (97%)
3. Engineer (11%)	3. Aerospace Engineer (95%)
4. Artillery (8%)	4. Air Combat Systems (93%)
5. Air Combat Systems (7%)	5. Artillery (92%)
6. Aerospace Engineer (5%)	6. Engineer (89%)
7. Armour (3%)	7. Chaplain (82%)
8. Pilot (0%)	8. Aerospace Control (55%)

Figure 6: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the EDF.

As shown as *Figure 7*, most military women served in armour in 2019. Of note, women are more likely to be positioned in aerospace control compared to men.

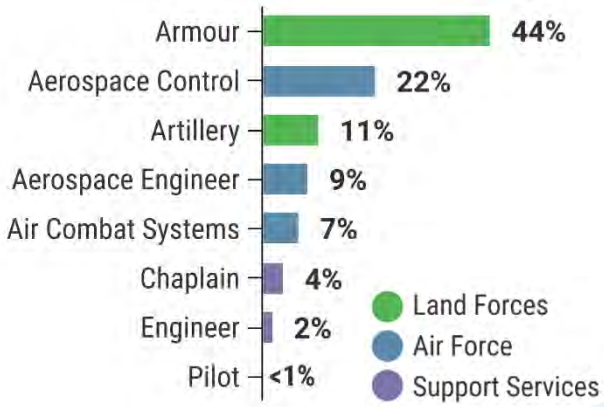


Figure 7: Distribution of Women by Military Occupation in 2019

As indicated in *Figure 8*, most military men also served in armour in 2019. However, men are more likely to be positioned in armour compared to women

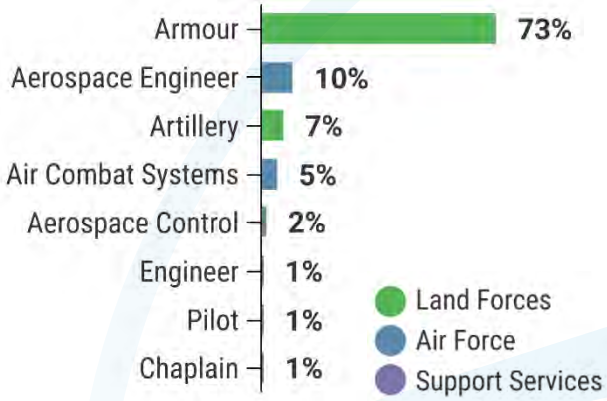


Figure 8: Distribution of Men by Military Occupation in 2019

Policies to Support Entry into the Reserve Forces

The EDF do not have policies to support entry into the Reserve Forces. However, the EDF are structured according to the principle of a Reserve Force, which means that the main part of the defence forces of the state are units in the reserve.

Policies to Compensate Civilian Employers of Reserve Personnel

The EDF do not have policies to compensate civilian employers of reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The EDF do not offer incentives or bonuses for civilians to enter the Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Estonian Defence Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
The test is the same for women and men but the grading requirements are lower for women.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

Since 2017, the EDF have been conducting the Naised Vormi Campaign, which is an ongoing recruitment campaign that targets women. In 2020, the EDF have begun implementing a new Personnel Strategy for the next five years. This strategy includes the retirement policy until 2026. Sex-disaggregated data was not provided for applicants, recruits and basic training completion. The EDF indicated that basic training is only for conscripts.

Average Age of Enlistment

Women	21-25
Men	18-20

Retention

The EDF did not have policies on retention nor policies specific to the retention of women in the armed forces in 2019.

As shown in *Figure 9*, the representation of women in all Other Ranks had an **11%** increase (from 9% to 10%) and the representation of men in all Other Ranks had a **1%** decrease (from 91% to 90%) from 2017 to 2019. *Figure 10* shows that the representation of women and men in all Officer Ranks remained relatively the same.

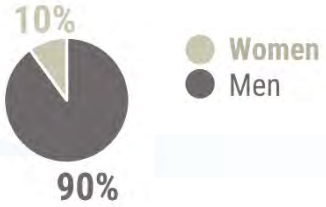


Figure 9: Overall Percentage of Full-time Women and Men in Other Ranks in 2019

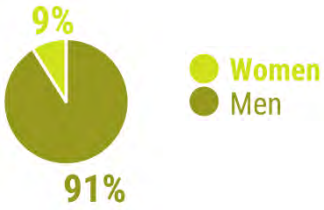


Figure 10: Overall Percentage of Full-time Women and Men in Officer Ranks in 2019

As highlighted in *Figures 11 and 12*, the representation of women has changed in the following ways across military ranks from 2017 to 2019:

- **+40%** in OR 1-4 (from 5% to 7%)
- **+9%** in OF 1-2 (from 11% to 12%)

Notably, there were significant increases in the representation of women amongst junior Officer Ranks and Other Ranks. Compared to 2017, the representation of women has changed in the following ways across military ranks:

- **-2%** in OR 1-4 (from 95% to 93%)
- **-1%** in OF 1-2 (from 89% to 88%)

The EDF's ongoing recruitment campaign specifically targeting women may have contributed to the reflected changes and overall representation of military women in 2019.

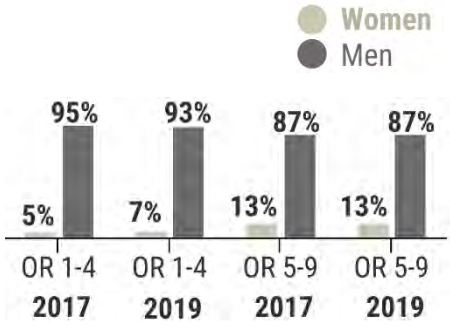


Figure 11: Percentage of Full-time Women and Men in Other Ranks in 2019

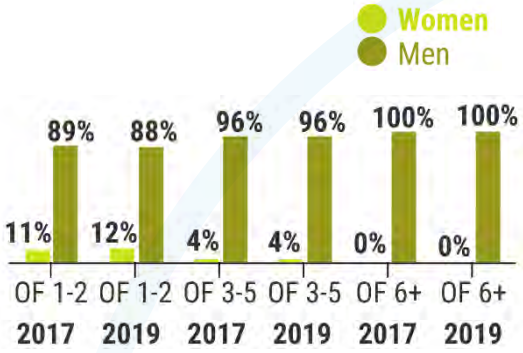


Figure 12: Percentage of Full-time Women and Men in Officer Ranks in 2019

Whilst the section above compares the representation of both women and men in each military rank, this section looks at where women and men are positioned across military ranks.

As shown in *Figure 13*, the distribution of women indicates that the majority of women are in Other Ranks (**70%**) compared to Officer Ranks (**30%**) in 2019. In comparison to 2017, the distribution of women has changed in the following ways:

- **+37%** in OR 1-4 (from 19% to 26%)
- **-10%** in OR 5-9 (from 49% to 44%)
- **-4%** in OF 1-2 (from 26% to 25%)

Furthermore, the EDF reported a slight increase of women in OF 1-2 and no change in the number of women in OR 5-9. However, it was reported that there was a significant increase in the number of women in OR 1-4, which could explain the changes in the distribution of women across military ranks.

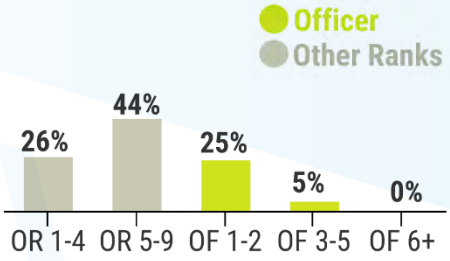


Figure 13: Distribution of Full-Time Women by Military Rank in 2019

As illustrated in *Figure 14*, the distribution of men indicates that the majority of men are in Other Ranks (**67%**) compared to Officer Ranks (**33%**) in 2019. In comparison to 2017, the distribution of men has changed in the following similar ways:

- **+3%** in OR 1-4 (from 34% to 35%)**-3%** in OR 5-9 (from 33% to 32%)

In comparison to 2017, the EDF reported that the number of men increased across all ranks, with the exception of OR 5-9. The number of men in OR 5-9 slightly decreased.

As shown in *Figure 15*, the representation of women who left the EDF decreased by **10%** in 2019 compared to 2017 (from 10% to 9%). Whereas in 2019, the representation of men who left the EDF increased by **1%** (from 90% to 91%).

Whilst the same number of women left the military in both years, raw data indicates that there has been a rising trend in the number of men leaving the EDF in 2019, thus changing the proportionality in the representation of men and women.

Even though there was an increase in the number of men leaving the EDF in 2019, the reason for more men leaving compared to 2017 is unclear. The table on the right demonstrates the main reasons women and men left the EDF in 2019. Specifically for men, there are two main reasons for leaving the military that are not main reasons for women. Men are more likely to leave for medical reasons other than service injuries or to be dismissed due to poor performance or disciplinary offences. Since the EDF reported the main reasons for women and men leaving the military for the first time in 2019, comparisons cannot be made to prior years.

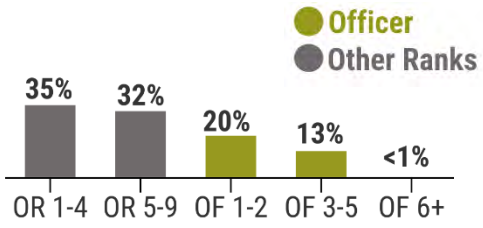


Figure 14: Distribution of Full-Time Men by Military Rank in 2019

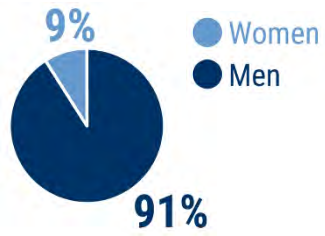


Figure 15: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Dismissed Due to Poor Performance or Disciplinary Offences	☐	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Medical Reasons (other than service injuries)	☐	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. The EDF have separate lavatories in the buildings that are adapted or built for active service personnel but not for women who are in conscript service. Women in conscript service can request separate accommodation or toilets.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	20
Paternity Leave	20
Parental Leave	Up to 3 years

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The EDF offer a teleworking option for one paid workday per quarter.

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

Do NOT have Special Programmes Related to Child Care

Average Age of Military Personnel

In 2019, the women in the EDF tend to be older than the men. However, the average age of men amongst All Military Personnel is slightly older in comparison to 2017. The average age of women is slightly younger compared to 2017.

Average age changed for women in the following ways:

- -1 year amongst All Military Personnel (from 39 to 38)
- +1 year amongst Officers (from 39 to 40)
- -1 year amongst Deployed Personnel (from 36 to 35)

Average age changed for men in the following ways:

- +1 year amongst All Military Personnel (from 33 to 34)
- +1 year amongst Non-commissioned Officers (NCOs) (from 32 to 33)
- +2 years amongst Officers (from 36 to 38)
- -2 years amongst Deployed Personnel (from 31 to 29)

Average Age

	Women	Men
All Military Personnel	38	34
NCOs	39	33
Officers	40	38
Deployed Personnel	35	29

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Lectures related to the prevention of sexual harassment, abuse and assault are part of the pre-deployment training. The EDF have a unit for social and psychological support, as well as offer religious activities. Leadership and the General Inspector Office oversee allegations.

In 2019, the EDF did not report incidents of sexual harassment, abuse or assault.

Education and Training Programmes Related to Gender Perspective

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There are 0 national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

The Estonian Ministry of Defence (MoD) had a GENAD, but the EDF did not have a GENAD. There is a GENAD position within the EDF, but it is vacant at the moment and someone has been assigned secondary GENAD duties until the position is filled. The EDF did not report having GFPs. GENADs did not conduct gender-related training in 2019. The EDF has never deployed a GENAD.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

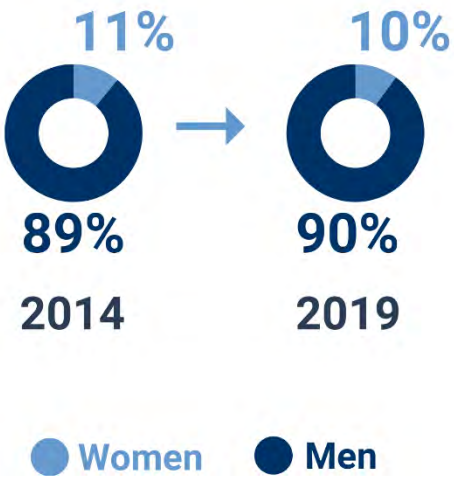
No considerations or initiatives were taken towards any draft MC/PS 2019 NCGP Recommendations in 2019.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

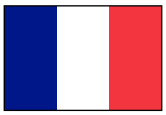
No actions were taken towards any 2018 NCGP Recommendations in 2019.

SUMMARY

Percentage of Women and Men in the Full-time Estonian Defence Forces



2017	2019
9% Representation of women in full-time armed forces	**10%** Representation of women in full-time armed forces
11% Representation of Air Force women	**13%** Representation of Air Force women
5% Representation of women in the Other Ranks 1-4	**7%** Representation of women in the Other Ranks 1-4
11% Representation of women in Officer Rank 1-2	**12%** Representation of women in Officer Rank 1-2
10% Representation of women out of all military members that left the EDF	**9%** Representation of women out of all military members that left the EDF
3 Number of 2018 Recommendations Implemented	**5** Number of 2018 Recommendations Implemented



French Republic

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In March 2019, the French Armed Forces (FAF) launched a diversity plan for gender equality.

Quotas

The FAF do not have a quota system for women and men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Each military service within the FAF appoints designated personnel for each unit to oversee gender perspective.

As shown in *Figure 1*, the FAF's representation of women increased by **7%** (from 15% to 16%), whilst the representation of men decreased by **1%** (from 85% to 84%) from 2018 to 2019. Whilst the representation of women continues to increase gradually, women represent approximately **1.5** out of every 10 military personnel on average in the FAF. In contrast, men represent **8.5** out of every 10 military personnel.

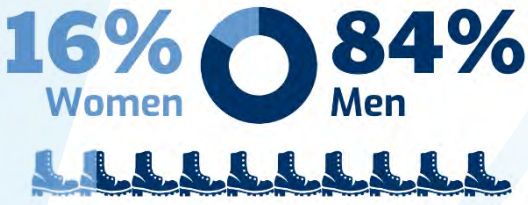


Figure 1: Percentage of Women and Men in the Full-Time French Armed Forces in 2019

The FAF have the following three support services: Commissariat of the Defence Forces (SCA), French Defence Health Service (SSA) and the Military Fuel Service (SEA). In 2019, the representation of women was the highest in the SSA. Notably, the representation of women in the SSA is higher compared to men. As indicated in *Figure 2*, the following changes have occurred to the representation of women across military components from 2018 to 2019:

- **+10%** in Land Forces (from 10% to 11%)
- **+7%** in the Navy (from 14% to 15%)
- **+3%** in the SCA (from 31% to 32%)
- **+3%** in the SSA (from 60% to 62%)
- **-8%** in the SEA (from 12% to 11%)

Since 2018, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 90% to 89%)
- **-1%** in the Navy (from 86% to 85%)
- **-1%** in the SCA (from 69% to 68%)
- **-5%** in the SSA (from 40% to 38%)
- **+1%** in the SEA (from 88% to 89%)

Compared to 2018, the representation of women and men in the Air Force remained relatively the same.

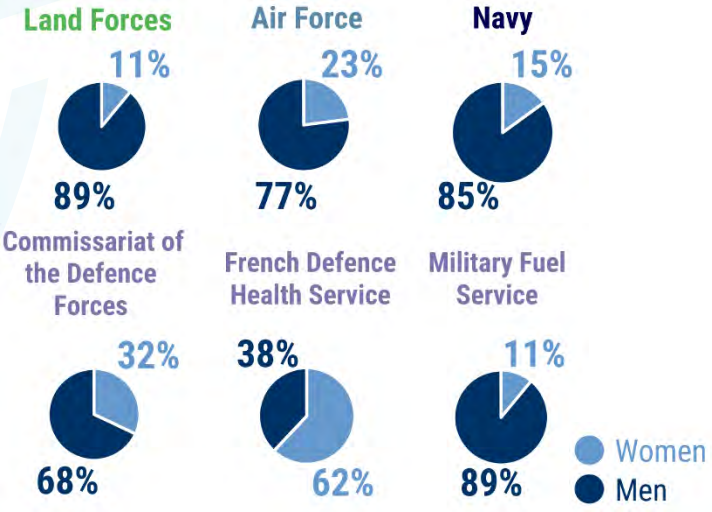


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of both women and men in each military component, this section highlights where women and men are positioned across military components.

As shown in *Figure 3*, most military women served in Land Forces in 2019, followed by the Air Force and the Navy. Since 2018, the distribution of women changed in the following ways across the military components:

- **+5%** in Land Forces (from 39% to 41%)
- **-4%** in the Air Force (from 27% to 26%)

In 2019, there were more women in Land Forces and the Air Force compared to 2018. However, the number of women increased significantly higher in Land Forces compared to the Air Force, impacting how women are distributed across military components.

As illustrated in *Figure 4*, most military men served in Land Forces in 2019, followed by the Navy and the Air Force. Since 2018, the distribution of men changed in the following ways across the military components:

- **-6%** in the Navy (from 18% to 17%)
- **+100%** in SCA (from 0.5% to 1%)
- **+100%** in SEA (from 0.5% to 1%)

In 2019, there were fewer men in the Navy compared to 2018, slightly impacting how men are distributed across military components.

As presented in *Figure 5*, the representation of military women in the FAF changed in the following ways across Land Forces from 2018 to 2019:

- **+8%** in combat helicopters (from 13% to 14%)
- **+40%** in the marine corps (from 5% to 7%)
- **+13%** in administration (from 32% to 36%)

Since 2018, the representation of military men in the FAF changed in the following ways across Land Forces:

- **-1%** in combat helicopters (from 87% to 86%)
- **-2%** in the marine corps (from 95% to 93%)
- **-6%** in administration (from 68% to 64%)

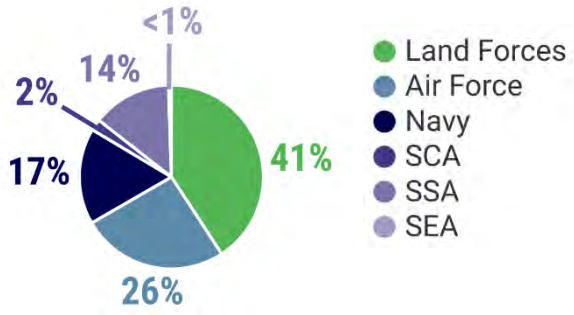


Figure 3: Distribution of Women by Military Component in 2019

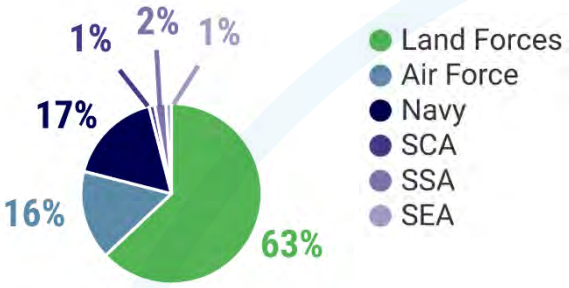


Figure 4: Distribution of Men by Military Component in 2019

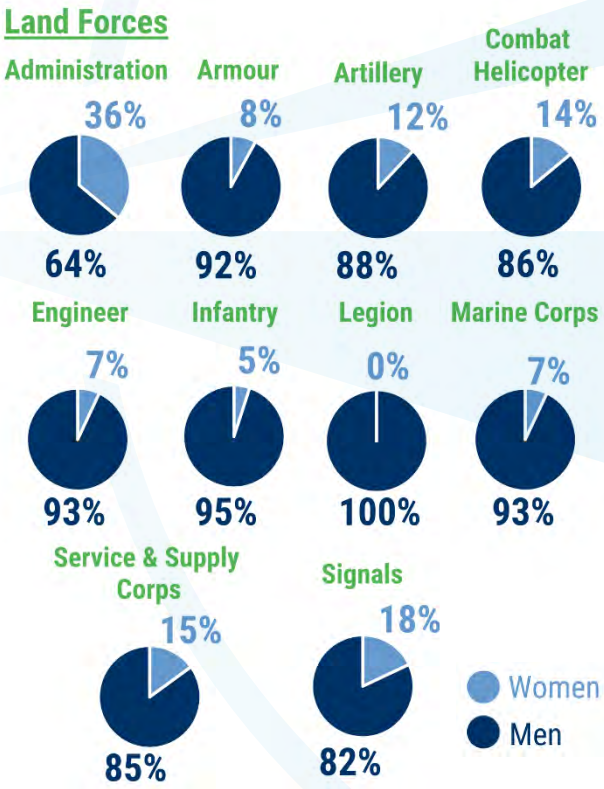


Figure 5: Percentage of Women and Men by Military Occupation Across Land Forces in 2019

As illustrated in *Figure 6*, the representation of military women in the FAF changed in the following ways across the Air Force, Navy and Support Services from 2018 to 2019:

- **+9%** in aerospace control (from 23% to 25%
- **+8%** amongst aerospace engineers (from 13% to 14%)
- **+20%** in naval combat system engineering (from 5% to 6%)
- **+6%** in Navy Other (from 18% to 19%)
- **+8%** amongst chaplains (from 13% to 14%)

Since 2018, the representation of military men in the FAF changed in the following ways across the Air Force, Navy and Support Services:

- **-3%** in aerospace control (from 77% to 75%)
- **-1%** amongst aerospace engineers (from 87% to 86%)
- **-1%** in naval combat system engineering (from 95% to 94%)
- **-1%** in Navy Other (from 82% to 81%)
- **-1%** amongst chaplains (from 87% to 86%)

France was one out of seven NATO Member Nations that reported having women chaplains and ranked third for the highest representation of women in this occupation.

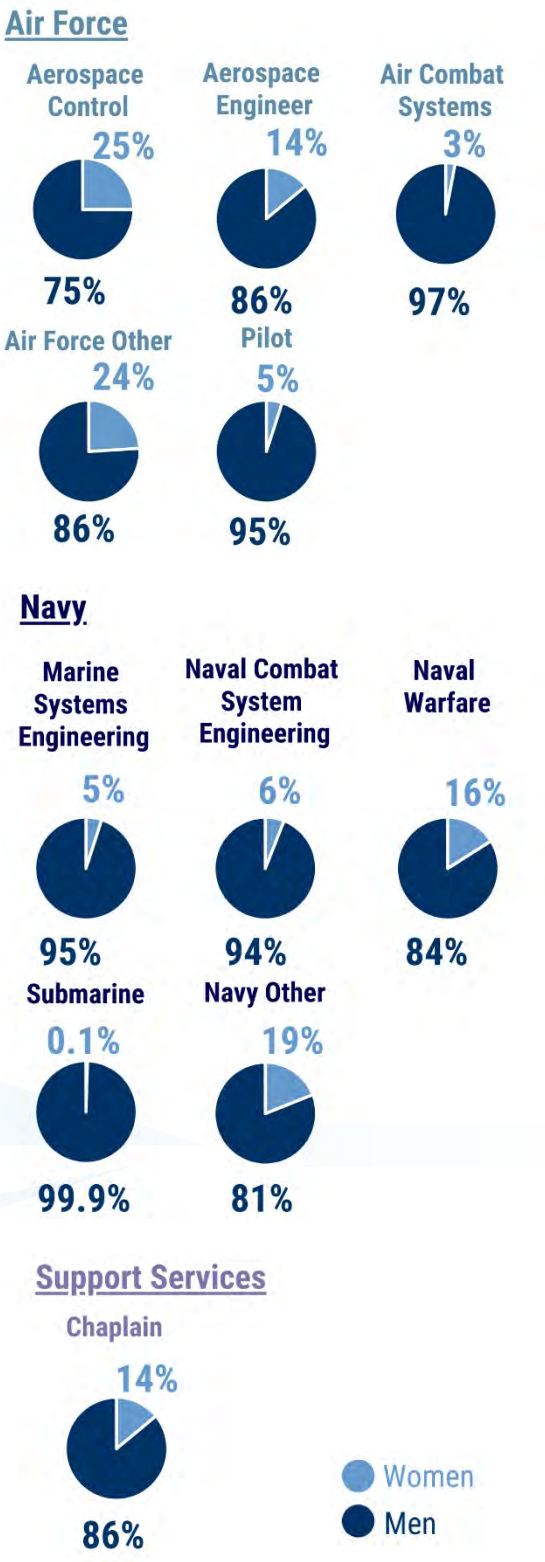


Figure 6: Percentage of Women and Men by Military Occupation Across the Air Force, Navy and Support Services in 2019

Figure 7 ranks military occupations for women and men based on their representation.

Both in 2018 and 2019, women had the highest representation in respectively administration, aerospace control and the Air Force Other. The same observation can be made for men: the legion, submarine and air combat systems ranked amongst the top three.

Women	Men
1. Administration (36%)	1. Legion (100%)
2. Aerospace Control (25%)	2. Submarine (99.9%)
3. Air Force Other (20%)	3. Air Combat Systems (97%)
4. Navy Other (19%)	4. Infantry (95%)
5. Signals (18%)	Marine Systems Engineering (95%)
6. Naval Warfare (16%)	Pilot (95%)
7. Service and Supply Corps (15%)	5. Naval Combat System Engineering (94%)
8. Combat Helicopter (14%)	6. Marine Corps (93%)
Aerospace Engineer (14%)	Engineer (93%)
Chaplain (14%)	7. Armour (92%)
9. Artillery (12%)	8. Artillery (88%)
10. Armour (8%)	9. Combat Helicopter (86%)
11. Marine Corps (7%)	Aerospace Engineer (86%)
Engineer (7%)	Chaplain (86%)
12. Naval Combat System Engineering (6%)	10. Service and Supply Corps (85%)
13. Infantry (5%)	11. Naval Warfare (84%)
Marine Systems Engineering (5%)	12. Signals (82%)
Pilot (5%)	13. Navy Other (81%)
14. Air Combat Systems (3%)	14. Air Force Other (80%)
15. Submarine (0.1%)	15. Aerospace Control (75%)
16. Legion (0%)	16. Administration (64%)

Figure 7: Rankings in the Representation of Women and Men Across Military Occupations in 2019

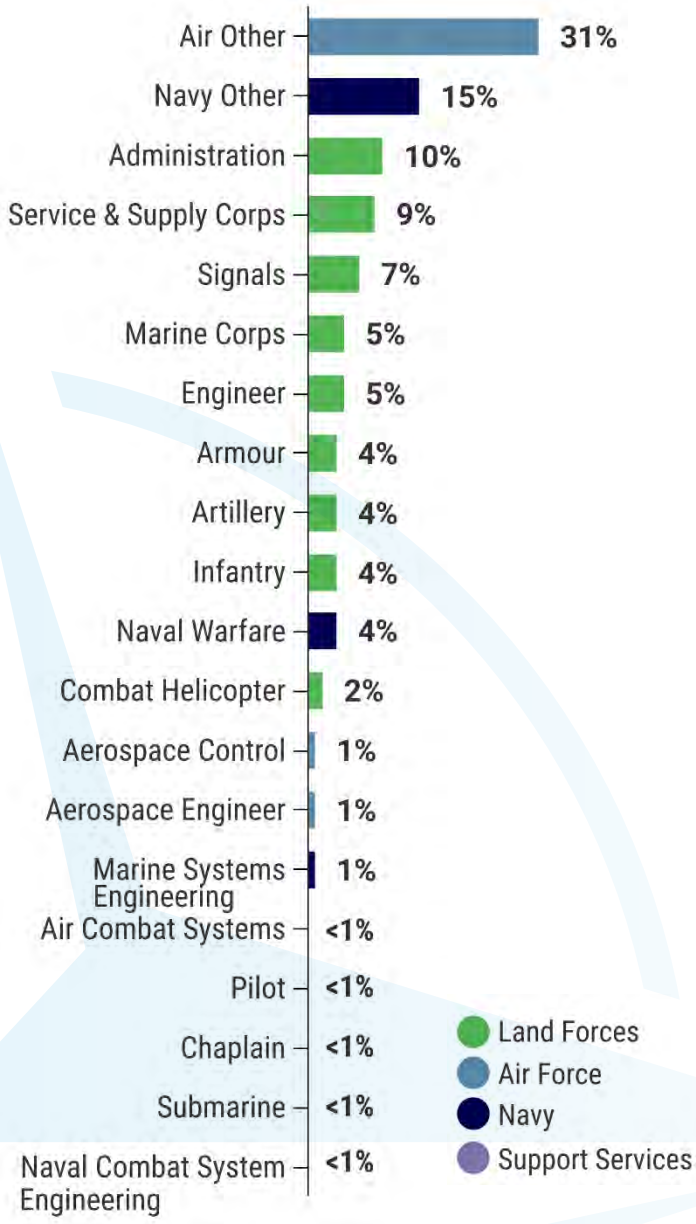


Figure 8: Distribution of Women by Military Occupation in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the FAF.

As shown in *Figure 8*, most military women served in Air Force Other in 2019. Since 2018, the distribution of women changed in the following ways across military occupations:

- **-3%** in Air Other (from 30% to 29%)
- **+13%** in administration (from 8% to 9%)
- **-20%** in artillery (from 5% to 4%)
- **-20%** in naval warfare (from 5% to 4%)
- **+67%** in the marine corps (from 3% to 5%)

Notably, raw data indicates that the number of women in the marine corps significantly increased in 2019. Since 2018, the way in which women are distributed across most military occupations remained relatively the same.

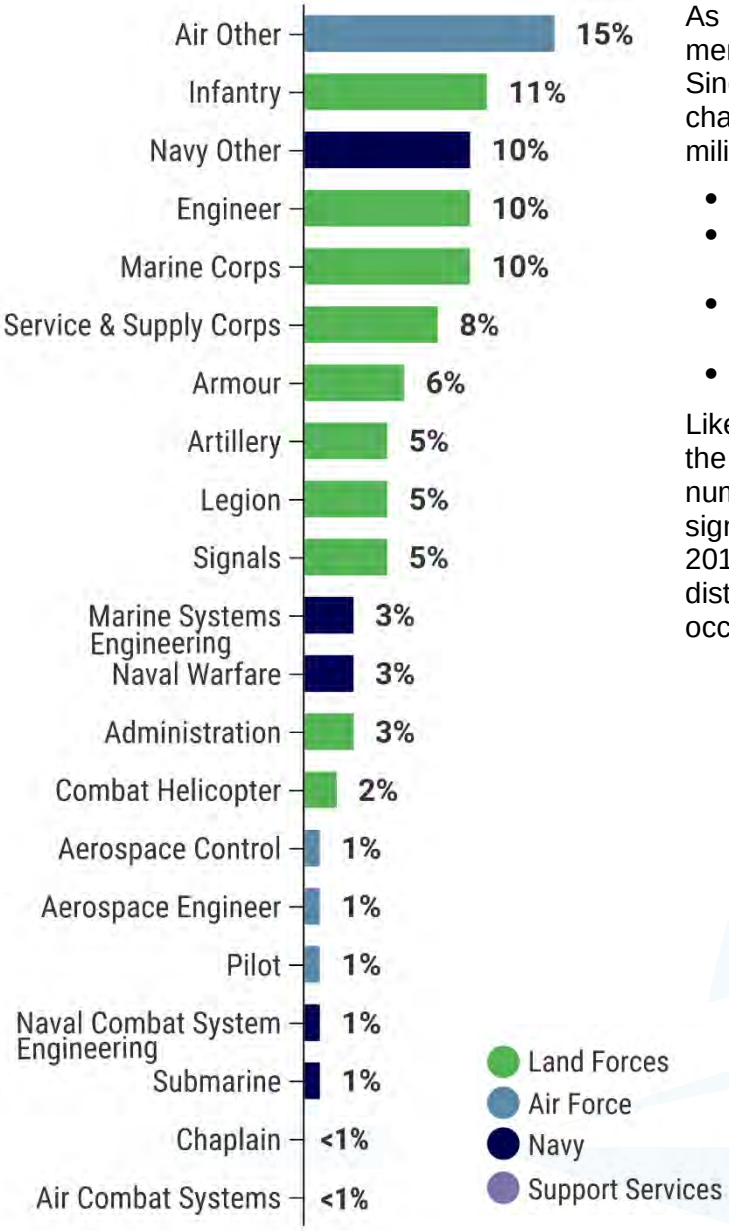


Figure 9: Distribution of Men by Military Occupation in 2019

As highlighted in *Figure 9*, most military men served in Air Force Other in 2019. Since 2018, the distribution of men changed in the following ways across military occupations:

- **+7%** in Air Other (from 14% to 15%)
- **-9%** in amongst engineers (from 11% to 10%)
- **+11%** in the marine corps (from 9% to 10%)
- **-14%** in armour (from 7% to 6%)

Like the distribution of military women in the FAF, raw data indicates that the number of men in the marine corps significantly increased in 2019. Since 2018, the way in which women are distributed across most military occupations remained relatively the same.

The FAF did not provide information on which operations they deployed military personnel in 2019. As indicated in *Figure 10*, the overall representation of women engaged in All Operations increased by **13%** (from 8% to 9%) from 2018 to 2019.

As highlighted in *Figure 11*, the representation of women engaged in All Operations changed in the following ways across military components:

- **+60%** in Land Forces (from 5% to 8%)
- **-18%** in the Air Force (from 11% to 9%)
- **+58%** in SCA (from 19% to 30%)
- **+10%** in SSA (from 42% to 46%)
- **+14%** in SEA (from 7% to 8%)

The representation of Navy women in All Operations remained relatively the same. Women engaged in All Operations had the highest representation in the SSA. However, most military women engaged in All Operations were positioned in Land Forces.

The FAF have reached the UN target of 15% in **2** out of 6 of their military components in All Operations: SCA (30%) and SSA (46%).



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

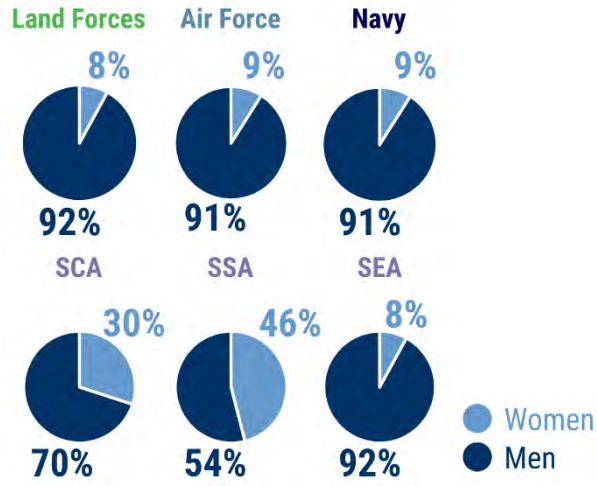


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

As shown in *Figure 12*, the overall representation of women engaged in NATO Operations increased by **13 percentage points** (from 0% to 13%) from 2018 to 2019.

Across military components, *Figure 13* indicates that the representation of women engaged in NATO Operations increased by **14 percentage points** in the Air Force. In both 2018 and 2019, women did not have representation in the SCA. The FAF reported that the Air Force and the SCA were the only military components engaged in NATO Operations in 2019.



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

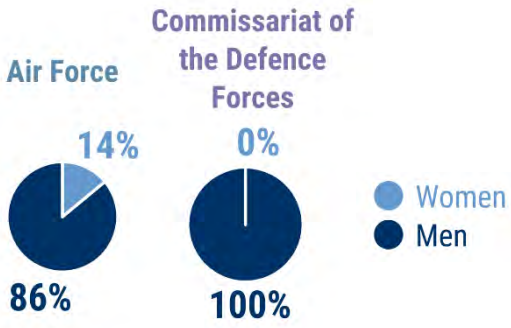


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The FAF develop cooperation with various companies to allow their employees to join the Reserve Forces. These companies are called Defence Partners.

Policies to Compensate Civilian Employers of Reserve Personnel

Compensation for civilian employers of Reserve Personnel is negotiated through their status as a Defence Partner.

Incentives or Bonuses for Civilians to Enter the Reserves

The FAF do not provide incentives or bonuses for civilians to enter the Reserve Forces.

As shown in *Figure 14*, the FAF's representation of Reserve women increased by **17%** (from 18% to 21%), whilst the representation of men decreased by **4%** (from 82% to 79%) from 2018 to 2019. The representation of Reserve military women was higher than the representation of full-time military women in 2019.

The representation of Reserve women was higher in the Air Force compared to the Land Forces and the Navy in 2019. As illustrated in *Figure 15*, the representation of Reserve women changed in the follow ways across military components from 2018 to 2019:

- **+11%** in the Navy (from 19% to 21%)
- **+5%** in SCA (from 19% to 20%)
- **+68%** in SSA (from 28% to 47%)
- **-12%** in SEA (from 17% to 15%)

The representation of Reserve men was higher in Land Forces compared to the Air Force and the Navy. Since 2018, the representation of Reserve men changed in the follow ways across military components:

- **-2%** in the Navy (from 81% to 79%)
- **-1%** in SCA (from 81% to 80%)
- **-26%** in SSA (from 72% to 53%)
- **+2%** in SEA (from 83% to 85%)

The representation of Reserve women and men in the Land Forces and Air Forces remained approximately the same compared to 2018.



Figure 14: Overall Percentage of Reserve Women and Men in the French Armed Forces in 2019

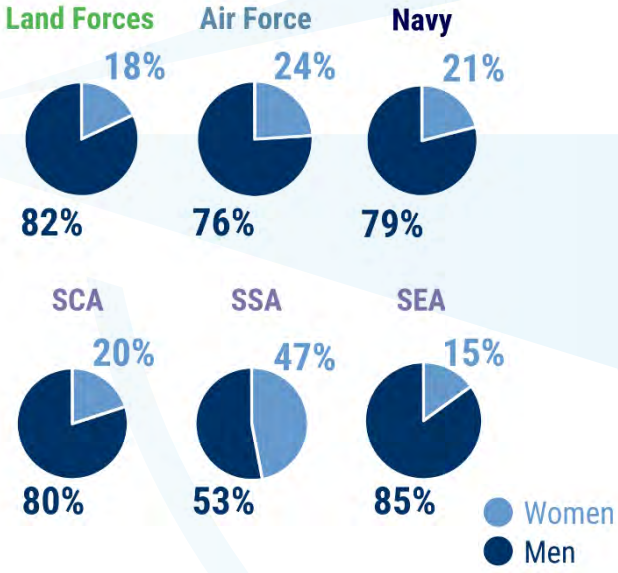


Figure 15: Percentage of Reserve Women and Men in the French Armed Forces by Military Component in 2019

As shown in *Figure 16*, the overall representation of Reserve women engaged in All Operations increased by **67%** (from 6% to 10%), whilst the representation of Reserve men decreased by **4%** (94% to 90%) from 2018 to 2019.

As indicated in *Figure 17*, the representation of Reserve women engaged in All Operations decreased by **17%** (from 6% to 5%) in the Air Force, whilst the representation of Reserve men engaged in All Operations increased by **1%** (from 94% to 95%). In both 2018 and 2019, Reserve women did not have representation in the SCA in All Operations. The FAF reported that the Reserve Navy and SEA were not engaged in All Operations. Whilst Reserve Land Forces and the SSA were engaged in All Operations in 2019, these military components were not engaged in All Operations in 2018.

For Reserve Forces engaged in All Operations, the FAF have reached the UN target of 15% in one military component: the SSA (25%).



Figure 16: Overall Percentage of Reserve Women and Men Engaged in All Operations in 2019

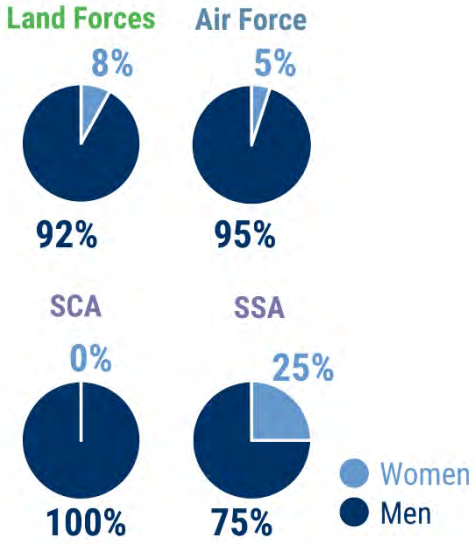


Figure 17: Percentage of Reserve Women and Men Engaged in All Operations by Military Component in 2019

In 2019, Reserve women were engaged in NATO Operations. This had not been the case in 2018. As shown in *Figure 18*, the overall representation of Reserve women engaged in NATO Operations increased by **8 percentage points** (from 0% to 8%) from 2018 to 2019.

Figure 19 highlights that the representation of Reserve women engaged in NATO Operations increased by **9 percentage points** (from 0% to 9%) in the Air Force compared to the previous year. In 2019, Reserve women in the Land Forces did not engage in NATO Operations. The FAF reported that the Reserve Land Forces and Air Force were the only military components engaged in NATO Operations in 2019. The Reserve Land Forces were not engaged in NATO Operations in 2018.



Figure 18: Overall Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

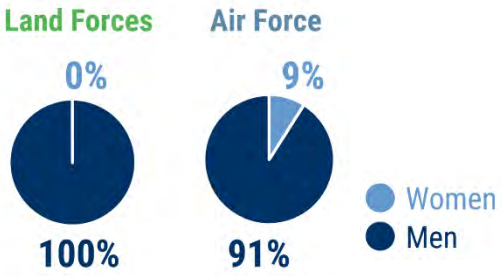


Figure 19: Percentage of Reserve Women and Men Engaged in NATO Operations by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the French Armed Forces
Same for women and men.

Enlistment Requirements for the Physical Fitness Test
The physical fitness test has a different grading scale for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
There are different enlistment requirements related to physical characteristics depending on the different physical requirements for various military occupations.

Presented in 2018, the FAF Navy implemented the Mercator Plan in 2019. This plan aims to use recruitment campaigns that target women with the objective of increasing the representation of women in the Navy by 50% by 2030.

Notably, the representation of women amongst applicants and candidates who successfully completed basic training is higher than the overall representation of women in the FAF. As illustrated in *Figure 20*, the representation of women completing basic training out of all candidates increased by **81%** (from 16% to 29%), whilst the representation of men decreased by **15%** (from 84% to 71%) from 2018 to 2019.

Figures 21 and 22 highlight the representation of women and men applicants and recruits. The representation of women and men applicants, as well as applicants who were successfully recruited, was reported for the first time in 2019. Therefore, a comparison to previous years cannot yet be made.

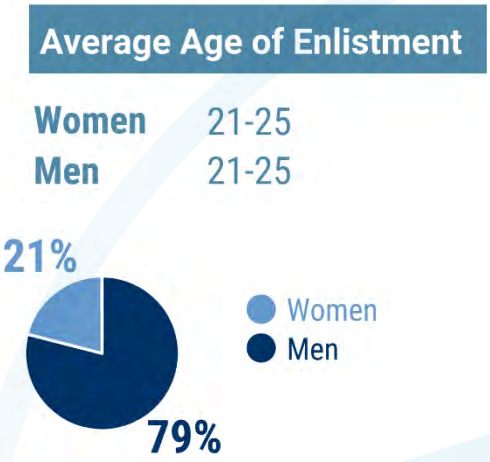


Figure 20: Percentage of Women and Men Applicants for Full-Time Service in 2019

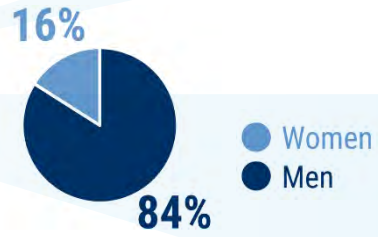


Figure 21: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

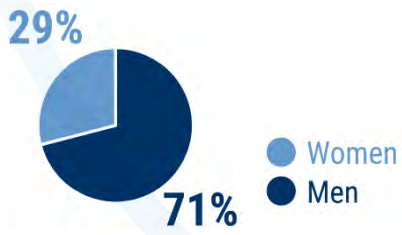


Figure 22: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Figures 23 and 24 highlight the success rates of women during the recruitment process to enter the FAF. Overall, these trends show that the success rate of women decreased throughout the recruitment process. Whilst women applicants have a lower success rate compared to men in being successfully recruited, women have a higher success rate compared to men in completing basic training.

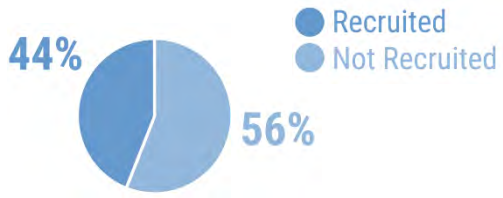


Figure 23: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

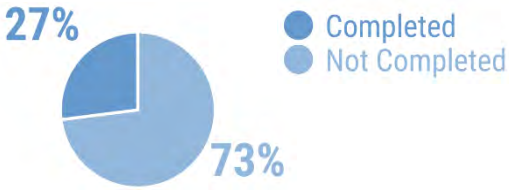


Figure 24: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

Figures 25 and 26 highlight the success rates of men during each stage of the recruitment process to enter the FAF. Overall, these trends show that the success rate of men also decreased throughout the recruitment process. Data on women and men applicants, as well as applicants who were successfully recruited was reported for the first time in 2019. Therefore, a comparison on the success rate of women and men to previous years cannot yet be made.

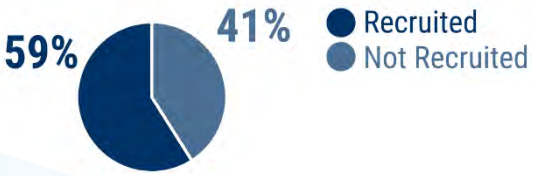


Figure 25: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

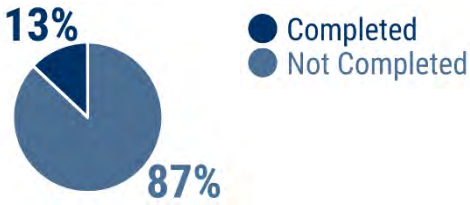


Figure 26: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The FAF offer retention bonuses for three-year or five-year extensions. There are no specific retention policies for women. However, there are networks to support women in the military. In 2016, a network called “Avec les femmes de la Défense” was created for military and civilian women working within the Ministry of Defence (MoD). Additionally, the FAF Navy has an organisation called “Jeanne Barret”.

As shown in *Figures 27 and 28*, the representation of women in all Other Ranks increased by **33%** (from 12% to 16%), whilst the representation of men decreased by **5%** (from 88% to 84%). The representation of women in all Officer Ranks increased by **23%** (from 13% to 16%), whilst the representation of men decreased by **3%** (from 87% to 84%).

As illustrated in *Figures 29 and 30*, the representation of women changed in the following ways across military ranks from 2018 to 2019:

- **+38%** in OR 5-9 (from 13% to 18%)
- **+46%** in OF 1-2 (from 13% to 19%)
- **+18%** in OF 3-5 (from 11% to 13%)
- **+100%** in OF-6 and higher (from 4% to 8%)

Since 2018, the representation of men changed in the following ways across military ranks:

- **-6%** in OR 5-9 (from 87% to 82%)
- **-7%** in OF 1-2 (from 87% to 81%)
- **-2%** in OF 3-5 (from 89% to 87%)
- **-4%** in OF-6 and higher (from 96% to 92%)

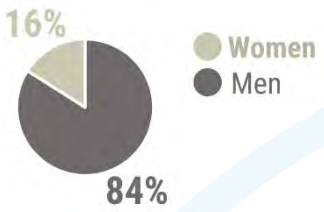


Figure 27: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

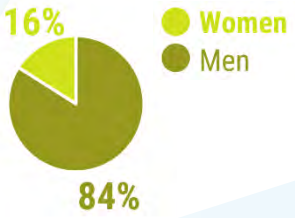


Figure 28: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

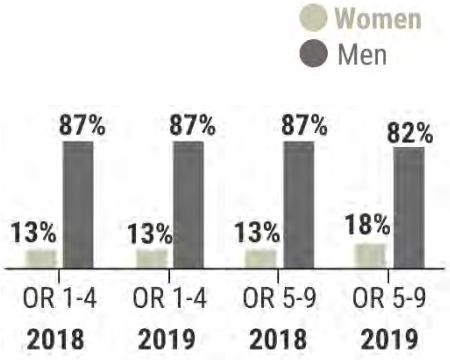


Figure 30: Percentage of Full-Time Women and Men in Other Ranks

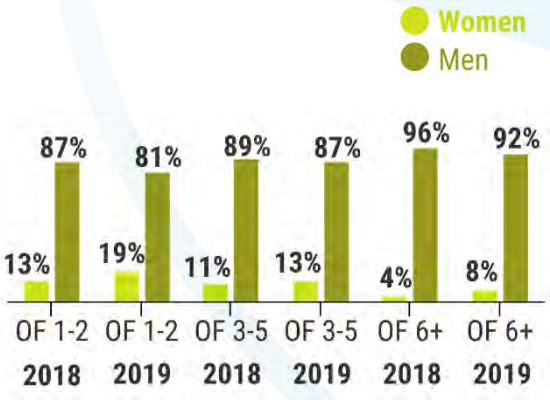


Figure 29: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

As shown in *Figure 31*, the distribution of women indicates that the majority of women are in Other Ranks (**86%**) compared to Officer Ranks (**14%**) in 2019. Since 2018, the distribution of women has changed in the following ways across military ranks:

- **-18%** in OR 1-4 (from 44% to 36%)
- **+16%** in OR 5-9 (from 43% to 50%)
- **+13%** in OF 1-2 (from 8% to 9%)

In 2019, the number of women increased across all ranks compared to 2018. However, the number of women increased more significantly across OR 5-9, OF 1-2, OF 3-5 and OF-6 and higher. Whereas, the number of women only increased slightly in OR 1-4.

As illustrated in *Figure 32*, the distribution of men indicates that the majority of men are in Other Ranks (**86%**) compared to Officer Ranks (**14%**) in 2019. Since 2018, the distribution of men across military ranks remained relatively the same.

As highlighted in *Figure 33,* **14%** of the total military members who left the FAF were women in 2019, whilst women represented **12%** of exiting service members in 2018. In 2019, the representation of women out of all service members who left is less than the representation of women who entered the FAF. Raw data indicates that in 2019, more women left the compared to 2018. However, fewer men left compared to 2018.

The table to the right demonstrates the main reasons women and men left the FAF in 2019. The FAF's Land Forces conduct exit surveys for military personnel but do not distinguish between genders. The Navy also conducts an exit survey. In 2018, dissatisfaction with military salaries was not a main reason for women and men to leave the military, whilst this was a main reason in 2019.

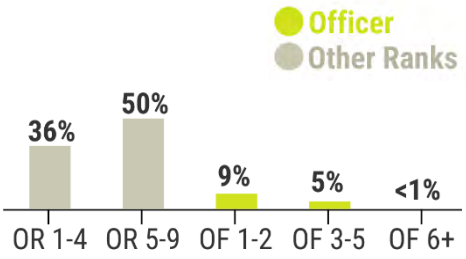


Figure 31: Distribution of Full-Time Women by Military Rank in 2019

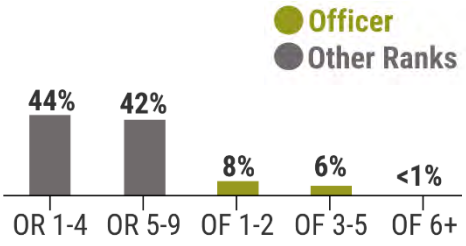


Figure 32: Distribution of Full-Time Men by Military Rank in 2019

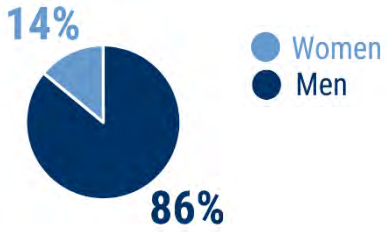


Figure 33: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Lack of Stability	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Masks, helmets, tanks, aircrafts, ships, submarines, personal weapons (e.g. rifles & handguns) and personal protective equipment (e.g. CBRN suits & goggles) have been adapted for women and men. Bathrooms and lodging facilities have been adapted for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	1
Parental Leave	156

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

There are no specific policies to support work-life balance. However, under special circumstances, teleworking can be allowed for military personnel who have children under eight years old.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

The FAF ensure that both military parents are not deployed at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The MoD initiated a family plan in 2018 to improve the support for single parents, divorced parents or widows/widowers. It includes providing nurseries and a temporary apartment with accommodation for the child for the parent that does not have custody after a divorce. In some cases, financial support may also be available.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ 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

Average Age of Military Personnel

Notably in 2019, the FAF had a younger generation of women compared to 2018. Compared to the previous year, the average age of women changed in the following ways:

- -1 year amongst All Military Personnel (from 33 to 32)
- -1 year amongst Officers (from 36 to 35)

Since 2018, the average age for men has remained the same. In 2019, the FAF reported the average age for Deployed Personnel for the first time. Therefore, comparisons to previous years on this particular data cannot yet be made.

Average Age

	Women	Men
All Military Personnel	**32**	**33**
NCOs	**36**	**36**
Officers	**36**	**40**
Deployed Personnel	**34**	**34**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

In 2019, 17 women reported incidents of sexual harassment and one woman reported an incident of sexual assault.

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☑	☑
Stalking	☑	☑
Rape	☑	☑
Other	☑	☑

Other includes image-taking, as well as verbal and non-verbal sexual harassment.

Preventive education is systematically provided in all Navy schools for all recruits to include shipmen, petty officers and officers. Commanders regularly issue reminders about the prohibition of about sexual assault in the Navy. A dedicated Joint unit called Themis also provides training.

Located in Paris, the Themis unit was established in 2014 to assist victims of sexual assault. It is supported by three specialised lawyers. In 2019, the Themis unit was developing a report on sexual assault incidents that occurred in 2018 within the FAF. This report is expected to be released in April 2020.

Inspector of the Navy is in charge of monitoring sexual assault incidents by gathering statistical data, providing advice and following up with investigations.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

In 2019, the FAF did not use the NATO Gender Education and Training Package for Nations.

NATO-Certified Gender Education and Training Products Used in 2019

This information was not provided in 2019.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

Details on the FAF's national programmes for education/training on gender perspective were not provided.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the FAF had 50 non-NATO certified GENADs in their national armed forces. The FAF did not have GFPs.

In 2019, 50 GENADs conducted training from national programmes.

In 2019, GENADs were not deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

Standard training on gender perspective is conducted for deployed military personnel.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

Actions Taken

The Themis unit can be contacted any time and day by victims of sexual harassment, abuse or assault.

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate**

Actions Taken

The assistant Chief of Defence (CHOD) for military operations participates in the WPS CHOD network.

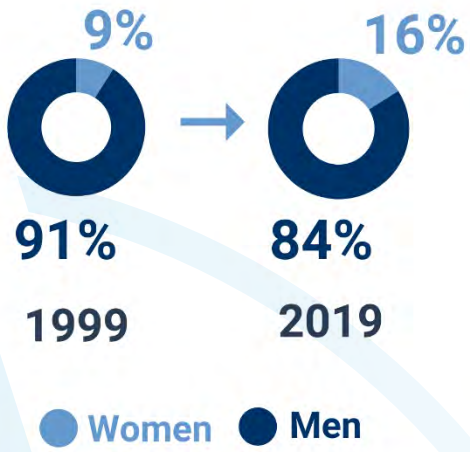
D **MC recognises the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the Gender Advisor should be positioned to have direct access to the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

Actions Taken

The function of the GENAD has been given to the Legal Advisor (LEGAD) within the Command Group.

SUMMARY

Percentage of Women and Men in the Full-time French Armed Forces



2018	2019
15% Representation of women in full-time armed forces	**16%** Representation of women in full-time armed forces
8% Representation of full-time women engaged in All Operations	**9%** Representation of full-time women engaged in All Operations
0% Representation of full-time women engaged in NATO Operations	**13%** Representation of full-time women engaged in NATO Operations
18% Representation of women in the Reserve Forces	**21%** Representation of women in the Reserve Forces
16% Representation of women amongst all recruits completing basic training	**29%** Representation of women amongst all recruits completing basic training
12% Representation of women amongst Other Ranks	**16%** Representation of women amongst Other Ranks
13% Representation of women amongst Officer Ranks	**16%** Representation of women amongst Officer Ranks
4% Representation of women amongst OF-6 and higher	**8%** Representation of women amongst OF-6 and higher





Federal Republic of Germany

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the German Federal Government continued the implementation of its second National Action Plan (NAP) for the implementation of United Nations Security Council Resolution (UNSCR) 1325 for the period of 2017-2020. The second NAP builds upon the first NAP from the period of 2013-2016, focusing on the following:

1. Gender awareness in crisis prevention;
2. Gender perspective in operational training for military and police forces;
3. Incorporation of women in all stages of crisis prevention, conflict management and peacebuilding;
4. The protection of vulnerable groups and victims of sexual violence, including the systematic prosecution of sexual violence.

Quotas

The German Armed Forces (Bundeswehr) do not have a quota system for women or men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Federal Ministry of Defence's (FMoD) Directorate-General for Personnel has a staff element for equal opportunities, diversity and inclusion. Current work of the staff element include the following:

1. Analyse potential systemic obstacles hindering equal participation of all personnel within the FMoD's area of responsibility;
2. Maintain and further develop gender analyses, as well as strategies to reduce the underrepresentation of women in leadership positions and the wider workplace;
3. Plan strategies to achieve a more diverse Bundeswehr; and
4. Develop the corresponding strategic framework at the ministerial level.

As shown in *Figure 1*, the Bundeswehr's representation of women and men has remained relatively the same from 2018 to 2019. Women represent approximately **1** out of every 10 military personnel on average in the Bundeswehr, whilst men represent **9** out of every 10 military personnel.

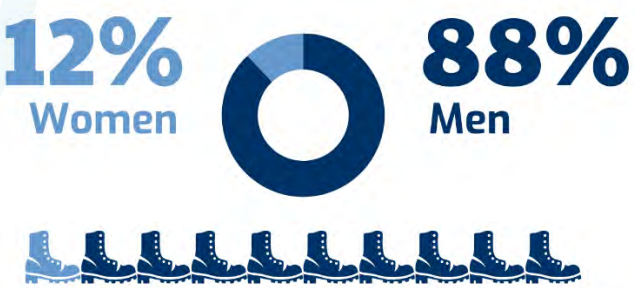


Figure 1: Percentage of Women and Men in the Full-Time Bundeswehr in 2019

In 2019, the representation of women was higher in the Navy compared to the Land Forces and the Air Force in 2019. Since 2018, the representation of women and men across all military components has remained relatively the same.

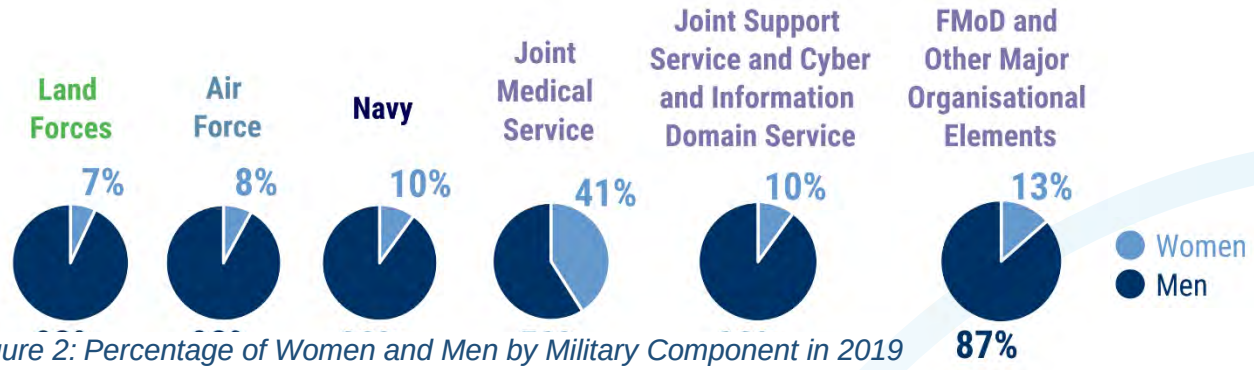


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

As illustrated in *Figure 3*, most military women served in the Joint Medical Service (JMS) in 2019. Since 2018, the distribution of women changed in the following ways across military components:

- **-3%** in Joint Medical Service (from 37% to 36%)
- **+6%** in Joint Support Service (JSS) and Cyber/Information Domain Service (from 18% to 19%)

The distribution of women in all other military components remained relatively the same.

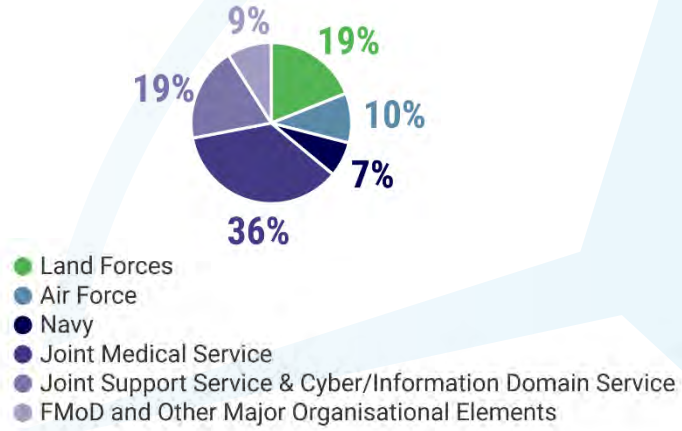


Figure 3: Distribution of Women by Military Component in 2019

As highlighted in *Figure 4*, most military men served in Land Forces in 2019. Since 2018, the distribution of men changed in the following ways across military components:

- **+3%** in Land Forces (from 36% to 37%)
- **-13%** in Joint Medical Service (from 8% to 7%)

The distribution of men in all other military components remained relatively the same.

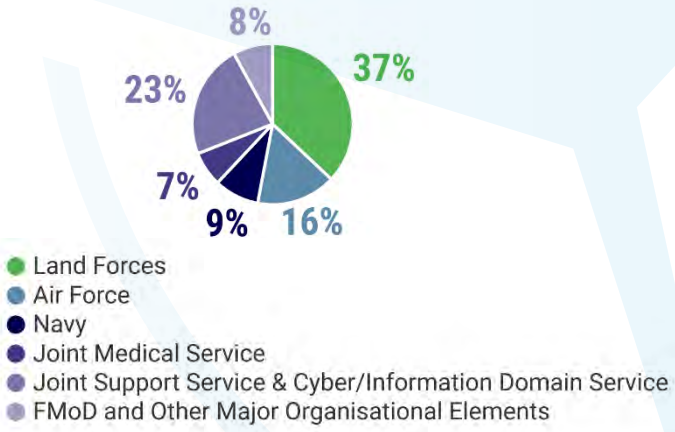


Figure 4: Distribution of Men by Military Component in 2019

As shown in *Figure 5*, the overall representation of women engaged in All Operations increased by **17%** (from 6% to 7%), whilst the representation of men decreased by **1%** (from 94% to 93%) from 2018 to 2019.

As highlighted in *Figure 6*, the representation of women engaged in All Operations changed in the following ways across military components compared to 2018:

- **+33%** in Land Forces (from 3% to 4%)
- **+17%** in the Air Force (from 6% to 7%)
- **-4%** in JMS (from 25% to 24%)
- **+8%** in JSS and Cyber/Information Domain Service (from 13% to 14%)
- **+17%** in FMoD & Other Major Organisational Elements (from 6% to 7%)

Since 2018, the representation of men engaged in All Operations changed in the following ways across military components:

- **-1%** in Land Forces (from 97% to 96%)
- **-1%** in the Air Force (from 94% to 93%)
- **+1%** in JMS (from 75% to 76%)
- **-1%** in JSS and Cyber/Information Domain Service (from 87% to 86%)
- **-1%** in FMoD & Other Major Organisational Elements (from 94% to 93%)

The representation of Navy women and men engaged in All Operations remained relatively the same compared to 2018. The Bundeswehr achieved the UN target (15%) in 1 out of the 6 military components in All Operations: JMS (24%).



Figure 5: Overall Percentage of Full-Time Women and Men Engaged in All Operations in 2019

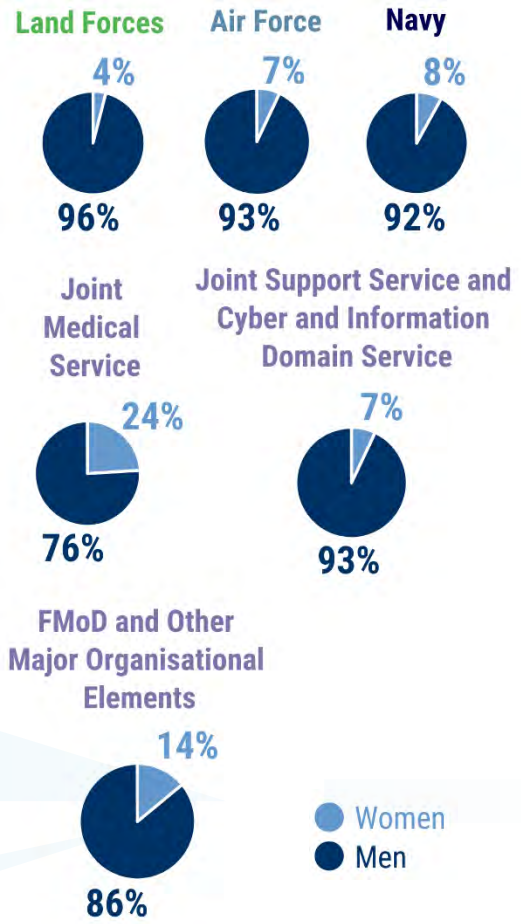


Figure 6: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

As indicated in *Figure 7*, the overall representation of women engaged in NATO Operations decreased by **13%** (from 8% to 7%), whilst the representation of men increased by **1%** (from 92% to 93%) from 2018 to 2019.



Figure 7: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

As illustrated in *Figure 8*, the representation of women engaged in NATO Operations changed in the following ways across military components compared to 2018:

- **-25%** in Land Forces (from 4% to 3%)
- **-14%** in the Air Force (from 7% to 6%)
- **+11%** in the Navy (from 9% to 10%)
- **-4%** in JMS (from 27% to 26%)

Since 2018, the representation of men engaged in NATO Operations changed in the following ways across military components:

- **+1%** in Land Forces (from 96% to 97%)
- **+1%** in the Air Force (from 93% to 94%)
- **-1%** in the Navy (from 91% to 90%)
- **+1%** in JMS (from 73% to 74%)

The representation of women and men engaged in NATO Operations from the JSS and Cyber/Information Domain Service, as well as the FMoD and other major organisational elements did not change from the previous year. The Bundeswehr achieved the UN target of 15% in 1 out of 6 military components: JMS (26%).

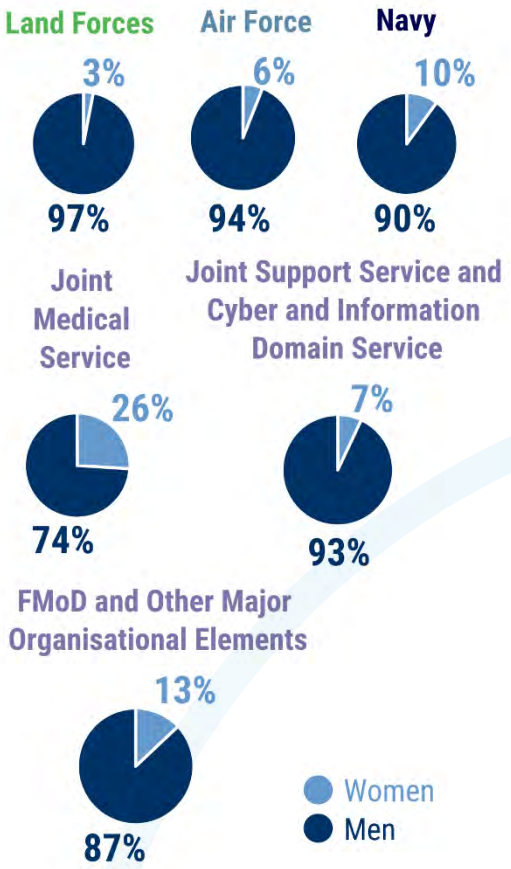


Figure 8: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

There are compensation policies to support entry into the Reserves or National Guard or other military structures.

Policies to Compensate Civilian Employers of Reserve Personnel

The incentives for civilian employers and employees are evaluated regularly to tailor to both the needs of the civilian employer and the Bundeswehr. These compensation policies include:

1. Compensation for civilian employers when the employee engaged in Reserve duties;
2. Compensation for public employees at the local level; and
3. Financing for substitutes to temporarily replace the Reservist.

Incentives or Bonuses for Civilians to Enter the Reserves

In accordance with the German Benefit Payment and Dependents Maintenance Act, Reservists receive benefits to cover the loss in salary that they would normally earn in their civilian job. Additionally, Reservists receive the following financial incentives:

- Bonuses on a per diem basis with the amount depending on rank;
- Additionally premium of 70 EUR per day up to a maximum 700 EUR after the 15 consecutive day of Reserve service; and
- Reservists that receive an offer to commit to serving at least 33 days and begin prior to their first day of service in a calendar year receive a bonus of 35 EUR per day up to a maximum of 1.470 EUR upon completion of this service.

As shown in *Figure 9*, the overall representation of women and men in the Reserve Forces remained relatively the same from 2018 to 2019. Notably, the representation of Reserve women is lower than full-time women in the Bundeswehr.



Figure 9: Percentage of Reserve Women and Men in the Bundeswehr in 2019

As highlighted in *Figure 10*, the representation of women decreased in the FMoD and other organisational elements by **33%** (from 6% to 4%), whilst the representation of men increased by **2%** (from 94% to 96%) from 2018 to 2019. The representation of Reserve women and men across all other military components remained relatively the same compared to 2018.

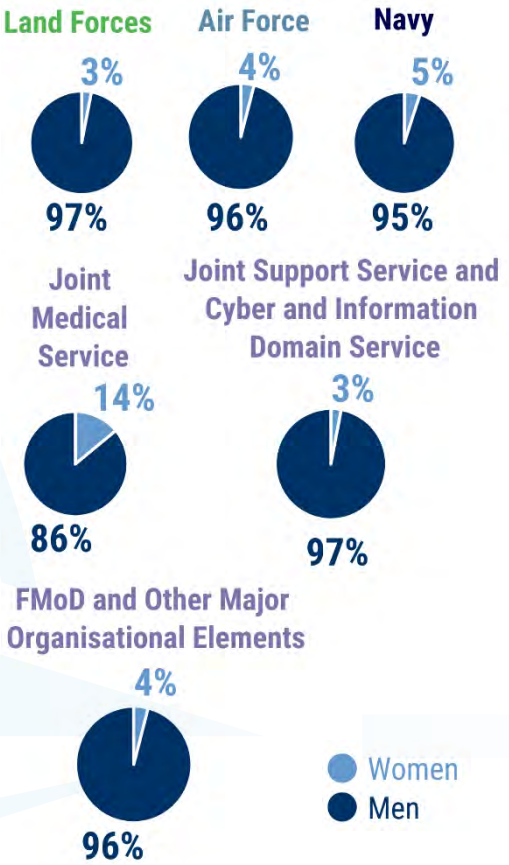


Figure 10: Percentage of Reserve Women and Men in the Bundeswehr by Military Component in 2019

Average Age of Enlistment

Women	21-25
Men	21-25

Enlistment Requirements

Enlistment Requirements for the Bundeswehr
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

In 2019, the Bundeswehr conducted recruitment media campaigns that were specifically targeting women. If applicants have equal aptitude, the Bundeswehr will give preferential consideration to women in the recruitment process.

Figures 11, 12 and 13 compare the representation of women and men amongst applicants, successful recruitment and completion of basic training. Since 2018, the representation of women out of all candidates changed in the following ways throughout the recruitment process:

- **-11%** of all applicants were women (from 19% to 17%)
- **-12%** of all successfully recruited were women (from 17% to 15%)

Since 2018, the representation of men out of all candidates changed in the following ways throughout the recruitment process:

- **+2%** of all applicants were women (from 81% to 83%)
- **+2%** of all successfully recruited were women (from 83% to 85%)

Compared to the previous year, the representation of women and men amongst recruits successfully completing basic training remained relatively the same.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the 2019 success rate of women and men during each recruitment stage.

Figures 14 and 15 highlight the success rates of women during the recruitment process to enter the Bundeswehr. Overall, these trends show that the success rate of women increased across all recruitment stages compared to the previous year. Since 2018, the success rate of women changed in the following ways across the recruitment process:

- **+14%** of women were successfully recruited out of all women who applied (from 29% to 33%)
- **+32%** of women successfully completed basic training out of all women who were recruited (from 66% to 87%)

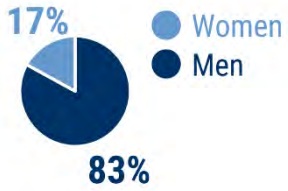


Figure 11: Percentage of Women and Men Applicants for Full-Time Service in 2019

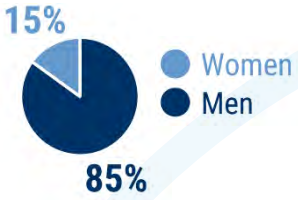


Figure 12: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

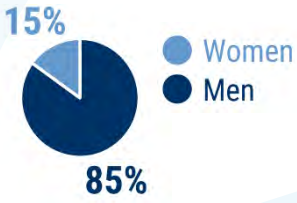


Figure 13: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

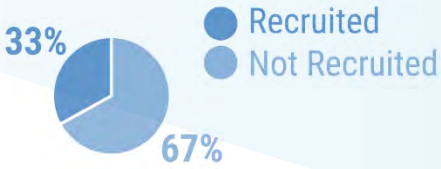


Figure 14: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 15: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

In 2019, less women applied to the Bundeswehr compared to the previous year.

Figures 16 and 17 highlight the success rate of men during the recruitment process to enter the Bundeswehr. Overall, these trends show that the success rate of men also increased across all recruitment stages compared to the previous year. Since 2018, the success rate of men changed in the following ways across the recruitment process:

- **+18%** of men were successfully recruited out of all men who applied (from 33% to 39%)
- **+21%** of men successfully completed basic training out of all men who were recruited (from 73% to 88%)

In 2019, more men applied to the Bundeswehr compared to the previous year.

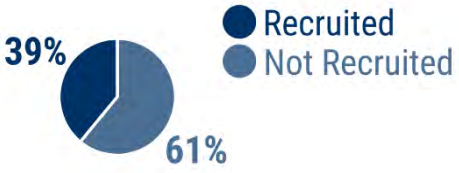


Figure 16: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 17: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

Although not exclusively for women, the Bundeswehr launched a mentorship pilot project in August 2016. This project was designed to improve equal opportunities and serve as an effective gender diversity strategy. The aim is to equip future military leaders with the tools and knowledge to advance in their military careers. The mentorship programme consists of a personal exchange between experienced leaders and their mentees. It is supplemented with competence training, network meetings and a joint excellence workshop. Following its successful pilot phase, the Bundeswehr mentoring programme became permanent in September 2019.

In accordance with the Act on Equal Opportunities for Female and Male Military Personnel of the Bundeswehr, military women elect a Military Commissioner for Gender Equality. As such, this Military Commissioner for Gender Equality is appointed at the Division level or comparable level and above to advise the military leadership in all personnel-related, organisational and social affairs. Subesequently, the FMoD Military Commissioner for Gender Equality is legally required to meet with all Military Commissioners for Gender Equality. These meetings are typically carried out on an annual basis or as as required through ad hoc meetings.

In 2018, the Bundeswehr established a general retention strategy called “Personnel Retention for Bundeswehr Military Personnel” and continued its implementation in 2019. This strategy aims to reverse personnel trends within the Bundeswehr. At the operational level it is implemented through a web-based information portal on personnel retention and serves as a guide to improve retention of personnel. It aims at improving retention through showing appreciation, announcing career opportunities, increasing morale, giving access to welfare and care services and offering financial incentives. Through these measures it aims to improve initial enlistment and reenlistment, as well as to delay retirement.

At organisational elements and central personnel management, advisory teams have been established to ensure support and information reaches the unit level.

As shown in *Figures 18 and 19*, the representation of women and men overall in Officer and Other Ranks remained relatively the same from 2018 to 2019.

As illustrated in *Figures 20 and 21*, the representation of women in OF 3-5 increased by **9%** (from 11% to 12%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 89% to 88%). The representation of women and men across all other military ranks remained relatively the same compared to the previous year.

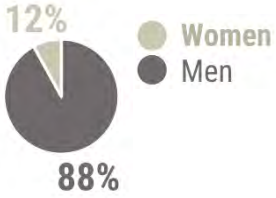


Figure 18: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

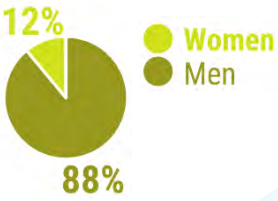


Figure 19: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

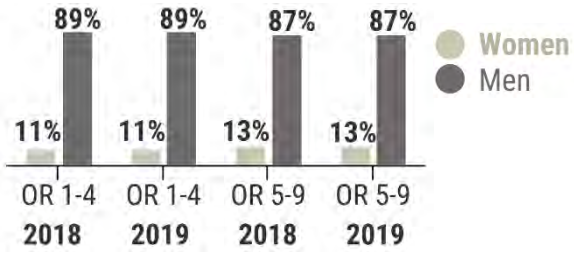


Figure 20: Percentage of Full-Time Women and Men in Other Ranks

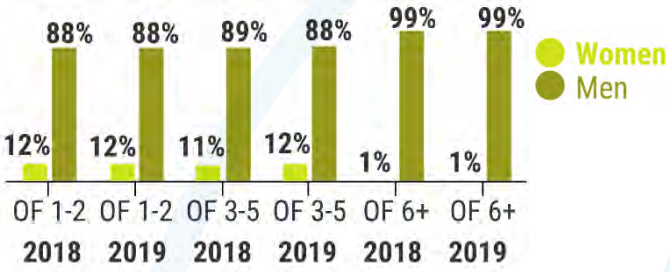


Figure 21: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across the Bundeswehr.

As highlighted in *Figure 22*, the distribution of women indicates that the majority of women were in Other Ranks (**81%**) compared to Officer Ranks (**19%**) in 2019. Since 2018, the distribution of full-time military women across military ranks remained the same.

As indicated in *Figure 23*, the distribution of men indicates that the majority of men were in Other Ranks (**80%**) compared to Officer Ranks (**20%**) in 2019. Since 2018, the distribution of full-time military men across military ranks remained relatively the same.

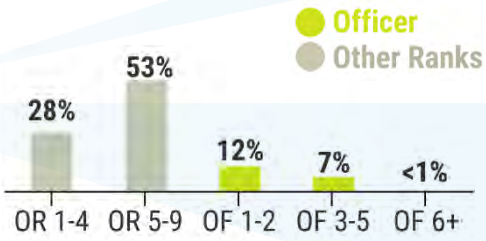


Figure 22: Distribution of Full-Time Women by Military Ranks in 2019

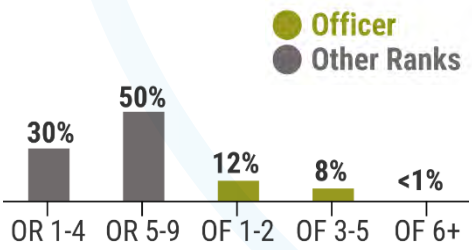


Figure 23: Distribution of Full-Time Men by Military Ranks in 2019

Figure 24 compares the representation of women and men who left the Bundeswehr in 2019.

Both in 2018 and 2019, **13%** of the total military members who left the Bundeswehr were women.

In 2019, the representation of women leaving the military was less than the percentage of the representation of women entering the Bundeswehr (17%). Compared to 2018, raw data indicates that slightly more women left the military, whilst slightly less men left the military. However, these fluctuations were not significant enough to change the representation of women and men leaving the military.

The table to the right demonstrates the main reasons for women and men leaving the Bundeswehr. In 2019, expiration of contract and alternative job offers became a main reason for men leaving the military, whereas it was only a main reason for women in 2018.

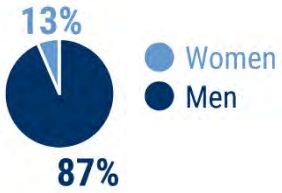


Figure 24: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Dismissed Due to Poor Performance or Disciplinary Offences	☐	☑
Personal Undisclosed Reasons	☑	☐
Retirement	☑	☑
Expiration of Contract	☑	☑
Alternative Job Offer	☑	☑

Military Equipment, Facilities and Uniforms

Personal protective equipment has been adapted for both women and men.

Military facilities have also been adapted for both women and men, including sanitary and lodging facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	156
Paternity Leave	156
Parental Leave	260 (364 for twins)

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Parental Rights

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

Section 28 (7) of the Legal Status of Military Personnel Act guarantees that military personnel are entitled to parental leave without pay and benefits. Every parent is entitled to parental leave until the child reaches the age of three. Both parents may take their parental leave separately or together.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

In the case of family emergencies, teleworking is an option. Teleworking for other reasons may be requested.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Dual service couples do not get deployed at the same time if it would cause a strain on their family.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The Bundeswehr Social Services provide support and counsel. The Bundeswehr Foundation for Cases of Hardship provide financial support in cases of emergency. Provisions for child care at daycare centres near military bases may also be provided.

Other Special Programmes

The costs for daycare or care workers may be reimbursed to service personnel with family-related obligations while they are on deployments abroad or in preparations for such assignments.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Education allowances for child's primate/secondary schooling
- ☑ Extra weeks of subsidized maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Policy on duty assignments, night duties and/or overtime work
- ☑ Provision protecting parent from deployment

Average Age of Military Personnel

The overall average age of women and men remained the same compared to the previous year. Since 2018, average age changed for women in the following ways:

- +3 years amongst Officers (from 30 to 33)
- +1 year amongst Deployed Personnel (from 30 to 31)

The average age changed for men in the following ways:

- +2 years amongst Officers (from 38 to 40)
- +1 year amongst Deployed Personnel (from 32 to 33)

Average Age

	Women	Men
All Military Personnel	**29**	**33**
NCOs	**30**	**34**
Officers	**33**	**40**
Deployed Personnel	**31**	**33**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

	Women	Men
Number of Reported Incidents of Sexual Harassment	188	37
Number of Reported Incidents of Sexual Abuse	0	0
Number of Reported Incidents of Sexual Assault	51	2

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☑	☑
Stalking	☑	☐
Rape	☑	☐
Other	☑	☑

Other includes verbal sexual harassment and sexual harassment on social media.

In 2019, the Bundeswehr continued an ongoing update of existing regulations concerning sexual harassment, abuse and assault.

In February 2017, a point of contact for discrimination and violence within the Bundeswehr was created in the staff element for equal opportunities, diversity and inclusion. It supports all active and former Bundeswehr personnel experiencing or that have experienced bullying, discrimination, physical violence or emotion violence within their military or civilian life. This includes discrimination against individuals based on their sexual orientation or identity.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Senior Leaders Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 16 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Basic Training for Military Equal Opportunity Commissioners

Description

In preparation for their duties as equal opportunity commissioners.

Target: OF-6 and higher
Phase: Standard National Training

2. Leadership Seminar on Equal Opportunities for Women and Men Military Personnel

Description

Background knowledge of equal opportunity commissioners, as well as how to support them.

Target: OF 1-5
Phase: Standard National Training

3. Compact Training for Ombudswomen on Gender Equality Regulations

Description

Background knowledge of equal opportunity commissioners, as well as how to support them.

Target: All Ranks
Phase: Standard National Training

4. Advanced Training for Military Equal Opportunity Commissioners

Description

Consolidation of trainees' knowledge about gender equality regulations with special regard to communications and staff activities.

Target: OR 5-9 and OF 1-5
Phase: Standard National Training

5. Communications for Equal Opportunity Commissioners I

Description

Basic communications and engagement training.

Target: All Ranks
Phase: Standard National Training

6. Communications for Equal Opportunity Commissioners II

Description

Advanced communications and engagement training.

Target: All Ranks
Phase: Standard National Training

7. Conflict Management for Equal Opportunity Commissioners

Description

Conflict management for equal opportunity commissioners.

Target: All Ranks
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

8. Gender Equality Competence

Description

Relevance of gender mainstreaming and terminology.

Target: All Ranks
Phase: Standard National Training

9. Gender Equality Competence for Instructors

Description

Equality-oriented design of trainings.

Target: OR 5-9 and OF 1-5
Phase: Standard National Training

10. Gender Equality Regulations for Civilian Equal Opportunity Commissioners

Description

General duties and rights of equal opportunity commissioners.

Target: All Ranks
Phase: Standard National Training

11. Civil Service and Employment Laws/Regulations for Civilian Equal Opportunity Commissioners

Description

Civil service and employment laws/regulations for civilian equal opportunity commissioners.

Target: All Ranks
Phase: Standard National Training

12. Conveying Cross-Cultural Competence

Description

Cross-cultural competence as key to activities in-theatre and in basic daily routine.

Target: OR 5-9 and OF 1-5
Phase: Standard National Training

13. Assignment Qualification Course: Gender Perspective on Operations

Description

The Assignment Qualification Course for Gender Perspective on Operations is intended as a step towards implementing UNSCR 1325 and Germany's NAP, as well as NATO action plans. It aims to raise awareness of the different needs for protection of women, men, girls and boys and to emphasise the need to use gender perspective. This course is mandatory for future Bundeswehr Foreign Area Specialists (FAS).

Target: OF 1-5
Phase: Pre-deployment

14. Country-Specific Pre-deployment Training

Description

Pre-deployment training with focus on regional socio-cultural and mission-specific aspects.

Target: All Ranks
Phase: Pre-deployment

National Gender Perspective Related Education/Training Programmes

15. Country Non-Specific Pre-deployment Training

Description

Military procedures and routines in a mission.

Target: All Ranks
Phase: Pre-deployment

16. Military Expert on Mission Training

Description

Pre-deployment training for future military observers.

Target: OF 1-5
Phase: Pre-deployment

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

The Bundeswehr does not have GENADs or GFPs. Instead, they have Foreign Area Specialists (FASs). FASs participate in gender training but they do not deploy in a GENAD capacity. The Bundeswehr does not consider FASs to be GENADs, as gender-related topics are considered to only be one of several sociocultural aspects to be taken into account when looking at a scenario. The Bundeswehr employs FASs in a national capacity.

They are experts with a profound knowledge of local ethnic, religious and sociocultural structures of the crisis area in question. On such matters, they provide advice for military decision-makers in the mission. Additionally, they foster contacts with key local actors and contribute to the staff's assessment of the situation. In this respect, assessing the risks and needs of the women and children affected are incorporated in each FAS analysis.

In 2019, 12 non-NATO Certified FASs were deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

The Bundeswehr has not considered or taken action towards any draft MC/PS 2019 Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

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

Actions Taken

Since the beginning of 2019, the Bundeswehr has been developing a comprehensive concept for the prevention and handling of sexual violence and harassment, as well as workplace bullying and discrimination.

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

The Bundeswehr Chief of Staff attended the CHOD meeting for the first time in 2019.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse

Additional Information that is Relevant to the Integration of Gender Perspective in the National Armed Forces

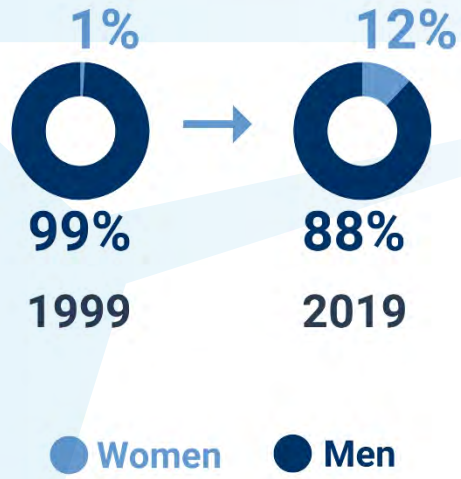
The FMoD is a permanent member of the interministerial working group for the implementation of UNSCR 1325. On 21 November 2019, an internal working group convened to discuss action plan for the 20th anniversary of UNSCR 1325 in 2020 and ways to further implement the resolution. Measures identified include the public representation and awareness of UNSCR 1325, internal media campaigns, and the development of more mission-specific training. The relevant timelines and details in terms of feasibility are still undergoing review.

Women, Peace and Security (WPS) was the focus of effort for the German United Nations Security Council (UNSC) Chairmanship (April 2019). In this context, Germany organised an open UNSC debate on Women in Peacekeeping led by the German Defence Minister. Germany has announced a number of measures to strengthen the position of women in peacekeeping and will conduct a national barrier study to scientifically examine the obstacles standing in the way of a stronger participation of female Bundeswehr soldiers in UN missions.

With the German Chief of Defence's order of the day, the FMoD has reaffirmed its commitment to reaching the UN goal for the representation of women in peace support missions. Germany co-chaired the UN Expert Group on WPS. WPS is one of the priorities set in EU/UN agreements.

SUMMARY

Percentage of Women and Men in the Full-time Bundeswehr



2018	2019
11% Representation of women in OF 3-5	**12%** Representation of women in OF 3-5
6% Representation of women across All Operations	**7%** Representation of women across All Operations
29% Success rate of women being recruited	**33%** Success rate of women being recruited
33% Success rate of men being recruited	**39%** Success rate of men being recruited
No CHOD Network Participation	**CHOD Network Participation for the first time**



Hellenic Republic of Greece

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Hellenic Armed Forces (HAF) did not have specific policies or legislation related to integrating gender perspective in 2019.

Quotas

The HAF did not have a quota system for men or women.

Restrictions on the Incorporation of Women in the Armed Forces

Women are not permitted to enter the Naval Special Forces in the HAF. There are no plans in the future to eliminate this restriction.

Military Entity Overseeing Gender Perspective

For the HAF, the Hellenic Republic Ministry of Defence (HMoD) and the General Staff have Gender Equality Offices that oversee the integration of gender perspective. The objectives of the Gender Equality Offices are:

1. To collect and analyse legislation, data and information on issues related to gender equality in the HAF, as well as across other national armed forces of EU and NATO Member Nations;
2. To formulate institutional proposals and promote the necessary measures to implement gender equality in the military; and
3. To integrate subjects related to gender equality with the General Secretariat for Equality, the General Staff and other HMoD agencies.

As shown in *Figure 1*, the representation of women and men remained relatively the same from 2018 to 2019. Notably, the representation of women in the HAF is above both the UN target (15%) and the NATO Member Nation average (12%). Women represent approximately **1.5** out of every 10 military personnel on average in the HAF, whilst men represent **8.5** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Hellenic Armed Forces in 2019

As illustrated in *Figure 2*, women had the highest representation in the Common Corps, whilst men had the highest representation in Land Forces in 2019. Since 2018, the representation of women changed in the following ways across military components:

- **+7%** in Land Forces (from 14% to 15%)
- **+8%** in the Common Corps (from 49% to 53%)

Since 2018, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 86% to 85%)
- **-8%** in the Common Corps (from 51% to 47%)

The representation of women and men in the Air Force remained relatively the same. Whilst the HAF have a Navy, data on men in the Navy was not provided in 2019. Therefore, representation of women and men in the Navy cannot be reported for 2019. In 2018, the women represented 18% of the Navy, whilst men represented 82%.

Whilst the section above compares the representation of women and men in each military component in 2019, this section looks at where women and men were positioned across components in 2019.

Without the sex-disaggregated data on the Navy, the distribution of women and men across military components in 2019 could not be provided.

Therefore, *Figure 3* indicates the distribution of full-time women in the HAF by military component in 2018.

Figure 4 indicates the distribution of full-time men in the HAF by military component in 2018.

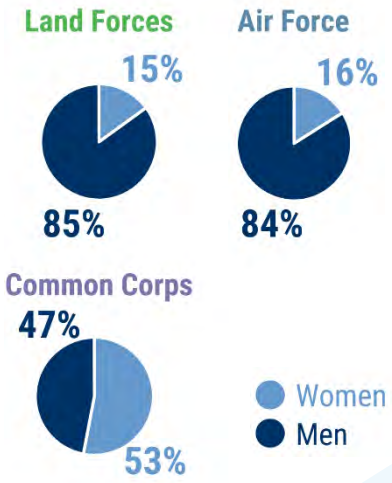


Figure 2: Percentage of Women and Men by Military Component in 2019

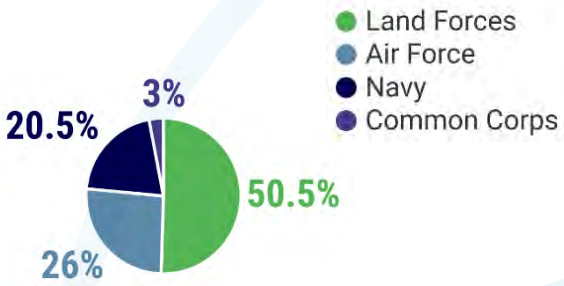


Figure 3: Distribution of Women by Military Component in 2018

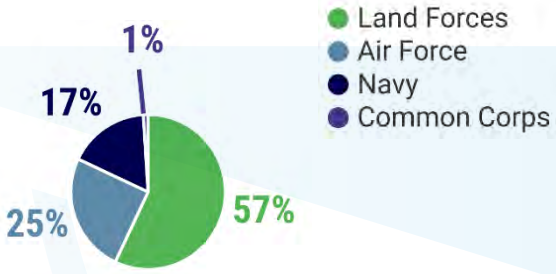


Figure 4: Distribution of Men by Military Component in 2018

Figure 5 indicates the 2019 percentage of women and men in the full-time HAF by military occupations across Land Forces, Air Force and the Navy.

Since 2018, the representation of women in the HAF changed in the following military occupations:

- **+11%** in artillery (from 9% to 10%)
- **+7%** in aerospace control (from 14% to 15%)
- **+13%** in aerospace engineer (from 15% to 17%)
- **-43%** in marine systems engineering (from 7% to 4%)
- Increased by **3 percentage points** in naval combat system engineering (from 0% to 3%)
- Increased by **4 percentage points** in naval warfare (from 0% to 4%)

Notably in 2019, there were women in naval combat system engineering and naval warfare, whilst there were no women in these particular military occupations in 2018.

Since 2018, the representation of men in the HAF changed in the following military occupations:

- **-1%** in artillery (from 91% to 90%)
- **-1%** in aerospace control (from 86% to 85%)
- **-2%** in aerospace engineer (from 85% to 83%)
- **+3%** in marine systems engineering (from 93% to 96%)
- **-3%** in naval combat system engineering (from 100% to 97%)
- **-4%** in naval warfare (from 100% to 96%)

Of note, since 2018, the representation of men increased in marine systems engineering across military occupations in *Figure 5.*

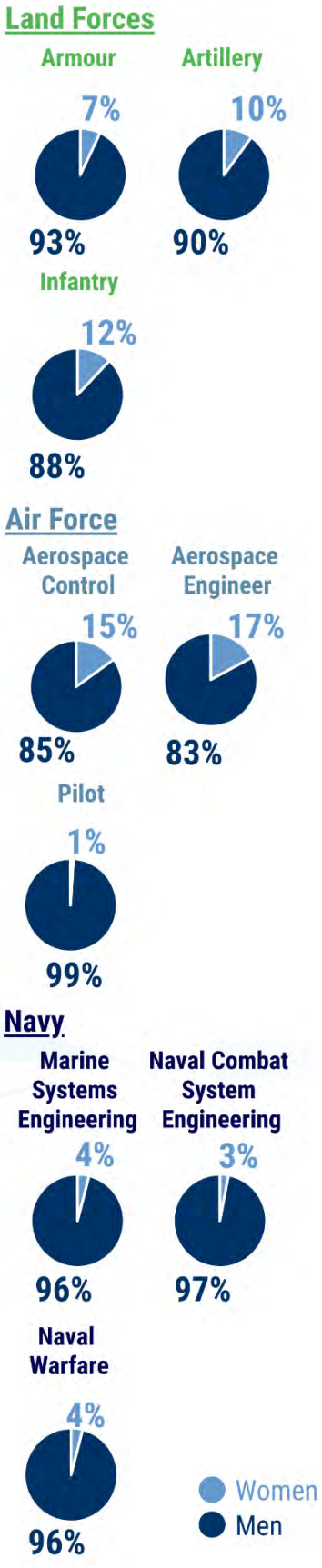


Figure 5: Percentage of Women and Men by Military Occupation Across Land Forces, Air Force and the Navy in 2019

Figure 6 indicates the 2019 percentage of women and men in the full-time HAF by military occupations in Support Services.

Since 2018, the representation of women in the HAF changed in the following military occupations in Support Services:

- **-13%** amongst engineers (from 8% to 7%)
- **-7%** in communication electronics engineering (from 14% to 13%)
- **-6%** in intelligence (from 33% to 31%)
- **+6%** in logistics (from 17% to 18%)
- **-17%** in personnel sections (from 46% to 38%)
- **-20%** in public affairs (from 5% to 4%)
- **+4%** in signals (from 25% to 26%)

Notably, the raw data indicates that there was a significantly lower number of women in personnel sections in 2019 compared to 2018. Since 2018, the representation of men in the HAF changed in the following military occupations in Support Services:

- **+1%** amongst engineers (from 92% to 93%)
- **+1%** in communication electronics engineering (from 86% to 87%)
- **+3%** in intelligence (from 67% to 69%)
- **-1%** in logistics (from 83% to 82%)
- **+15%** in personnel sections (from 54% to 62%)
- **+1%** in public affairs (from 95% to 96%)
- **-1%** in signals (from 75% to 74%)

In comparison to women, the raw data indicates that there were more men in personnel sections in 2019 than in 2018.

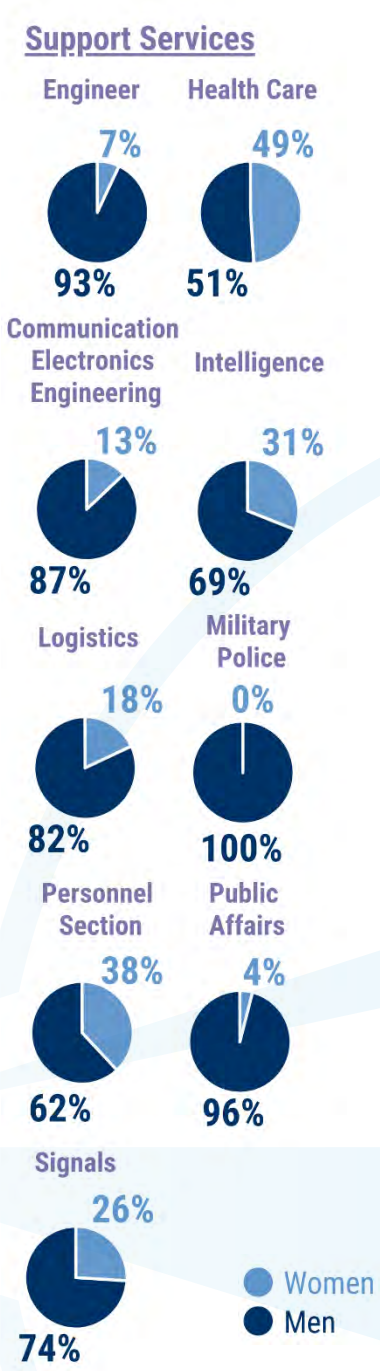


Figure 6: Percentage of Women and Men by Military Occupation in Support Services in 2019

Figure 7 ranks military occupations for women and men based on their representation.

In 2019, women had the most representation in health care, whilst men had the most representation in military police. Since 2018, the top ten ranked military occupations for the representation of women have remained the same. The top nine ranked military occupations for men remained the same. In 2018, the representation of women and men working within submarines was reported, which was amongst the top ten military occupations with the highest representation of men. However in 2019, the representation of women and men within submarines was not provided.

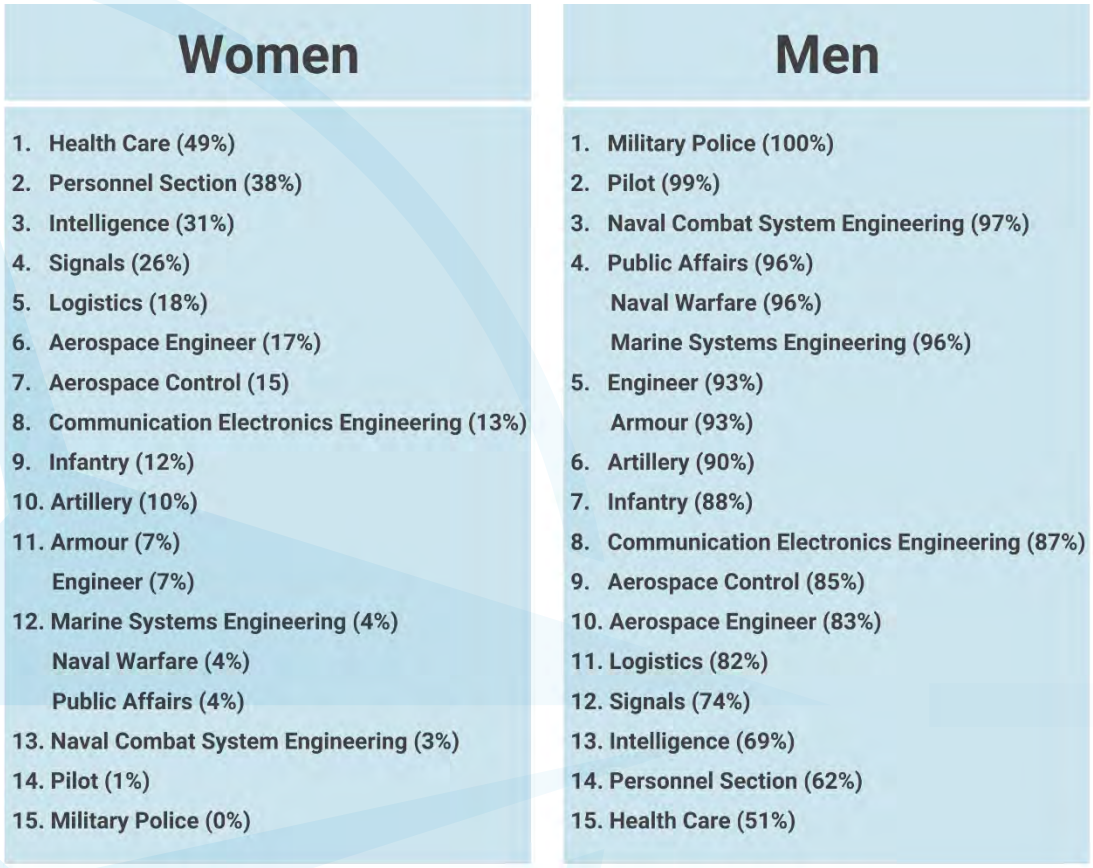


Figure 7: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the HAF.

As illustrated in *Figure 8*, most women were positioned in health care, followed by logistics and the infantry in 2019. Since 2018, the distribution of women changed in the following ways across military occupations:

- **+3%** in health care (from 32% to 33%)
- **-13%** amongst engineers (from 8% to 7%)
- **+20%** in artillery (from 5% to 6%)
- **+20%** amongst aerospace engineers (from 5% to 6%)
- **-33%** in personnel sections (from 3% to 2%)

Notably, women were distributed in naval warfare and naval combat system engineering in 2019, whilst no women were positioned within these military occupations in 2018. However, women within these two military occupations make up less than one percent of service women. The raw data indicates that there were less women in personnel sections and amongst engineers in 2019 compared to 2018.

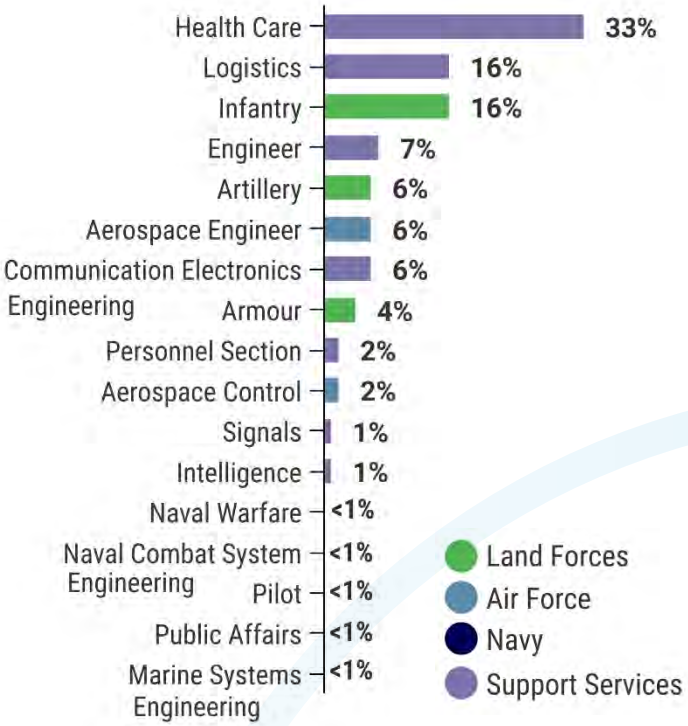


Figure 8: Distribution of Women by Military Occupation in 2019

As indicated in *Figure 9*, most men were positioned in the infantry, followed by being amongst engineers and within logistics in 2019. Since 2018, the distribution of men changed in the following ways across military occupations:

- **-4%** in infantry (from 23% to 22%)
- **+6%** amongst engineers (from 17% to 18%)
- **-7%** in logistics (from 14% to 13%)
- **-86%** in intelligence (from 1.4% to 0.2%)

Notably, one percent of men worked in intelligence in 2018, whereas the distribution of men within this military occupation dropped below one percent in 2019. The raw data indicates that the number of men in intelligence decreased by 53% since 2018. Additionally, there were less men in logistics in 2019 compared to 2018. However, there was a substantial increase in the number of men amongst engineers in 2019.

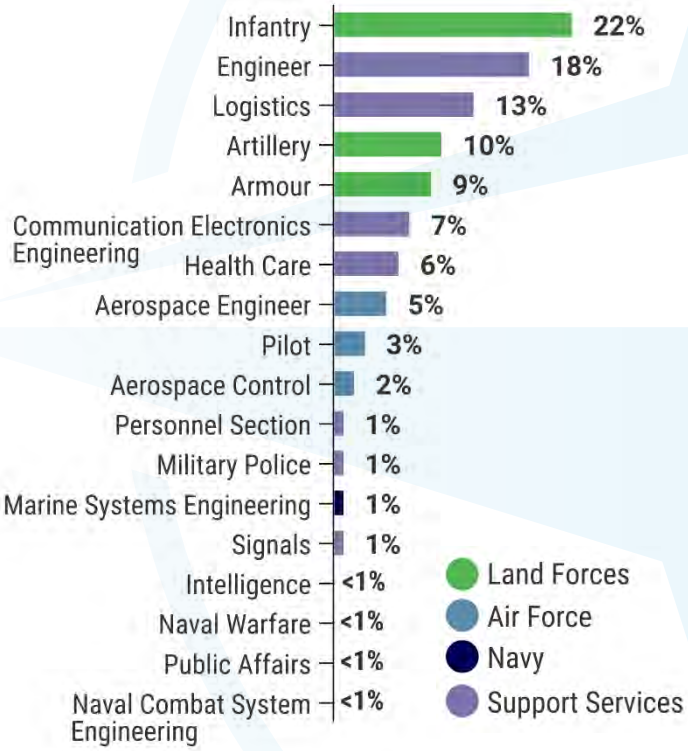


Figure 9: Distribution of Men by Military Occupation in 2019

The HAF engaged in NATO, EU and UN operations in 2019. Details on which operations were not provided.

As indicated in *Figure 10*, the overall representation of women engaged in All Operations increased by **200%** (from 5% to 15%) from 2018 to 2019. With a representation of women of 17% engaged in All Operations, the HAF met the UN target (15%).



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

The Navy was engaged in operations in 2019, whereas it was not engaged in operations in 2018. Both in 2018 and 2019, there was no representation of Air Force women engaged in operations. *Figure 11* highlights that the representation of women in Land Forces engaged across All Operations increased by **80%** (from 5% to 9%).

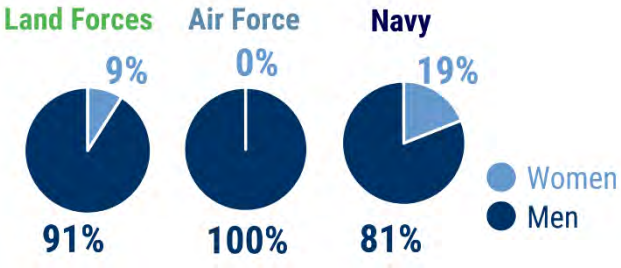


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations Across Military Components in 2019

As shown in *Figure 12*, the overall representation of women engaged in NATO Operations increased by **333%** (from 3% to 13%) from 2018 to 2019. *Figure 13* illustrates that the representation of women in Land Forces engaged in NATO Operations increased by **233%** (from 3% to 10%).



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

The HAF achieved the UN target (15%) in **1** out of 3 of their military components engaged in NATO Operations: the Navy (19%).

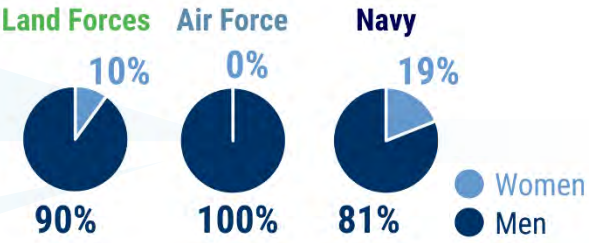


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations Across Military Components in 2019

Policies to Support Entry into the Reserve Forces

The HAF do not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The HAF do not have policies to compensate civilian employers of Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The HAF do not have incentives or bonuses for civilians to enter the Reserves.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Hellenic Armed Forces

Enlistment requirements are different for women and men in regards to physical characteristics.

Enlistment Requirements for the Physical Fitness Test

Same for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

The Body Mass Index (BMI) requirements are different for women and men. BMI requirements for women is 18-26 and BMI requirements for men is 19-27.

Additionally, height requirements are different for women and men. Men are required to be minimum of 170 cm and women are required to be minimum 160 cm.

The HAF do not have policies that promote the recruitment of women in the military.

As shown in *Figures 14 and 15*, the representation of women and men remained relatively the same amongst applicants and successful recruits from 2018 to 2019. However amongst recruits completing basic training, *Figure 16* indicates that the representation of women decreased by **3%** (from 30% to 29%) and the representation of men increased by **1%** (from 70% to 71%).

Notably in 2019, the HAF had the highest representation of women amongst applicants out of all NATO Member Nations. Remarkably, the HAF achieved this representation of women amongst applicants without having policies to promote the recruitment of women in the military. Therefore, other factors are encouraging women to apply to the military. However, the representation of women substantially decreased after the application stage.

The representation of women amongst those successfully completing the recruitment process was higher than the overall representation of women in the HAF (16%). If the representation of women during the recruitment process continues to grow, then it could contribute to increasing the overall representation of women in the HAF.

Average Age of Enlistment

Women	18-20
Men	18-20

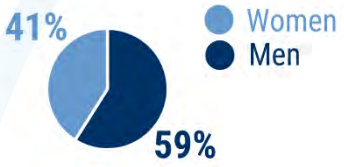


Figure 14: Percentage of Women and Men Applicants for Full-Time Service in 2019

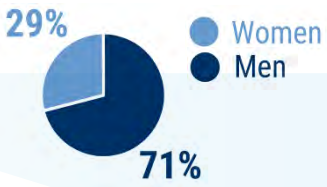


Figure 15: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

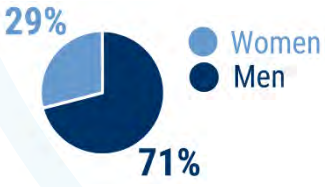


Figure 16: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Figures 17 and 18 highlight the success rate of women during the application process to enter the HAF. In both 2018 and 2019, women applicants had a lower success rate at being recruited compared to men. However, women have had a slightly higher success rate at completing basic training compared to men in 2019. Since 2018, the success rate of women recruits completing basic training decreased by **5%** (from 98% to 93%). In 2019, less women applied to the HAF compared to 2018. Additionally, less women were recruited and less women completed basic training compared to the previous year.

Figures 19 and 20 highlight the success rate of men during the application process to enter the HAF. In both 2018 and 2019, men applicants had a higher success rate at being recruited than women. However, men have had a slightly lower success rate at completing basic training compared to women in 2019. Since 2018, the success rate of men recruits completing basic training decreased by 3% (from 95% to 92%). In 2019, less men applied to the HAF compared to 2018. Additionally, fewer men were recruited and fewer men completed basic training compared to the previous year.



Figure 17: Percentage of Women Successfully Recruited Out of Women that Applied in 2019

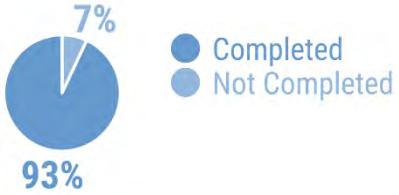


Figure 18: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 19: Percentage of Men Successfully Recruited Out of Men that Applied in 2019



Figure 20: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The HAF do not have general retention policies nor specific retention policies for women. Additionally, there are no networks to support women in the military.

The number of men across ranks in the Navy was not reported in 2019. Therefore, information on the Hellenic Navy is excluded in the *Figures 21, 22, 23, 24, 25 and 26.*

As shown in *Figure 21*, the representation of women overall in Other Ranks increased by **18%** (from 17% to 20%), whilst the representation of men overall in Other Ranks decreased by **4%** (from 83% to 80%) from 2018 to 2019. Similarly in *Figure 22*, the representation of women overall in Officer Ranks increased by **29%** (from 14% to 18%), whilst the representation of men amongst Officer Ranks decreased by **5%** (from 86% to 82%). Across military ranks in *Figures 23 and 24*, the representation of women changed in the following ways since 2018:

- **+18%** in OR 5-9 (from 17% to 20%)
- **+11%** in OF 1-2 (from 18% to 20%)
- **+60%** in OF 3-5 (from 10% to 16%)

Since 2018, the representation of men changed in the following ways across military ranks:

- **-4%** in OR 5-9 (from 83% to 80%)
- **-2%** in OF 1-2 (from 82% to 80%)
- **-7%** in OF 3-5 (from 90% to 84%)

In 2018, the HAF reported that there were no women or men in OR 1-4. In 2019, the HAF reported that there was a low number of women and men in OR 1-4.

Whilst *Figures 21, 22, 23* and *24* compare the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

As illustrated in *Figure 25*, the distribution of women indicates that the majority of women were in Other Ranks (**67%**) compared to Officer Ranks (**33%**) in 2019. Since 2018, the distribution of women changed in the following ways:

- **+0.02 percentage points** in OR 1-4 (from 0% to 0.02%)
- **-2%** in OR 5-9 (from 68% to 67%)
- **-13%** in OF 1-2 (from 23% to 20%)
- **+44%** in OF 3-5 (from 9% to 13%)

In 2019, the raw data indicates that there was a substantial increase in the number of women in OF 3-5. This could mean that there was a substantial number of women who were promoted to senior officer ranks since 2018.



Figure 21: Overall Percentage of Full-Time Women and Men in Other Ranks



Figure 22: Overall Percentage of Full-time Women and Men in Officer Ranks in 2019

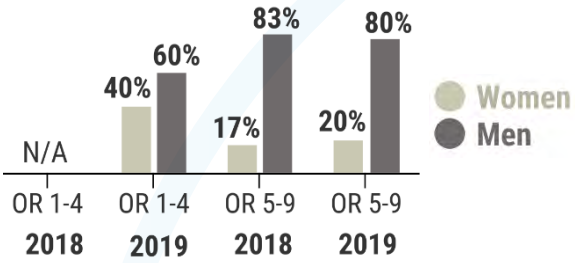


Figure 23: Percentage of Full-time Women and Men in Other Ranks

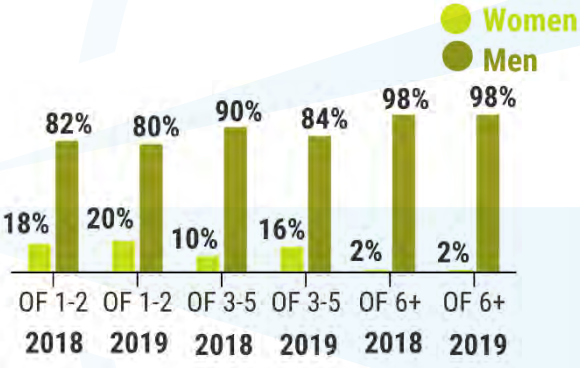


Figure 24: Percentage of Full-time Women and Men in Officer Ranks

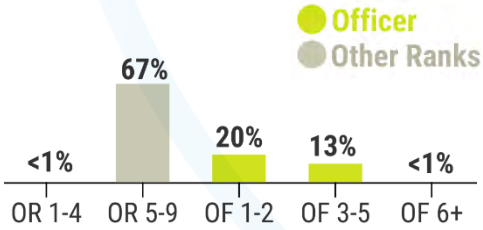


Figure 25: Distribution of Full-Time Women by Military Rank in 2019

As outlined in *Figure 26*, the distribution of men indicates that the majority of men were in Other Ranks (**64%**) compared to Officer Ranks (**36%**) in 2019. Since 2018, the distribution of men changed in the following ways:

- **+0.01 percentage points** in OR 1-4 (from 0% to 0.01%)
- **-5%** in OF 1-2 (from 20% to 19%)
- **+3%** in OF 3-5 (from 15.5% to 16%)
- **+100%** in OF-6 and higher (from 0.5% to 1%)

The distribution of men in OR 5-9 remained the same compared to 2018. Changes in the distribution of women and men can be impacted by fluctuations in recruitment, promotions, retirement and retention.

As shown in *Figure 27*, the representation of women out of all military personnel who left the HAF decreased by **44**% (from 16% to 9%) from 2018 to 2019. Whereas, the representation of men out of exiting military personnel increased by **8**% (from 84% to 91%).

The raw data indicates that less women left in 2019 compared to 2018. However, more men left in 2019 compared to the previous year.

The HAF do not conduct exit surveys for personnel leaving the military. However, the Human Resource Directories monitor the number of personnel leaving the military, as well as the main reasons. The table to the right demonstrates the main reasons women and men left the HAF in 2019. In 2018, both women and men left the military because of difficulties in balancing work and family life, injury and retirement. However in 2019, men also left to pursue a different career or educational opportunity.

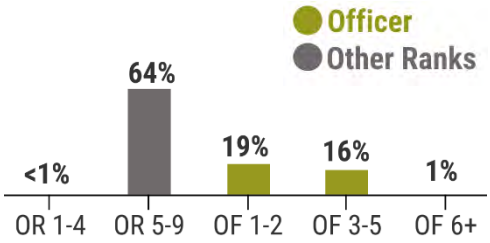


Figure 26: Distribution of Full-Time Men by Military Rank in 2019

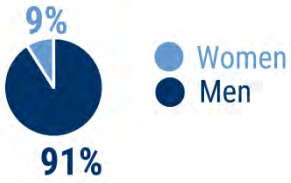


Figure 27: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Injury	☑	☑
Pursue a Different Career and/or Educational Opportunity	☐	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

The HAF have not adapted military equipment for both women and men. However, military facilities have adapted lodging and bathrooms for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	20
Paternity Leave	36
Parental Leave	36

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☐

Administrative and/or Medical Support Systems

In the HAF, pregnant women continue to work until the 16th week of their pregnancy, unless doctors decide that leave is necessary due to health risks.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

In accordance with EU and national legislation, the Hellenic MoD had adopted a number of special measures to assist in the balance of family and work life for military personnel. Details on these measures were not provided.

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

To support dual service couples, the HAF offer the following measures:

- Dual service couples can serve in the same location;
- Both serving parents will not be deployed at the same time for training nor other military duties;
- Special parental leave for both women and men, with up to five days annually; and
- Both serving parents will not be assigned to night duties at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

To support single, divorced or widowed parents, the HAF offer the following measures:

- Exclusion from night duty and military training;
- Option of working flexible working hours; and
- Priority to spend holidays at the armed forces' summer resorts.

Special Programmes Related to Child Care

- ☑ Education allowances for child's primary/secondary schooling
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ 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

Average Age of Military Personnel

In 2019, the average ages for women and men in the HAF remained unchanged compared to 2018. Overall, trends indicate that men in the HAF tend to be older than women

Average Age

	Women	Men
All Military Personnel	37	39
NCOs	36	37
Officers	40	42
Deployed Personnel	38	39

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☑

The HAF reported that one incident occurred in 2019. A male NCO sexually assaulted a male Private by groping him.

The HAF have a course called "Sexual Exploitation and Abuse", which takes place during pre-deployment training for participation in EU Peacekeeping Operations. Details on formal procedures were not provided.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

Gender Advisor Course Utility of Gender in Peace Support Operations

NATO-Certified Gender Education and Training Products Used in 2019

During pre-deployment, a seminar on Women, Peace and Security was incorporated within a UN Military Observers Course and Peace Support Operations Course.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 0 national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the HAF had the following number of GENADs and GFPs:

- One NATO-certified GENAD in the General Staff; and
- One non-NATO certified GENAD in the General Staff.

In 2019, one GENAD received training at the European Security and Defence College.

In 2019, GENADs and GFPs were not deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

The HAF did not consider or take action towards any draft MC/PS 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

Actions Taken

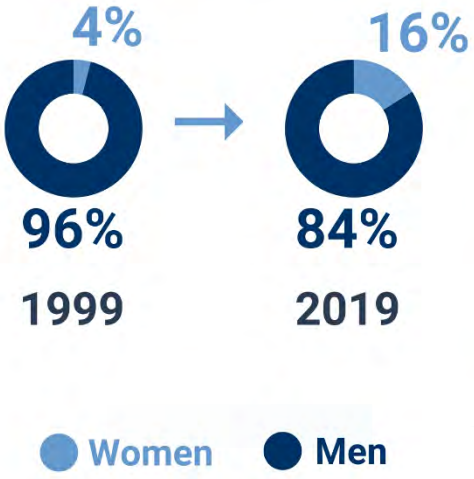
Gender Perspectives in Military Operations are included in relevant modules taught at Military Academies (e.g. Ethics, Military Sociology).

Additional Information Relevant to the Integration of Gender Perspective in the National Armed Forces

Gender perspective in military operations is included in relevant modules taught in Military Sociology. Ongoing field research was conducted in 2019.

SUMMARY

Percentage of Women and Men in the Full-time Hellenic Armed Forces



2018	2019
0% Representation of women in naval combat system engineering	**3%** Representation of women in naval combat system engineering
0% Representation of women in naval warfare	**4%** Representation of women in naval warfare
5% Representation of women across All Operations	**17%** Representation of women across All Operations
3% Representation of women in NATO Operations	**13%** Representation of women in NATO Operations
15% Representation of women in OR 5-9	**16%** Representation of women in OR 5-9
10% Representation of women in OF 3-5	**13%** Representation of women in OF 3-5
16% Representation of women out of all military personnel that left the HAF	**9%** Representation of women out of all military personnel that left the HAF



Republic of Hungary

Specific Policies and/or Legislation Related to Integrating Gender Perspective

During 2019, the Hungarian Defence Forces (HDF) did not enforce any new policies or legislation related to integrating gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

The HDF do not have restrictions on the incorporation of women in the armed forces, nor are there restrictions that apply only to operations.

Military Entity Overseeing Gender Perspective

The HDF do not have a military entity that oversees the incorporation of gender perspective in the military.

Since 2018, the overall representation of in women and men in the HDF has remained relatively the same.



Figure 1: Percentage of Women and Men in the Full-Time Hungarian Defence Forces in

Whilst the representation of women continues to increase gradually, women represent approximately **2** out of every 10 military personnel on average in the HDF. In contrast, men represent **8** out of every 10 military personnel in HDF in 2019.

In 2019, women had higher representation in Air Force compared to Land Forces as illustrated in Figure 2. In contrast, men had the lowest representation in Other Military Occupations and the highest representation in Land Forces. Since 2018, the representation of women and men across military components has remained the same. The HDF do not have a Navy.

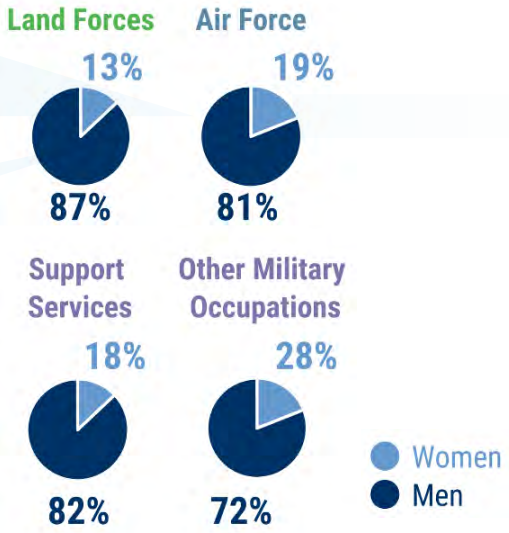


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components. In 2019, most military women served in Other Military Occupations. Since 2018, the distribution of women changed in the following ways:

- **+4%** in Other Military Occupations (from 47% to 49%)
- **-5%** in Air Force (from 21% to 20%)
- **-10%** in Support Services (from 10% to 9%)

The distribution of women in Land Forces remained approximately the same from 2018 to 2019.

In 2019, most military men served in Other Military Occupations. Since 2018, the distribution of men changed in the following ways:

- **+7%** in Other Military Occupations (from 30% to 32%)
- **-3%** in Land Forces (from 37% to 36%)
- **-9%** in Support Services (from 11% to 10%)

The distribution of men in the Air Force remained approximately the same from 2018 to 2019.

The representation of women changed in the following ways across military occupations in Land Forces and the Air Force from 2018 to 2019:

- **+213%** in aerospace engineering (from 8% to 25%)
- **-50%** in armour (from 2% to 1%)
- **+75%** in infantry (from 4% to 7%)
- **-71%** in pilots (from 7% to 2%)

In comparison, the representation of men changed in the following ways across the same military occupations:

- **-19%** in aerospace engineering (from 92% to 75%)
- **+1%** in armour (from 98% to 99%)\
- **-3%** in infantry (from 96% to 93%)
- **+5%** in pilots (from 93% to 98%)

The representation of women and men remained relatively the same for the artillery, aerospace control and air combat systems from 2018 to 2019.

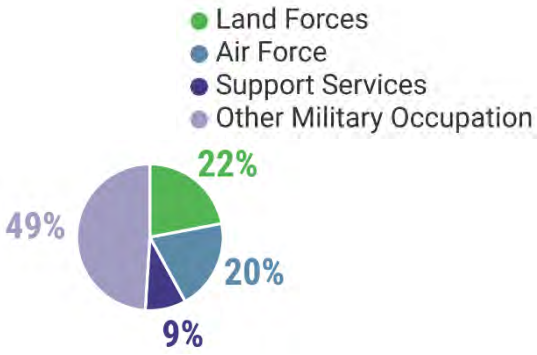


Figure 3: Distribution of Women by Military Component in 2019

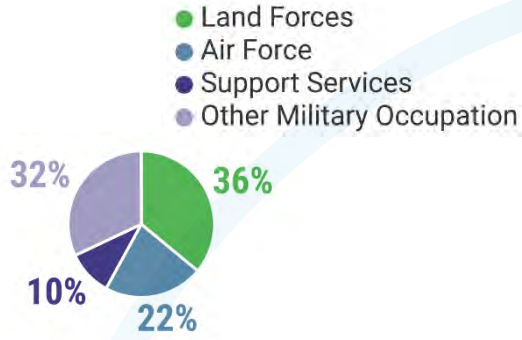


Figure 4: Distribution of Men by Military Component in 2019

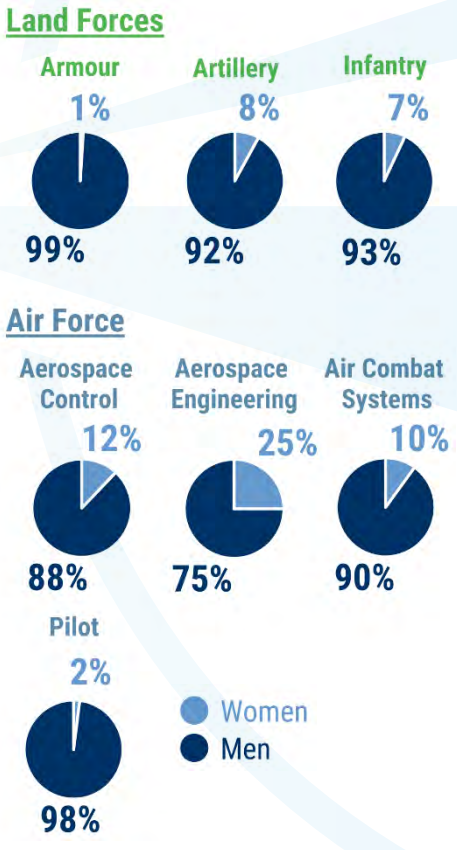


Figure 5: Percentage of Women and Men by Military Occupation in 2019

The representation of women changed in the following ways across military occupations in Support Services from 2018 to 2019:

- **-13%** in logistics (from 16% to 14%)
- **-2%** in health care (from 64% to 63%)
- **+13%** in military police (from 8% to 9%)
- **-2%** in personnel sections (from 63% to 62%)
- **+58%** in signals (from 19% to 30%)
- **-8%** in training development (from 13% to 12%)

In comparison, the representation of men in 2019 changed in the following ways across military occupations in Support Services:

- **+2%** in logistics (from 84% to 86%)
- **+3%** in health care (from 36% to 37%)
- **-1%** in military police (from 92% to 91%)
- **+3%** in personnel sections (from 37% to 38%)
- **-14%** in signals (from 81% to 70%)
- **+1%** in training development (from 87% to 88%)

The representation of women and men remained relatively the same for the following occupations: chaplain, engineer, legal and intelligence in 2019.

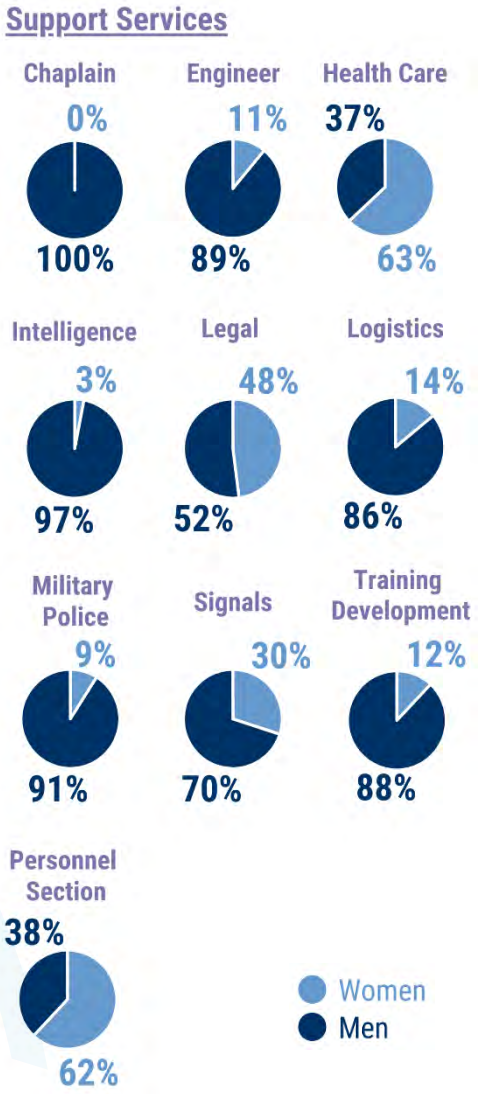


Figure 6: Percentage of Women and Men by Military Occupation in 2019

In 2019, military women had the highest representation in health care and personnel sections, whilst military men had the highest representation in the chaplain corps and armour. Despite the fluctuations across military occupations for women and men, the top three ranked areas of representation for both women and men remained relatively the same compared to 2018.

Whilst women do not serve as chaplains in the HDF, Hungary has reported that all military occupations are open to women without restrictions.

Women	Men
1. Health Care (63%)	1. Chaplain (100%)
2. Personnel Section (62%)	2. Armour (99%)
3. Legal (48%)	3. Pilot (98%)
4. Signals (30%)	4. Intelligence (97%)
5. Aerospace Engineering (25%)	5. Infantry (93%)
6. Logistics (14%)	6. Artillery (92%)
7. Training Development (12%)	7. Military Police (91%)
Aerospace Control (12%)	8. Air Combat Systems (90%)
8. Service Support Engineer (11%)	9. Service Support Engineer (89%)
9. Air Combat Systems (10%)	10. Aerospace Control (88%)
10. Military Police (9%)	Training Development (88%)
11. Artillery (8%)	11. Logistics (86%)
12. Infantry (7%)	12. Aerospace Engineering (75%)
13. Intelligence (3%)	13. Signals (70%)
14. Pilot (2%)	14. Legal (52%)
15. Armour (1%)	15. Personnel Section (38%)
16. Chaplain (0%)	16. Health Care (37%)

Figure 7: Ranking of Women and Men by their Representation in Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the HDF.

In 2019, the majority of women in the HDF served in health care.

Since 2018, the distribution of women changed in the following ways across military occupations:

- **-14%** in healthcare (from 28% to 24%)
- **-10%** in logistics (from 21% to 19%)
- **+171%** in signals (from 7% to 19%)
- **-12%** in personnel section (from 17% to 15%)
- **+67%** in infantry (from 3% to 5%)
- **-20%** amongst engineers (from 5% to 4%)
- **-50%** in aerospace control (from 2% to 1%)
- **-50%** in aerospace engineering (from 2% to 1%)

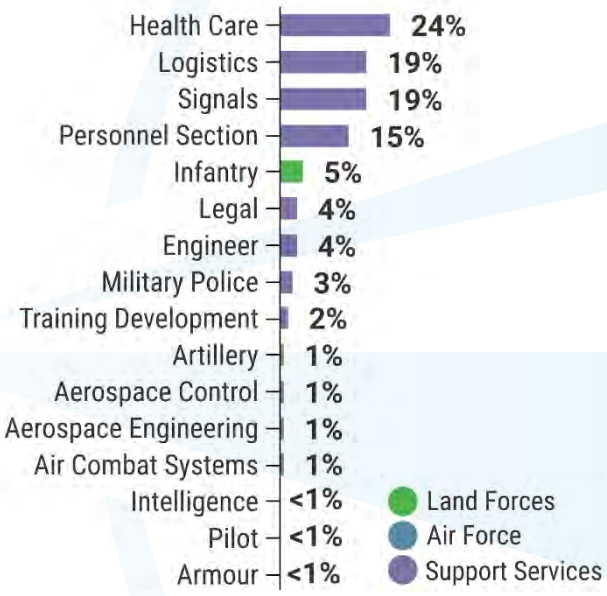


Figure 8: Distribution of Women by Military Occupation in 2019

The majority of men in the HDF served in logistics in 2019.

Since 2018, the distribution of men changed in the following ways across military occupations:

- **+15%** in logistics (from 26% to 30%)
- **+71%** in signals (from 7% to 12%)
- **-11%** amongst engineers (from 9% to 8%)
- **-11%** in military police (from 9% to 8%)
- **-25%** in training development (from 4% to 3%)
- **-25%** in artillery (from 4% to 3%)
- **-83%** in aerospace engineering (from 6% to 1%)
- **-50%** amongst pilots (from 2% to 1%)

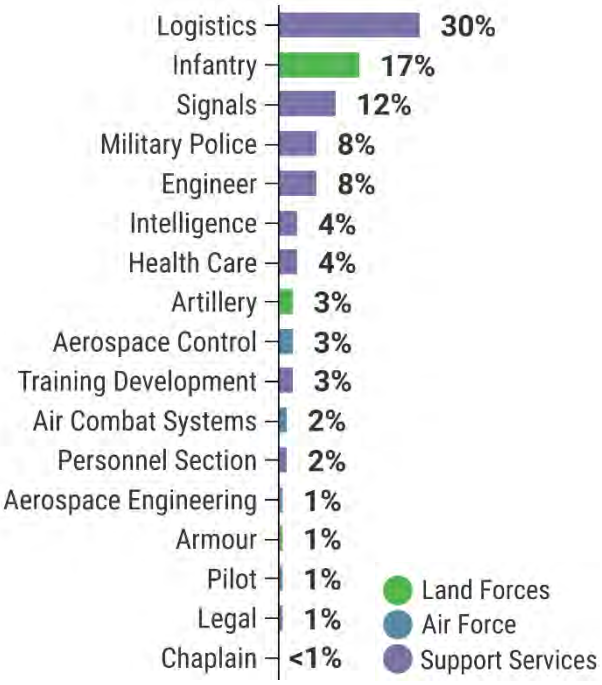


Figure 9: Distribution of Men by Military Occupation in 2019

Since 2018, the overall representation of women engaged in All Operations remained relatively the same. The HDF engaged in NATO, EU and UN operations. However, details and names of operations were not identified.

Compared to 2018, the representation of women engaged in All Operations changed in the following ways across military components:

- **-14%** in Land Forces (from 7% to 6%)
- **-23%** in the Air Force (from 13% to 10%)

Since 2018, the representation of men engaged in All Operations changed in the following ways across military components:

- **+1%** in Land Forces (from 93% to 94%)
- **+3%** in the Air Force (from 87% to 90%)

The overall representation of women engaged in NATO Operations increased by **17%** (from 6% to 7%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 94% to 93%).



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations

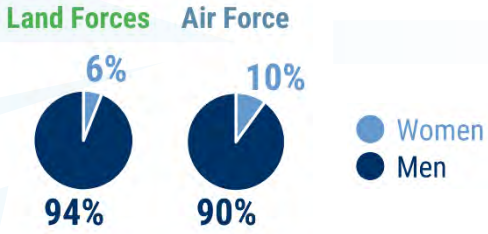


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component

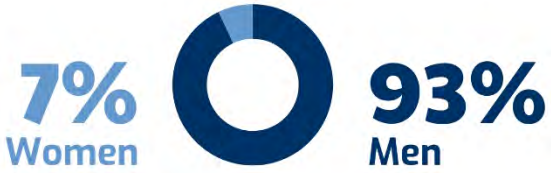


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations

The representation of women engaged in NATO Operations changed in the following ways across military components from 2018 to 2019:

- **+17%** in Land Forces (from 6% to 7%)
- **-17%** in the Air Force (from 12% to 10%)

Conversely, the representation of men engaged in NATO Operations in 2019 changed in the following ways across military components:

- **-1%** in Land Forces (from 94% to 93%)
- **+2%** in the Air Force (from 88% to 90%)

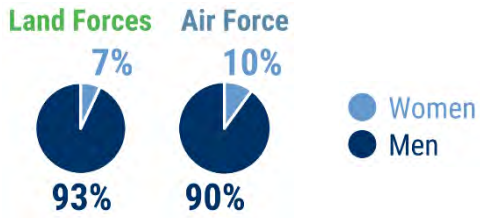


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component

Policies to Support Entry into the Reserve Forces

Voluntary reserve soldiers are entitled to a one-time contract bonus and an annual service pay after every year of service. While actively conducting military duties, Reservists are entitled to the following:

- Military pay based on their military position;
- Travel expenses for travelling between place of residence and military duty location;
- Three meals per day;
- Free accommodation;
- Uniform;
- Eligibility for purchase discounts and promotions;
- Academic credit for military subjects at a number of higher education institutions; and
- Possibility to submit applications for scholarships.

Policies to Compensate Civilian Employers of Reserve Personnel

The HDF hold an agreement with the civilian employer on the following:

- To compensate the employer for the duration of their employee's actual military service and the additional days of leave granted due to that military service;
- The amount of compensation paid to the employer of the Reservist is calculated on the basis of the previous six months or annual gross wages by the Central Statistical Office. In calculating the compensation, the national gross average earnings of that occupation is taken into account;
- The employer is entitled to the full amount of the compensation upon accepting the agreement to allow their employee to serve in the military when the HDF require it;
- If the employer does not accept or fulfill the conditions described above, the employer is entitled to 50% of the compensation; and
- In case the Reservist is a part-time worker, the employer is entitled to compensation in accordance with the employee's working time.

Incentives or Bonuses for Civilians to Enter the Reserves

- **Purchase discounts:** Several shops and service providers offer different levels of discounts to active and Reserve military members (e.g. Hervis, Intersport, Vodafone, OTP and ERSTE Bank);
- **HDF Scholarship System**;
- **Lázár Mészáros Scholarship:** Special qualifications required for Officers and Non-Commissioned Officers (NCOs);
- **Ádám Béri Balogh High School Scholarship:** For outstanding students studying basic military subjects; limited to 50 students per year;
- **Balázs Lippai Equal Opportunity Scholarship:** For disadvantaged students in higher education or secondary schools; limited to 10 students per semester;
- **MoD Scholarship for orphans**: Applicants in elementary, secondary or higher education.
- **Volunteer Reserve Scholarship:** For students over 18 years of age in civil higher education and vocational schools that undertake military Reserve service.

In 2019, the overall representation of Reserve women increased by **7%** (from 15% to 16%), whilst the representation of Reserve men decreased by **1%** (from 85% to 84%).

The representation of Reserve changed in the following ways across military components from 2018 to 2019:

- **+17%** in Land Forces (from 6% to 7%)
- **+38%** in the Air Force (from 8% to 11%)
- **+7%** in Other Military Occupations (from 15% to 16%)

However, the representation of Reserve women in Support Services in 2019 remained relatively the same compared to 2018.

Conversely, the representation of Reserve men changed in the following ways across military components:

- **+1%** in Land Forces (from 94% to 93%)
- **+3%** in the Air Force (from 92% to 89%)
- **+1%** in Other Military Occupations (from 85% to 84%)



Figure 14: Percentage of Women and Men in the Reserve Hungarian Defence Forces

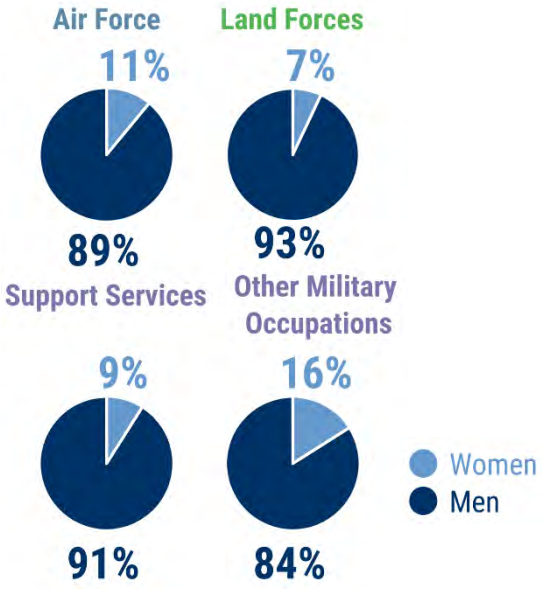


Figure 15: Percentage of Women and Men in the Reserve Hungarian Defence Forces by Military Component

The overall representation of Reserve women engaged in All Operations decreased by **14%** (from 7% to 6%) from 2018 to 2019, whilst the representation of men increased by **1%** (from 93% to 94%).

In 2018, women and men in the Reserve Land Forces deployed. However, men in both the Reserve Land Forces and Air Force deployed in 2019. Whereas, only women in the Reserve Land Forces deployed in 2019.

The representation of Reserve women and men in Land Forces who deployed remained relatively the same for both 2018 and 2019.



Figure 16: Percentage of Reserve Women and Men Engaged in All Operations

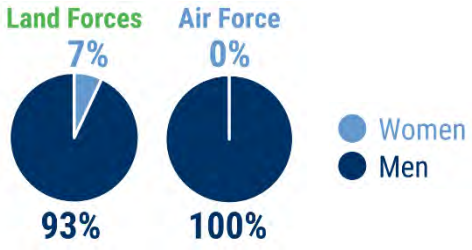


Figure 17: Percentage of Reserve Women and Men Engaged in All Operations by Military Component

In both 2018 and 2019, only Reserve Land Forces deployed on missions. Since 2018, the overall representation of Reserve women engaged in NATO Operations decreased by **100%** (from 25% to 0%), whilst the representation of men increased by **33%** (from 75% to 100%).



Figure 18: Percentage of Reserve Women and Men Engaged in NATO Operations

Recruitment

Enlistment Requirements

Enlistment Requirements for the Hungarian Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
The physical fitness test is different for women and men. In addition to gender, age is a factor for the different physical fitness test requirements.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The HDF do not have policies that promote the recruitment of women into the military.

Since 2018, the representation of women out of all candidates changed in 2019 in the following ways throughout the recruitment process:

- **-6%** of all successfully recruited were women (from 18% to 17%)
- **-33%** of all recruits successfully completing basic training were women (from 24% to 16%)

In comparison, the representation of men out of all candidates changed in the following ways throughout the recruitment process as shown:

- **+1%** of all successfully recruited were men (from 82% to 83%)
- **+11%** of all recruits successfully completing basic training were men (from 76% to 84%)

The representation of women and men amongst applicants remained the same. However, less women and men applied to the military in 2019.

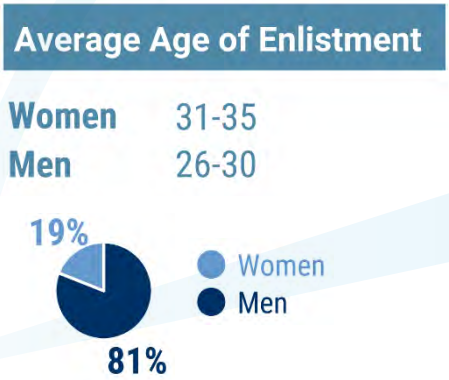


Figure 19: Percentage of Women and Men Applicants for Full-Time Service

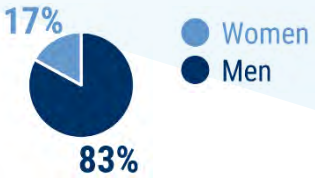


Figure 20: Percentage of Women and Men Successfully Recruited Out of All Applicants

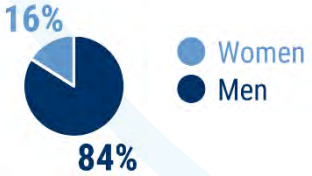


Figure 21: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Overall, these trends show that in 2019, women have a lower success rate compared to men in the recruitment process.

Since 2018, the success rate of women changed in 2019 in the following ways across the recruitment process:

- **-15%** of women were successfully recruited out of all women who applied (from 73% to 62%)
- **+21%** of women who successfully completed basic training out of all women who were recruited (58% to 70%)

Since 2018, the success rate of men changed in the following ways across the recruitment process:

- **-10%** in men were successfully recruited out of all men who applied (from 79% to 71%)
- **+85%** of men who successfully completed basic training out of all men who were recruited (40% to 74%)

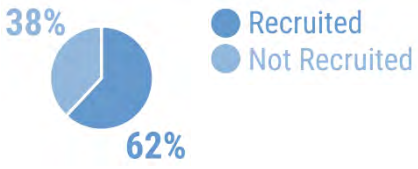


Figure 22: Percentage of Women Successfully Recruited Out of Women Who Applied

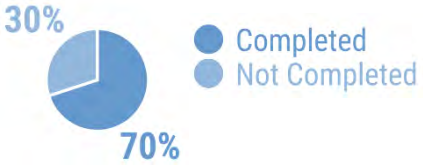


Figure 23: Percentage of Women Successfully Completing Basic Training Out of Women Recruited



Figure 24: Percentage of Men Successfully Recruited Out of Men Who Applied



Figure 25: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The HDF do not have specific retention policies for women. However, there is the Committee for Military Women to support women in the military. General retention policies in the HDF include the following:

- Five-year pay raise programme;
- New housing allowance programme;
- Health damage allowance; and
- Scholarship programme.

Since 2018, the overall representation of women in Other Ranks increased by **5%** (from 19% to 20%), whilst the overall representation of men in Other Ranks decreased by **1%** (from 81% to 80%). The

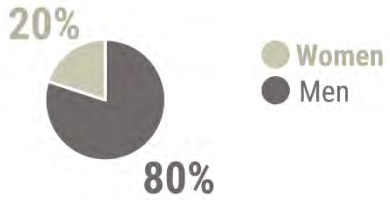


Figure 26: Overall Percentage of Full-Time Women and Men in Other Ranks

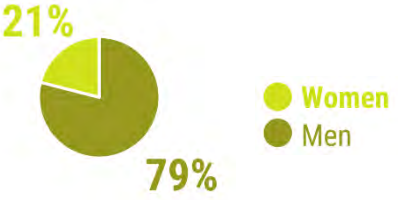


Figure 27: Overall Percentage of Full-Time Women and Men in Officer Ranks

overall representation of women and men in Officer Ranks remained relatively the same.

The representation of women and men across military ranks remained relatively the same, with the exception of OR 1-4. Compared to 2018, the representation of women in OR 1-4 increased by **10%** (from 10% to 11%), whilst the representation of men decreased by **1%** (from 90% to 89%).

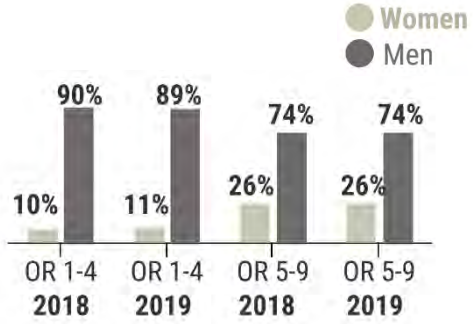


Figure 28: Percentage of Full-Time Women and Men in Other Ranks

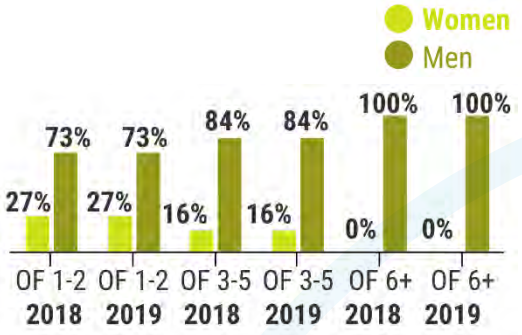


Figure 29: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned.

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**68%**) compared to Officer Ranks (**32%**).

Since 2018, the distribution of full-time military women in military ranks changed in the following ways:

- **+13%** in OR 1-4 (from 15% to 17%)
- **-4%** in OR 5-9 (from 53% to 51%)

Since 2018, raw data indicates that the number of women increased across all ranks. However, there was a higher increase for women in OR 1-4 compared to other military ranks. One reason for the increase of women across all ranks may be the transitioning of Reserve women into full-time service.

In 2019, the distribution of men indicates that the majority of men are in Other Ranks (**71%**) compared to Officer Ranks (**29%**). Since 2018, the distribution of full-time men remained relatively the same across military ranks.

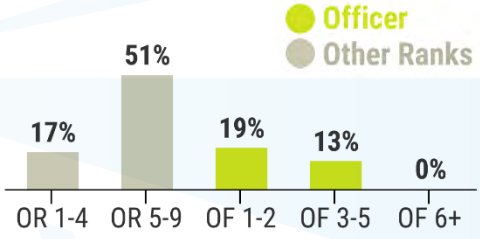


Figure 30: Distribution of Full-Time Women by Military Ranks in 2019

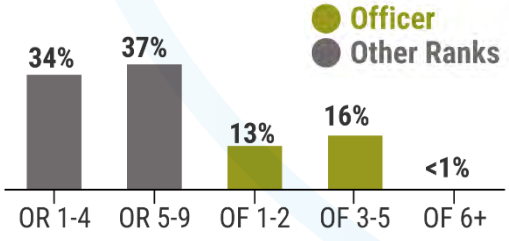


Figure 31: Distribution of Full-Time Men by Military Ranks in 2019

In 2019, **15%** of the total military members who left the HDF were women. In comparison to 2018, the representation of women out of service members leaving the military changed from 13% to 15% in 2019 as indicated in *Figure 32*.

The raw data indicates that more women left in 2019 compared to 2018. Conversely, fewer men left the HDF in 2019.

The table highlights the four main reasons for men and women leaving the HDF. Since 2018, there have been no changes to the main reasons women and men leave the military in 2019.

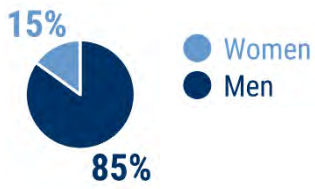


Figure 30: Percentage of Women and Men Who Left the Armed Forces

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficult in Balancing Work and Family Life	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Personal Undisclosed Reasons	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. Military facilities are adapted for women and men to include separate lodging and lavatories that are provided for women.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	24
Paternity Leave	1
Parental Leave	24

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Parental Rights

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Details were not provided.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

If the child is younger than three years old, single parents are NOT obligated to do the following:

- To work overtime;
- To move to another garrison; or
- To deploy (unless requested).

If the child is younger than 6 years old, single parents are NOT obligated to work 24 hour duties.

If the child is sick and 3-12 years old, a single parent has 100% more child care per year compared to those who are not single.

Special Programmes Related to Child Care

- ☑ 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 over time
- ☑ Provision protecting parent from deployment

Average Age of Military Personnel

In 2019, the average ages for women and men remained unchanged compared to 2018, with the exception that the average age changed for women in the following way:

- +1 year amongst Officers (from 40 to 41)

Overall, trends indicate that women in the HDF tend to be older than men.

	Average Age	
	Women	Men
All Military Personnel	**42**	**39**
NCOs	**43**	**39**
Officers	**41**	**42**
Deployed Personnel	**43**	**46**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☐	☐	☐
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☐
Reported Incidents in the National Armed Forces in 2019	☑	☐	☐

In 2019, two incidents of sexual harassment were reported by women in the HDF.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations
None of the package modules were used in 2019.

NATO-Certified Gender Education and Training Products Used in 2019
ADL 168 ADL 169

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 2 national programmes for education/training on gender perspective:

- One programme designed for senior and junior military Officers for the standard national training and pre-deployment phases.
- One programme designed for senior and junior military enlisted personnel for the standard national training and pre-deployment phases.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

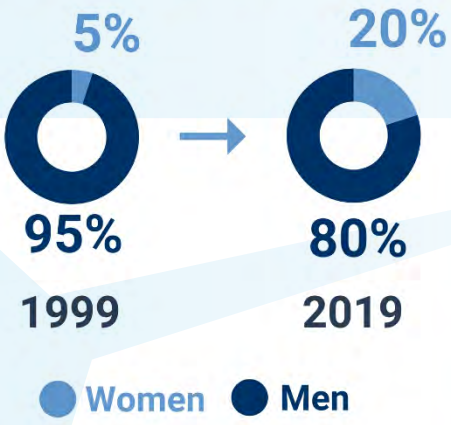
The HDF do not have GENADs or GFPs.

Implementation of the 2018 and 2019 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC)

No measures were taken in 2019 towards implementation of the 2018 and 2019 NCGP Recommendations to the MC.

SUMMARY

Percentage of Women and Men in the Full-time Hungarian Defence Forces



2018	2019
7% Representation of women in All Operations	**8%** Representation of women in All Operations
15% Representation of women in Reserve armed forces	**16%** Representation of women in Reserve armed forces
8% Representation of women in aerospace engineering	**25%** Representation of women in aerospace engineering
19% Representation of women in signals	**30%** Representation of women in signals
36% Representation of men in healthcare	**37%** Representation of men in healthcare



Republic of Iceland

Iceland does not have an armed military force. The Icelandic Crisis Response Unit is part of Iceland's Ministry for Foreign Affairs and provides civilian Icelandic personnel and Gender Advisers (GENADs) for NATO Operations and other International Operations.

Prior to deployment, all experts are educated about the essential elements of United Nations Security Council Resolution (UNSCR) 1325, including gender mainstreaming. They are provided with training on how to recognise the special needs of women in conflict areas and how to engage women in post-conflict reconstruction. Training is provided in cooperation with the Icelandic National Committee for UN Women. Training is also provided by the Nordic Centre for Gender in Military Operations (NCGM) at the Swedish Armed Forces International Centre (SWEDINT).



Italian Republic

Specific Policies and/or Legislation Related to Integrating Gender Perspective

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

1. Further enhance the presence of women in the national armed forces;

2. Increase the number of Gender Advisors (GENADs), Gender Field Advisors (GFAs) and Gender Focal Points (GFPs);

3. Strengthen the professionalism of domestic security forces, law enforcement and justice institutions through dedicated human rights training on the prohibition of inciting hatred, countering violent extremism, terrorism and non-discrimination related issues;

4. Continue to organise GENAD Courses with the support of qualified civilian experts at the Centre for Higher Studies of Defence (CASD); continue to train personnel at accredited Training Institutes;

5. Encourage the active and meaningful participation of women in decision-making processes and on peacekeeping operations deployments, by identifying and addressing barriers to women's full participation;

6. Increase women military personnel and women staff deployment; and

7. Continue to deploy Italian military women and civilian personnel to international organisations.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is a dedicated organisational unit called "Equal Opportunities and Gender Perspective" at the Office of the Chief of Defence (CHOD). This unit is staffed by military women and men who work on gender-related topics in cooperation with the Alliance.

Furthermore, this unit oversees the administration of information and course training for all personnel of the Armed Forces/Carabinieri Corps related to the relevant UNSCRs and NATO Directives. The Unit's primary task is the implementation of gender perspective in the Armed Forces and the Carabinieri Corps through the constant cooperation with the NATO Committee on Gender Perspectives (NCGP). In addition, the unit is the focal point for the development of gender-related policies within the Joint Chief of Staff at the MoD. It is also responsible for overseeing the Armed Forces and Carabinieri training programmes for integrating gender perspective.

Moreover, the unit conducts statistical studies and organises training on special topics and events with the aim of gender mainstreaming. Subsequently, this unit is the national focal point for NATO-related activities, as well as other national and international organisations dealing with gender-related topics.

In addition to this unit, the Joint Council on Gender Perspectives has been established to advise the CHOD on the adoption of the best initiatives to implement UNSCR 1325 and related resolutions within the IAF. This Council is composed of one Chair Person, three women members and three men members.

The Deputy CHOD Office has the responsibility to coordinate all policy matters related to gender perspectives in order to implement Defence Headquarters (HQ) directives. The Italian Navy and Air Force act as the First Department Education and Personnel as an entry point for all the activities for gender-related Education and Training (E&T).The Legal Affairs and Military Status Office was established within the General Command of the Carabinieri, with the Head Office becoming the institutional point of contact. A specific section within this Office analyses equal opportunities and gender perspectives within the IAF.

As shown in *Figure 1*, the overall representation of women in the IAF increased by **20%** (from 5% to 6%) from 2018 to 2019, whilst the overall representation of men decreased by **1%** (from 95% to 94%). Whilst the representation of women continues to increase gradually, women represent approximately **0.5** out of every 10 military personnel on average in the IAF in 2019. In contrast, men represent **9.5** out of every 10 military personnel.

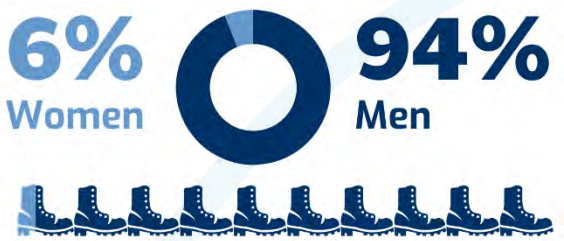


Figure 1: Percentage of Women and Men in the Full-Time Italian Armed Forces in 2019

As highlighted in *Figure 2*, women notably had higher representation in Land Forces compared to the Air Force and the Navy in 2019. Since 2018, the representation of women changed in the following ways across military components:

- **+14%** in Land Forces (from 7% to 8%)
- **+25%** in the Carabinieri Corps (from 4% to 5%)

Compared to 2018, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 93% to 92%)
- **-1%** in the Carabinieri Corps (from 96% to 95%)

The representation of women and men in the Air Force and Navy remained the same in 2019.

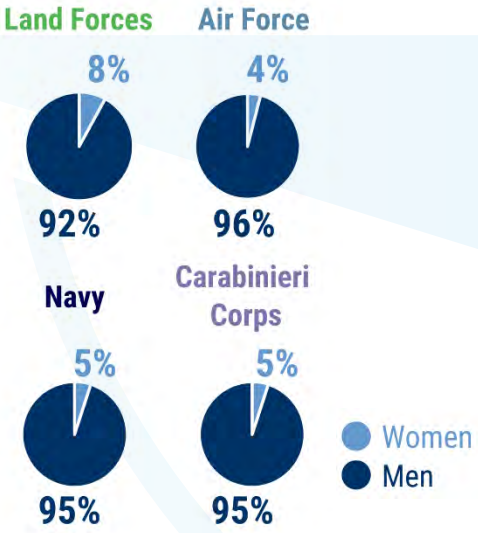


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned.

As highlighted in *Figure 3*, most military women served in the Land Forces, whilst the least served in the Navy in 2019. Since 2018, the distribution of women changed in the following ways:

- **+10%** in the Air Force (from 10% to 11%)
- **-10%** in the Navy (from 10% to 9%)

The distribution of women in Land Forces and the Carabinieri Corps remained relatively the same in 2019.

As illustratrated in *Figure 4*, most military men served in the Carabinieri Corps, whilst the least served in the Navy in 2019. Since 2018, the distribution of men across military components remained the same.

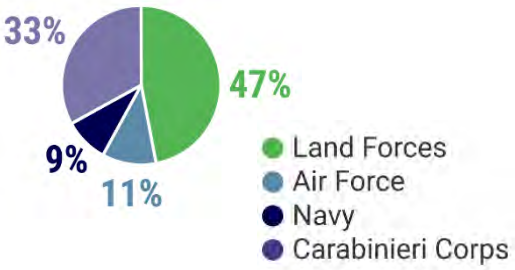


Figure 3: Distribution of Women by Military Component in 2019

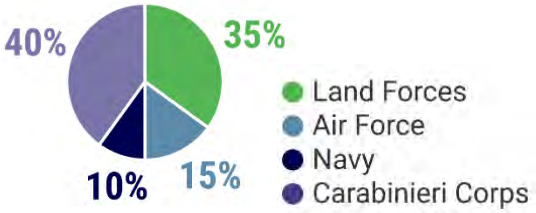


Figure 4: Distribution of Men by Military Component in 2019

As shown in *Figure 5*, the representation of military women amongst aerospace engineers increased by **20%** (from 5% to 6%), whilst the representation of men decreased by **1%** (from 95% to 94%) from 2018 to 2019.

In 2019, the IAF reported on the representation of women and men amongst technicians and combat engineers, whereas this was not reported in 2018. The representation of women and men across the remaining military occupations in *Figure 5* remained relatively the same compared to 2018.



Figure 5: Percentage of Women and Men by Military Occupation in the Land Forces and the Air Force in 2019

Figure 6 highlights the 2019 percentage of women and men in the full-time IAF by military occupation in the Navy. Since 2018, the representation of military women changed in the following ways across military occupations:

- **-33%** in marine systems engineering (from 3% to 2%)
- **+50%** in submarine (from 2% to 3%)
- **+25%** in Naval healthcare (from 16% to 20%)
- **+1 percentage point** amongst divers (from 0% to 1%)

Notably, women had representation amongst divers in 2019, whereas there were no women divers in 2018.

Since 2018, the representation of military men changed in the following ways across military occupations:

- **+1%** in marine systems engineering (from 97% to 98%)
- **-1%** in submarine (from 98% to 97%)
- **-5%** in Naval healthcare (from 84% to 80%)
- **-1%** amongst divers (from 100% to 99%)

In 2019, the IAF reported on the representation of women and men amongst marines, riders, steersman, Naval musicians and Naval logistics, whereas this information was not reported in 2018. The representation of women and men across the remaining military occupations in *Figure 6* remained the same compared to 2018.

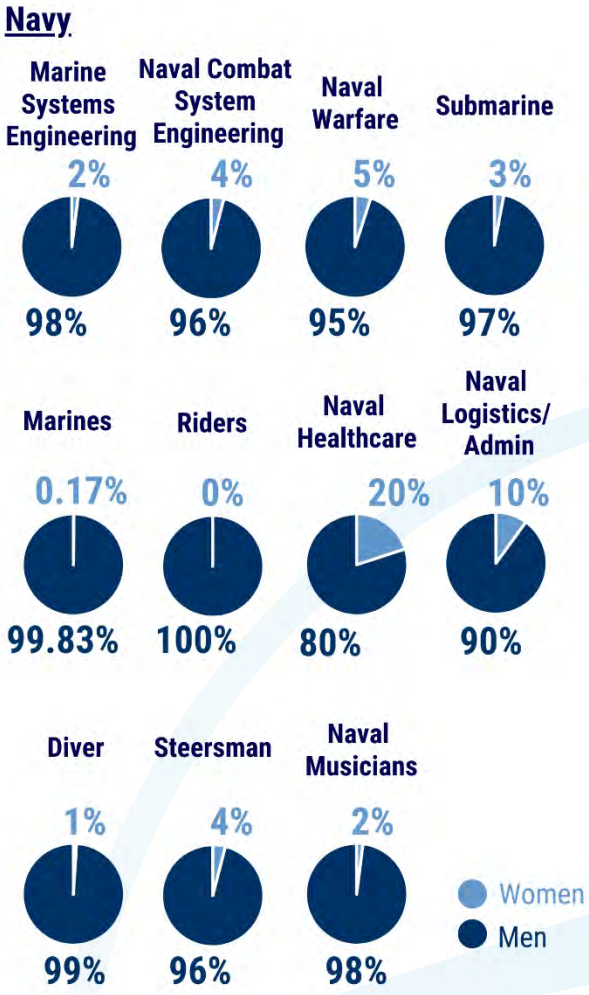


Figure 6: Percentage of Women and Men by Military Occupation in the Navy in 2019

Figure 7 highlights the 2019 percentage of women and men in the full-time IAF by military occupation across Support Services.

The IAF have a Carabinieri Corps, which serves as a gendarmerie function. The IAF reported the representation of women and men within the Carabinieri Corps by using the following classifications:

- Carabinieri Corps 1: Territorial;
- Carabinieri Corps 2: Mobile;
- Carabinieri Corps 3: Special;
- Carabinieri Corps 4: Training;
- Carabinieri Corps 5: Central-Interforces and Military Police; and
- Carabinieri Corps 6: Specific Needs.

Since 2018, the representation of military women in 2019 changed in the following ways across military occupations in Support Services:

- **+100%** amongst engineers (from 4% to 8%)
- **+15%** in healthcare (from 13% to 15%)
- **+29%** in intelligence (from 7% to 9%)
- **+25%** in legal (from 12% to 15%)
- **+33%** in logistics (from 6% to 8%)
- **+14%** in personnel section (from 7% to 8%)
- **-7%** in Carabinieri Corps 4 (from 14% to 13%)
- **+100%** in Carabinieri Corps 5 (from 3% to 6%)

In comparison, the representation of military men in 2019 changed in the following ways across military occupations in Support Services:

- **-4%** amongst engineers (from 96% to 92%)
- **-2%** in healthcare (from 87% to 85%)
- **-2%** in intelligence (from 93% to 91%)
- **-3%** in legal (from 88% to 85%)
- **-2%** in logistics (from 94% to 92%)
- **-1%** in personnel section (from 93% to 92%)
- **+1%** in Carabinieri Corps 4(from 86% to 87%)
- **-3%** in Carabinieri Corps 5 (from 97% to 94%)

In addition, the representation of women and men in Support Services Other, which consists of musicians, Land Force aviation, apprentice training and technicians, was reported for the first time in 2019. The representation of women and men in 2019 across all the other military occupations in *Figure 7* remained relatively the same compared to 2018.

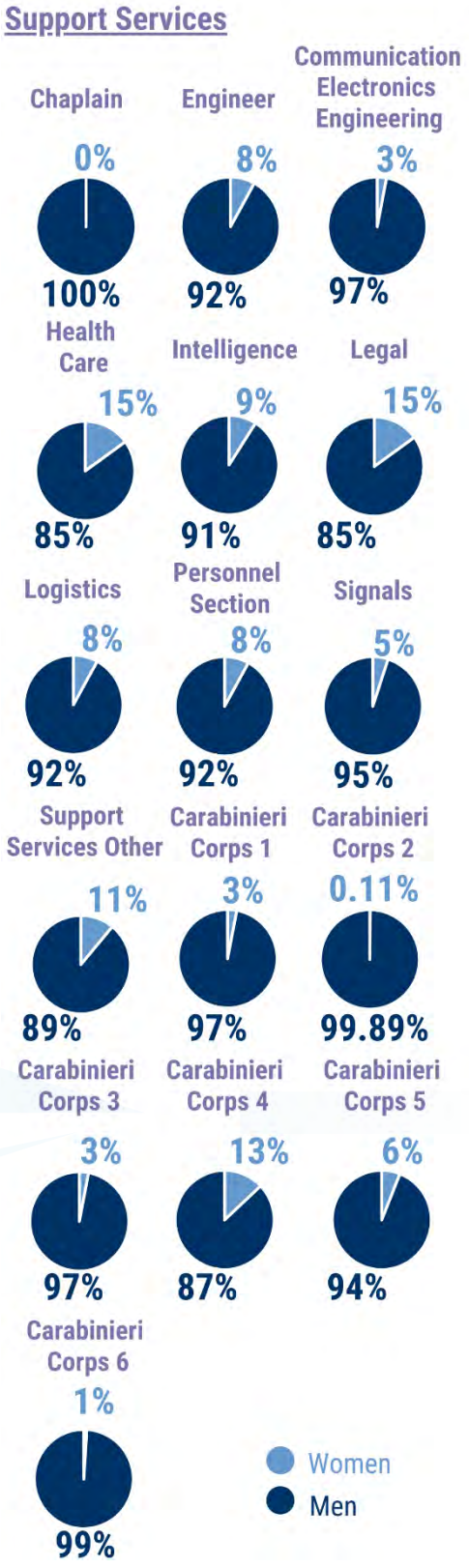


Figure 7: Percentage of Women and Men by Military Occupation in Support Services in 2019

Figure 8 ranks military occupations for full-time women and men based on their representation.

In 2019, military women had the highest representation in Naval healthcare. Military men had the highest representation amongst chaplains and riders.

Women	Men
1. Naval Healthcare (20%)	1. Chaplain (100%)
2. Health Care (15%)	Riders (100%)
Legal (15%)	2. Carabinieri Corps 2 (99.89%)
3. Carabinieri Corps 4 (13%)	3. Marines (99.83%)
4. Support Services Other (11%)	4. Carabinieri Corps 6 (99%)
5. Naval Logistics/Admin (10%)	Diver (99%)
6. Intelligence (9%)	5. Air Combat Systems (98%)
7. Engineer (8%)	Marine Systems Engineering (98%)
Logistics (8%)	Naval Musicians (98%)
Personnel Section (8%)	Technicians (98%)
8. Armour (7%)	6. Aerospace Control (97%)
Artillery (7%)	Carabinieri Corps 1 (97%)
Infantry (7%)	Carabinieri Corps 3 (97%)
9. Aerospace Engineering (6%)	Communication Electronics Engineering (97%)
Carabinieri Corps 5 (6%)	Pilot (97%)
Combat Engineer (6%)	Submarine (97%)
10. Naval Warfare (5%)	7. Naval Combat System Engineering (96%)
Signals (5%)	Steersman (96%)
11. Naval Combat System Engineering (4%)	8. Naval Warfare (95%)
Steersman (4%)	Signals (95%))
12. Aerospace Control (3%)	9. Aerospace Engineering (94%)
Carabinieri Corps 1 (3%)	Carabinieri Corps 5 (94%)
Carabinieri Corps 3 (3%)	Combat Engineer (94%)
Communication Electronics Engineering (3%)	10. Armour (93%)
Pilot (3%)	Artillery (93%)
Submarine (3%)	Infantry (93%)
13. Air Combat Systems (2%)	11. Engineer (92%)
Marine Systems Engineering (2%)	Logistics (92%)
Naval Musicians (2%)	Personnel Section (92%)
Technicians (2%)	12. Intelligence (91%)
14. Carabinieri Corps 6 (1%)	13. Naval Logistics/Admin (90%)
Diver (1%)	14. Support Services Other (89%)
15. Marines (0.17%)	15. Carabinieri Corps 4 (87%)
16. Carabinieri Corps 2 (0.11%)	16. Health Care (85%)
17. Chaplain (0%)	Legal (85%)
Riders (0%)	17. Naval Healthcare (80%)

Figure 8: Ranking of Women and Men by their Representation in Military Occupations

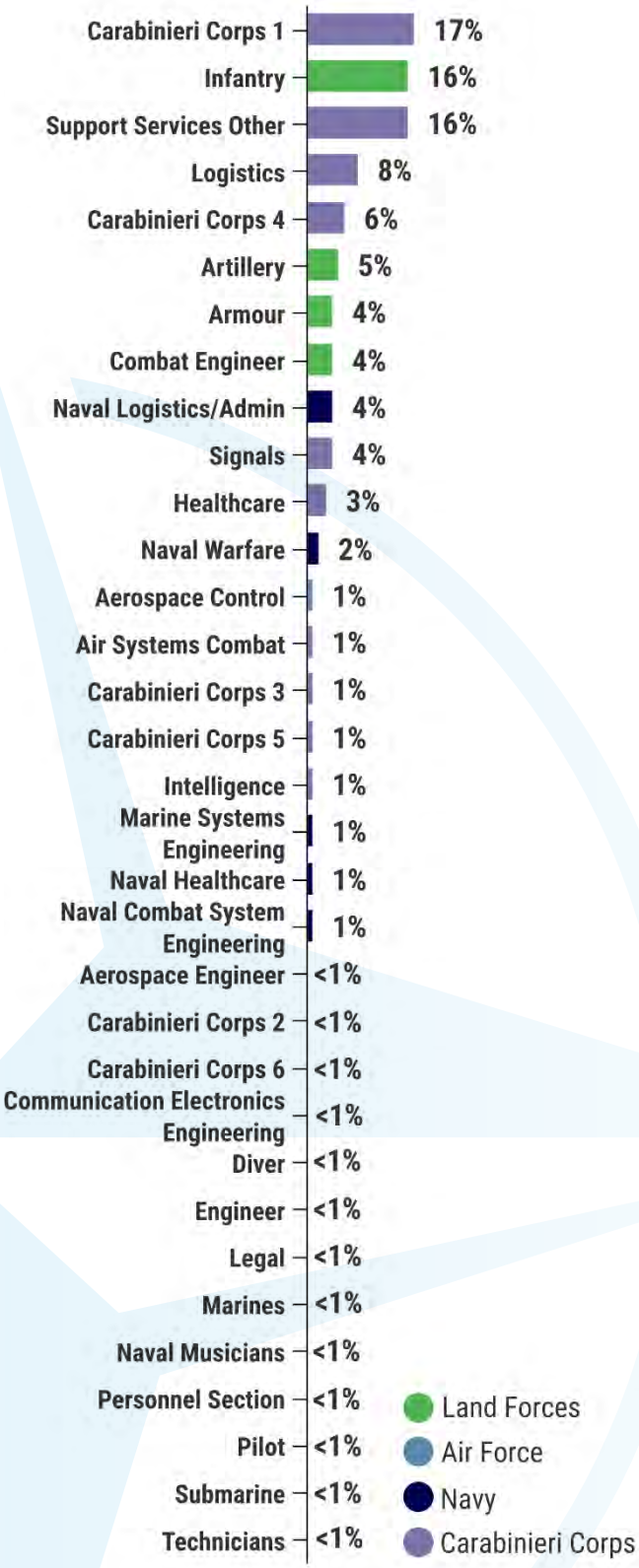


Figure 9: Distribution of Women by Military Occupation in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the IAF.

Figure 9 highlights the distribution of women by military occupation.

In 2019, the majority of women served in the Carabinieri Corps 1: Territorial. Changes in the distribution across military ocupations cannot be analysed in this report since sex-disaggregated data was reported for the first time in 2019.

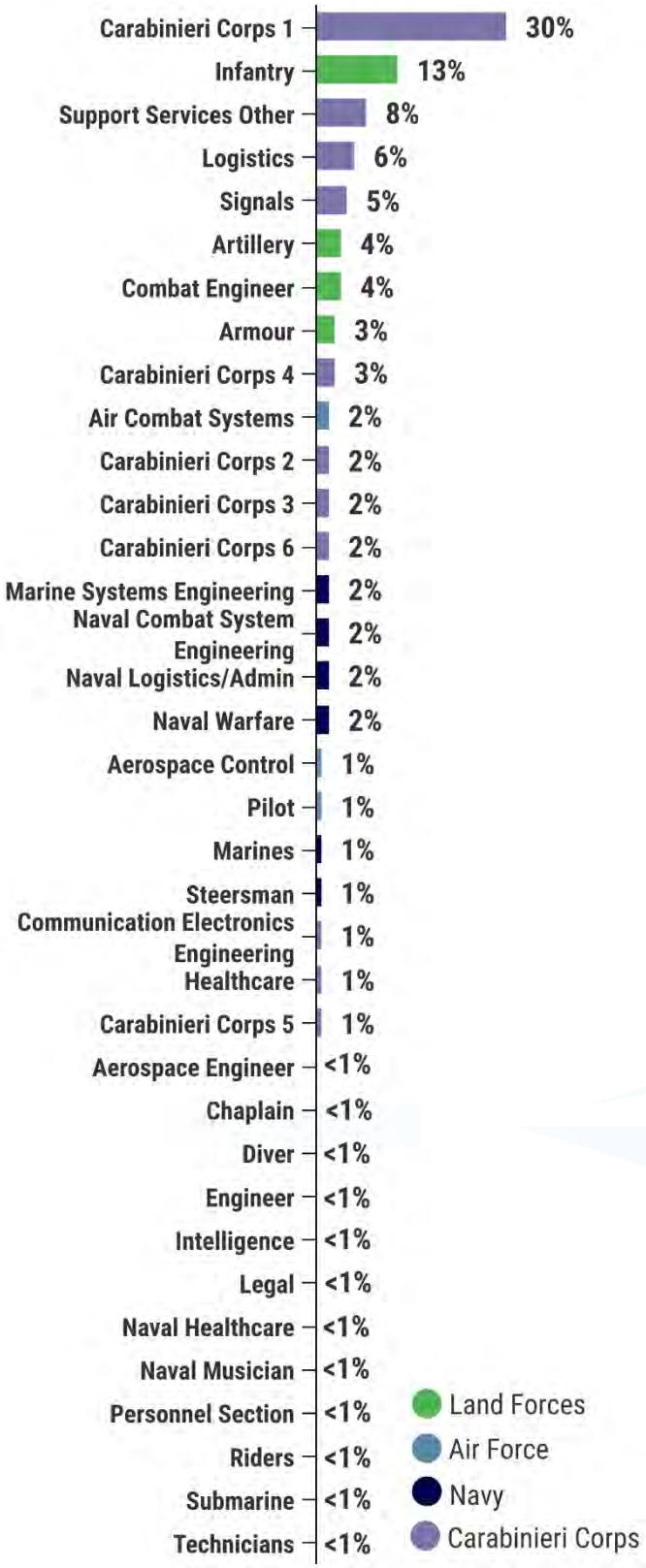


Figure 10: Distribution of Men by Military Occupation in 2019

Figure 10 highlights the distribution of men by military occupation.

In 2019, the majority of men served in the Carabinieri Corps 1: Territorial. Notably, the top four military occupations for men were the same for women: Carabinieri Corps 1, Infantry, Support Service Other and Logistics.

Changes in the distribution across military ocupations cannot be analysed in this report since sex-disaggregated data was reported for the first time in 2019.

The IAF reported deploying women and men to UN, EU and NATO operations in 2019. Details on those operations were not provided. As shown in *Figure 11*, the overall representation of women and men engaged in All Operations in 2019 remained relatively the same from 2018 to 2019. Across military components engaged in All Operations, *Figure 12* highlights that the representation of Air Force women decreased by **33%** (from 3% to 2%) in 2019, whilst the representation of Air Force men increased by **1%** (from 97% to 98%).

The representation of women and men across the remaining military components remained relatively the same in 2019.

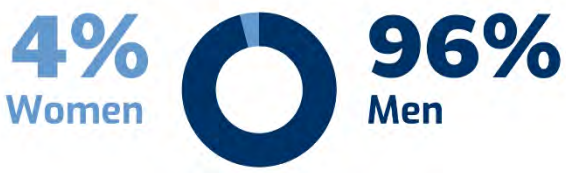


Figure 11: Overall Percentage of Full-Time Women and Men Engaged in All Operations in 2019

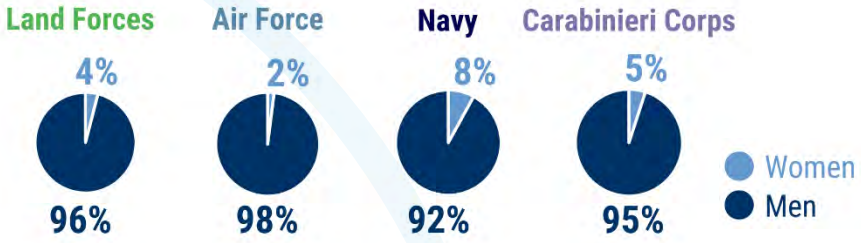


Figure 12: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

As illustrated in *Figure 13*, the overall representation of women and men engaged in NATO Operations remained relatively the same from 2018 to 2019. Across military components engaged in NATO Operations in 2019, *Figure 14* indicates that the representation of Air Force women decreased by **33%** (from 3% to 2%), whilst the representation of Air Force men increased by **1%** (from 97% to 98%).

The representation of women and men across the remaining military components remained relatively the same.

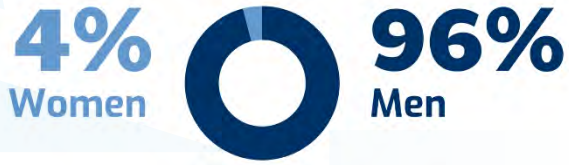


Figure 13: Overall Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

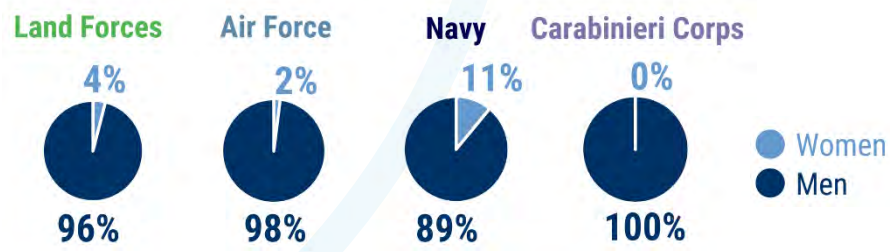


Figure 14: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

There are policies to support entry into the Reserves as a civilian employee. If civilian candidates have particular skills required by the armed forces, they can submit an application with a curriculum vitae (CV) for entry into the Reserves.

Additionally, Italy has a "Selected Reserve" for specialised civilian staff. Through this "Selected Reserve", women and men with specific professional qualifications and certifications can join the armed forces on the basis of upcoming needs, training and logistics.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies to compensate civilian employers that hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

There are no incentives or bonuses for civilian employees to enter the Reserve Forces.

Figure 15 highlights the 2019 percentage of women and men in the IAF's total Reserve Forces, comprising both Reserve and Selected Reserve Force. Compared to 2018, the representation of women and men in the total Reserve Forces remained approximately the same.

For accuracy, in 2019, the IAF reported separately and in more detail on the Selected Reserve Force. The Selected Reserve Force is composed of former Officers or civilian women and men with specific professional skills. Members of the Selected Reserve Force may be called into service for the IAF on special occasion and/or training and for a specific period.

Figures 16 and 17 indicate the 2019 percentage of Reserve women and men in the IAF's Selected Reserve, as well as by military component. Since the IAF reported data specific to the Selected Reserve for the first time in 2019, a data comparison to previous years cannot be made.

Notably, the representation of women and men in the Selected Reserve was higher compared to the representation of full-time military women and men in 2019. The Italian Reserve Forces do not have an Air Force component.



Figure 15: Percentage of Women and Men in the Total Italian Reserve Forces in 2019



Figure 16: Percentage of Women and Men in the Italian Selected Reserve Forces in 2019

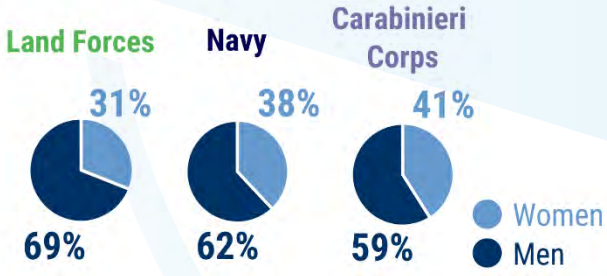


Figure 17: Percentage of Women and Men in the Italian Selected Reserve Forces in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Italian Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Physical fitness tests are the same. However, women and men are evaluated differently.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
The differences in enlistment requirements are related to physical characteristics between women and men. The Body Mass Index (BMI) for women is required to be between the values 18 and 28, whereas it is required to be between 20 and 28 for men.

The IAF do not have policies that promote the recruitment of women in the military.

Figures 18, 19 and 20 compare the representation of women and men amongst applicants, successful recruitment and completion of basic training.

Since 2018, the representation of women out of all candidates in 2019 changed in the following ways throughout the recruitment process:

- **-9%** of all applicants were women (from 23% to 21%)
- **-6%** of all successfully recruited were women (from 16% to 15%)

In comparison, the representation of men out of all candidates in 2019 changed in the following ways throughout the recruitment process:

- **+3%** of all applicants were men (from 77% to 79%)
- **+1%** of all successfully recruited were men (from 84% to 85%)

The representation of women and men recruits successfully completing basic training in 2019 remained the same compared to 2018.

Average Age of Enlistment

Women	21-25
Men	21-25

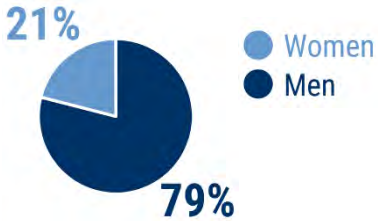


Figure 18: Percentage of Women and Men Applicants for Full-Time Service

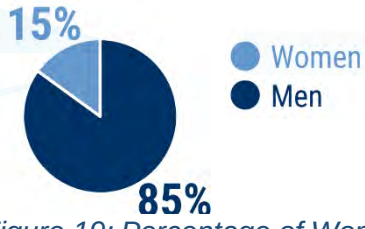


Figure 19: Percentage of Women and Men Successfully Recruited Out of All Applicants

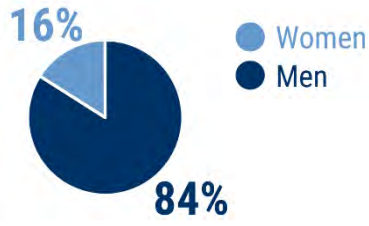


Figure 20: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Figures 21 and 22 highlight the success rates of women during the recruitment process to enter the IAF. Since 2018, the success rate of women in 2019 changed in the following ways across the recruitment process:

- **-14%** for women successfully recruited out of all women who applied (from 7% to 6%)
- **-22%** for women who successfully completed basic training out of all women who were recruited (from 97% to 76%)

Figures 23 and 24 highlight the success rates of men during the recruitment process. Since 2018, the success rate of men changed in 2019 in the following ways across the recruitment process:

- **-25%** for men successfully recruited out of all men who applied (from 12% to 9%)
- **-29%** for men who successfully completed basic training out of all men who were recruited (from 98% to 70%)

Overall these trends show that both women and men applicants have a low recruitment success rate in 2019. Additionally, the success rate of both women and men candidates decreased across all recruitment stages compared to 2018. Whilst men had a slightly higher success rate at being recruited in 2019, women had a slightly higher success rate at completing basic training.

Retention

The IAF do not have specific retention policies for women, nor is there a network that supports women in the military. The Land Forces, Air Force and Navy each have their own general retention policies. Details on these policies were not provided. The Carabinieri Corps have a retention policy that includes indefinite contracts for their personnel, with the exception of some roles.

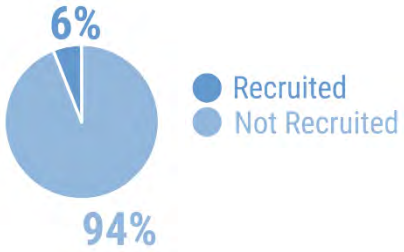


Figure 21: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

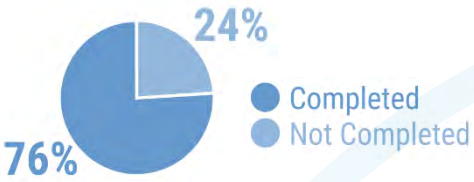


Figure 22: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 23: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

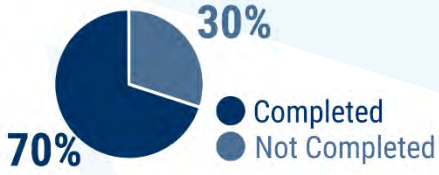


Figure 24: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

As shown in *Figure 25*, the overall representation of women in Other Ranks increased by **20%** (from 5% to 6%), whilst the overall representation of men decreased by **1%** (from 95% to 94%) from 2018 to 2019. *Figure 26* highlights that the overall representation of women and men in Officer Ranks remained relatively the same compared to the previous year. As illustrated in *Figures 27 and 28*, the representation of women in OF-6 and higher decreased by **100%** (from 1% to 0%) in 2019, whilst the representation of men increased by **1%** (from 99% to 100%). As a result, there was no representation of women in OF-6 and higher in 2019. However, the representation of women and men across all other military ranks remained relatively the same between 2018 and 2019.

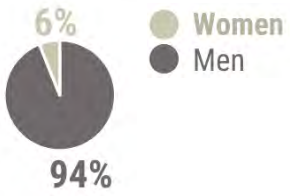


Figure 25: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

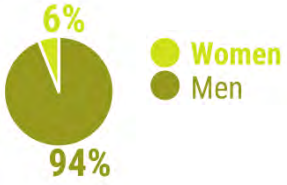


Figure 26: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

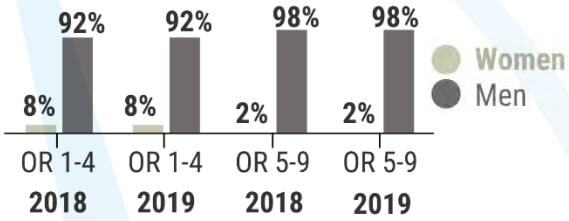


Figure 28: Percentage of Full-Time Women and Men in Other Ranks

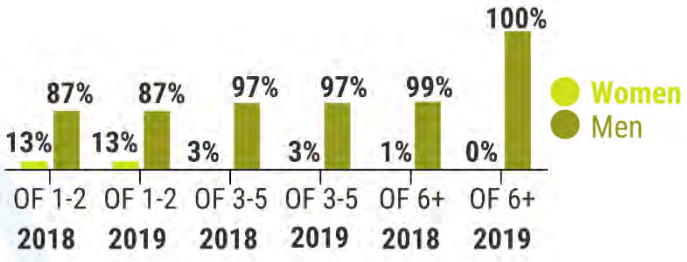


Figure 27: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned.

As outlined in *Figure 29*, the distribution of women indicates that the majority of women were in Other Ranks (**75%**) compared to Officer Ranks (**15%**) in 2019. Since 2018, the distribution of full-time military women has changed in the following ways across military ranks:

- **+1%** in OR 1-4 (from 74% to 75%)
- **-13%** in OF 1-2 (from 8% to 7%)
- **-100%** in OF-6 and higher (from 0.02% to 0%)

As highlighted in *Figure 30*, the distribution of men indicates that the majority of men were in Other Ranks (**91%**) compared to Officer Ranks (**9%**) in 2019. Since 2018, the distribution of full-time military men remained relatively the same across military ranks.

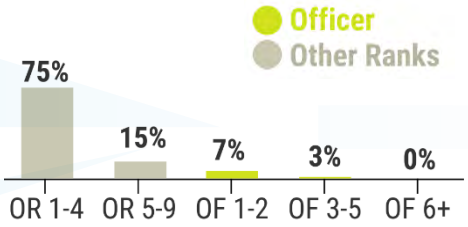


Figure 29: Distribution of Women by Military Ranks in 2019

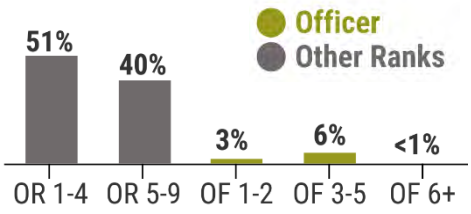


Figure 30: Distribution of Men by Military Ranks in 2019

Figure 31 compares the representation of military women and men who left the IAF in 2019.

In both 2018 and 2019, women represented **6%** of service members who left, whilst men represented **94%** of who left. The raw data indicates that less women and men left in 2019 compared to the previous year.

The table to the right demonstrates the main reasons for women and men leaving the IAF in 2019. The reasons were the same for both women and men, with the exception of pursuing a different career and/or educational opportunity.

In comparison, retirement was a main reason for men leaving the military in 2018. Whereas in 2019, retirement was not a main reason for men or women leaving the military.



Figure 31: Representation of Women and Men Who Left the Military in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death	☑	☑
Dismissed Due to Poor Performance or Disciplinary Offences	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Injury	☑	☑
Personal Undisclosed Reasons	☑	☑
Pursue a Different Career and/or Educational Opportunity	☐	☑

Military Equipment, Facilities and Uniforms

The IAF have not adapted military equipment for both women and men.

However, since the Italian MoD started female enrolment in 2000, the Land Forces launched a programme that aimed to adapt its military facilities for both women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	20
Paternity Leave	20
Parental Leave	40

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Parental Rights

Administrative and/or Medical Support Systems

Support is given through the following measures:

- Pregnancy and parental leaves;
- Breastfeeding breaks;
- Breaks to assist ill children;
- Exception from assignments to specific duties and deployments; and
- Possibility of temporary deployment to the residence of the service member's child.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

The Army Directive P001 supports single parents with children under three years and dual service parents. Military personnel can apply for leave in the following cases:

- To assist elderly or sick family members;
- To pursue studies; and
- For the cases of marriage, pregnancy, or political mandate.

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

Dual service couples, serving within one administration, are exempt from overlapping their working shifts until their children reach the age of six.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Parents can apply for exemption from night-time duties and 24-hour duties until their children reach the age of three.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

In 2019, the average ages for women and men in the IAF remained unchanged compared to 2018.

Overall, trends indicate that men in the IAF tend to be older than women.

Average Age

	Women	Men
All Military Personnel	**35**	**45**
NCOs	**35**	**46**
Officers	**34**	**43**
Deployed Personnel	**34**	**45**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☐

Strategies and/or Policies for Prevention

The IAF have established prevention programmes and control at all levels. An observation point for the Italian Navy has been established to monitor and prevent cases of sexual harassment and sexual abuse.

Programmes and/or Training for Prevention

At the Carabinieri Schools, Human Rights lessons address sexual harassment, abuse and assault. Furthermore, these topics are included in a two-week course organised at the Advanced Institute for Investigation Techniques (ISTI) in Velletri near Rome. This course teaches students the appropriate countermeasures to address crimes such as stalking or sexual harassment.

Formal Procedures in Place For Reporting an Incident

The IAF have commanders at all levels who report all complaints received by the staff to initiate the subsequent penal and/or disciplinary actions. Furthermore, formal procedures for reporting are in place. In particular, the Command under which the case occurred must inform the judicial authorities and the upper Command as soon as possible. Within thirty days, the Command must send a report of the incident.

Reported Incidents in the National Armed Forces in 2019

The IAF outlined that 8 incidents of unwanted behaviour were reported by women in 2019, which were identified as sexual harassment. According to the IAF, this unwanted sexual behaviour was conducted to violate the dignity of a person and to create an intimidating, hostile, degrading, humiliating and offensive atmosphere.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment
- Gender in Terrorism

NATO-Certified Gender Education and Training Products Used in 2019

Gender Advisor Course Gender Focal Point Training Key Leader Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 7 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. International Law, International Humanitarian Law and Law of Armed Conflicts, Gender Awareness and Implementation of UNSCR 1325 and Related Resolutions

Description

Principal topics include the Protection of Civilians, responsibilities, war crimes, the Geneva Conventions and their Additional Protocols, the Hague Convention and the International Criminal Court. Other topics include UNSCRs 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242 and 2276.

Target: OR 1-9 and OF 1-6 and higher
Phase: Standard National Training

2. Gender Advisor Course

Description

The course aims to enable Italian Officers to become the Commanders' Gender Advisors on the implementation of gender perspective in operations to include the following topics:

- UNSCRs on WPS;
- The BI-Strategic Command Directive (BI-SCD) 40-1: Integrating UNSCR 1325 and gender perspective into the NATO command structure;
- Gender terms and definitions;
- Human rights;
- Integrating gender perspective on tactical, strategic and operational levels;
- Gender analysis;
- Gender-based violence;
- Disarmament, Demobilisation and Reintegration (DDR) processes and gender; and
- Child Protection.

GENADs receive specific training during pre-deployment exercises and activities, such as Command Post exercises. Furthermore, GENADs actively engage with the staff and the Commander on gender-related topics, as well as contribute to planning documents with the "Gender Annex YY".

Target: OR 1-9 and OF 1-5
Phase: Standard National Training

3. Gender Matter Focal Point Course

Description

The course is addressed to Non-Commissioned Officers (NCOs). It aims to deepen knowledge about gender-related topics, international cooperation, the implementation of UNSCR 1325 and related Resolutions, as well as NATO references and the Italian NAP for implementing UNSCR 1325.

Target: OR 1-9
Phase: Standard National Training and Pre-deployment Training

National Gender Perspective Related Education/Training Programmes

4. Female Engagement Team (FET) Course

Description

The course aims to train the female personnel of appointed FETs who operate at the tactical level in missions abroad or at home. FETs are trained to support the Commander's staff in the planning and implementation of national and NATO-led exercises. A particular focus is the comprehensive engagement strategy with the local population, primarily with women and children.

Target: OR 1-9 and OF 1-2
Phase: Standard National Training and Pre-deployment Training

5. NATO Engagement in Gender Perspective Course (for female personnel)

Description

This course helps develop the capability of understanding the social context and societal gender roles, with a specific focus on the Middle East. Furthermore, the participants learn about approaching specific audiences in an effective manner by using communication techniques.

Target: OR 5-9 and OF 1-5
Phase: Standard National Training

6. Lectures/Seminars on UNSCR 1325 and Related Resolutions, and on the Implementation of Gender Perspectives into Military Operations

Description

The programme offers a brief overview of UNSCR 1325, the NATO BI-SC 40-1, key terms and definitions related to gender topics and how gender perspective is integrated within NATO. A specific emphasis is placed on the importance of how gender perspective contributes to strengthening the efficiency and effectiveness of military operations and how they must be applied both within the force and in the field. The programme ends with an explanation of NATO's Code of Conduct, why it must be followed and the reasons behind its development.

Target: OR 1-9 and OF 1-6 and higher
Phase: Standard National Training

7. Awareness on the Implementation of UNSCR 1325 and Related Resolutions and of the NATO BI-SC Directive 40-01

Description

This course provides awareness and discussion on UNSCR 1325 and related Resolutions, the implementation of gender perspective in military operations, as well as the roles of GENADs and GFPs.

Target: OF 3-6 and higher
Phase: Pre-deployment Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the IAF had the following number of GENADs and GFPs:

- One NATO-Certified GENAD at the General Staff;
- 13 NATO-Certified GENADs in the National Armed Forces;
- 142 non-NATO Certified GENADs in the National Armed Forces;
- Five NATO-Certified GFPs in the National Armed Forces; and
- 80 non-NATO Certified GFPs in the National Armed Forces.

In 2019, the following number of of GENADs and GFPs was trained:

- Three GENADs were trained at the Nordic Centre for Gender in Military Operations (NCGM);
- 42 GENADs received training from national programmes;
- Five GENADs were trained at the European Security and Defence College (ESDC);
- Five GFPs were trained at the NCGM; and
- 42 GFPs received training from national programmes.

In 2019, Italy deployed four non-NATO Certified GENADs. Over the years, 8 GENADs were deployed.

Additional Information Relevant to the Integration of Gender Perspective in the Armed Forces

The training of military personnel in the Army encompasses the following:

- International humanitarian law at all levels, focusing on the protection of women in armed conflict as part of pre-deployment training;
- Gender training for personnel to be employed as staff member in International Missions or within International Organisations;
- Gender awareness sessions within Battalion, Regiment and Brigade Commanders Courses; and
- Gender experimental awareness sessions in military schools for Officers, NCOs and graduates.

Furthermore, in order to satisfy particular gender-related pre-deployment training needs, qualified GENADs from the General Army Staff perform 'door to door' training at the Brigade/Division HQ level.

The training of personnel in the Carabinieri Corps was improved by several developments. A special Unit was created at the 'Raggruppamento Carabinieri Investigazioni Scientifiche', which aims to prevent stalking. Organised courses are available for policemen at the Centre of Excellence for Stability Police Units (CoESPU) of Vicenza, which prepare police personnel for deployment on peacekeeping operations. Since 2014, Italy has a new course on Gender Protection in Peace Support Operations at CoESPU, which focuses on the contents of the UNSCR 1325.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

Italy increased the number of employees in the Equal Opportunities and Gender Perspective section among the Defence General Staff. Furthermore, Italy established a full-time GENAD position in the Italian mission in Lebanon (LEONTE mission) inside the Commander Special Group.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

The IAF continued to develop the Equal Opportunities and Gender Perspective section in order to pursue an inclusive and respectful working environment in the military.

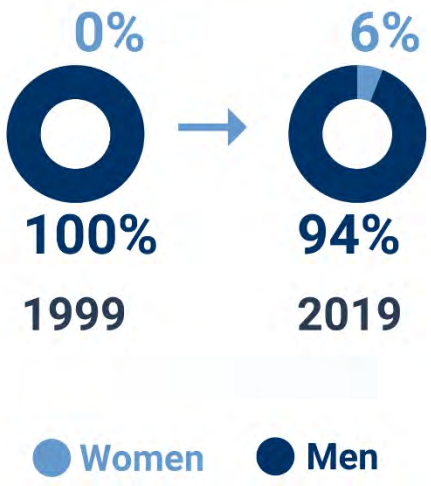
D **MC recognises the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the GENDER Advisor should be positioned to have direct access to the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

Actions Taken

The IAF recognise the importance and the role of the GENAD and GFP in every Italian led- Operation, positioning the GENAD inside the Command Group. Furthermore, the Joint Operations Headquarters develop every operation by integrating gender perspective from the planning to the execution.

SUMMARY

Percentage of Women and Men in the Full-time Italian Armed Forces



2018	2019
5% Representation of women in full-time armed forces	6% Representation of women in full-time armed forces
7% Representation of women in Land Forces	8% Representation of women in Land Forces
4% Representation of women in the Carabinieri Corp	5% Representation of women in the Carabinieri Corp
0% Representation of women amongst divers	1% Representation of women amongst divers
4% Representation of women amongst engineers	8% Representation of women amongst engineers
8% Representation of women in OF-6 and higher	13% Representation of women in OF-6 and higher

Republic of Latvia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

During 2019, the Latvian Armed Forces (LAF) did not enforce specific policies or legislation related to integrating gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The LAF did not have a military entity that oversees gender perspective.

As shown in *Figure 1*, the representation of women was **16%**. Since 2018, the representation of women in the full-time LAF increased by **7%** (from 15% to 16%) from 2018 to 2019.

Whilst the representation of women continues to increase gradually, women represent approximately **1.5** out of every 10 military personnel on average in the LAF. In contrast, men represent **8.5** out of every 10 military personnel.

As illustrated in *Figure 2*, women notably had a higher representation in the Air Force compared to the Land Forces and the Navy in 2019.

Since 2018, the representation of women in the Navy increased by **9%** (from 11% to 12%), whilst the representation of men decreased by **1%** (from 89% to 88%).

Whereas, the representation of women and men in Land and Air Forces have remained relatively the same since 2018.



Figure 1: Percentage of Women and Men in the Full-Time Latvian Armed Forces in 2019

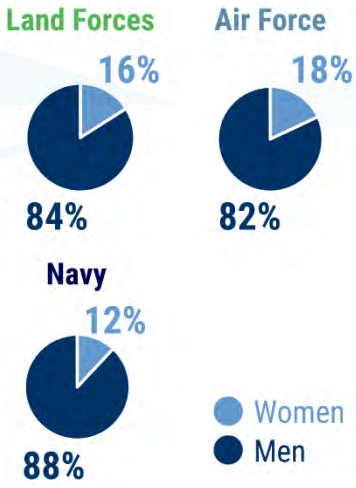


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across the LAF.

As illustrated in *Figure 3*, most military women served in the Land Forces, whilst the least amount of military women served in the Navy in 2019. Since 2018, the distribution of women changed in the following ways:

- **+17%** in the Navy (from 6% to 7%)
- **-1%** in Land Forces (from 85% to 84%)

As highlighted in *Figure 4*, most military men served in the Land Forces, whilst the least number of military men served in the Air Force in 2019. Since 2018, the distribution of men changed in the following ways:

- **+14%** in Air Force (from 7% to 8%)
- **-1%** in Land Forces (from 84% to 83%)

As shown in *Figure 5*, the representation of military women in 2019 changed in the following ways across military occupations from 2018 to 2019:

- **-33%** in armour (from 3% to 2%)
- **+100%** in artillery (from 6% to 12%)
- **+450%** in infantry (from 2% to 11%)
- **+25%** in aerospace engineer (from 12% to 15%)
- **-70%** in air combat systems (from 33% to 10%)
- **+50%** in naval combat system engineering (from 4% to 6%)
- **+20%** in naval warfare (from 5% to 6%)
- **-100%** in marine systems engineering (from 33% to 0%)

Since 2018, the representation of military men in 2019 changed in the following ways across military occupations:

- **+1%** in armour (from 97% to 98%)
- **-6%** in artillery (from 94% to 88%)
- **-9%** in infantry (from 98% to 89%)
  -3% in aerospace engineer (from 88% to 85%)
- **+30%** in air combat systems (from 69% to 90%)
- **-2%** in naval combat system engineering (from 96% to 94%)
- **-1%** in naval warfare (from 95% to 94%)
- **+45%** in marine systems engineering (from 69% to 10%)

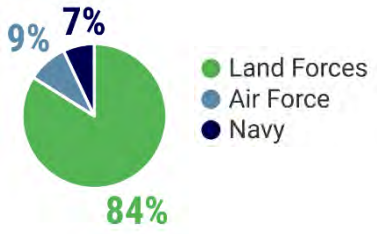


Figure 3: Distribution of Women by Military Component in 2019

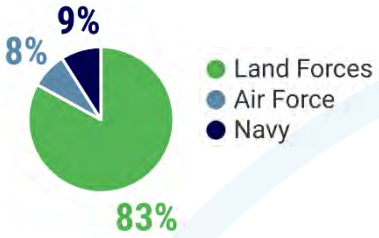


Figure 4: Distribution of Men by Military Component in 2019

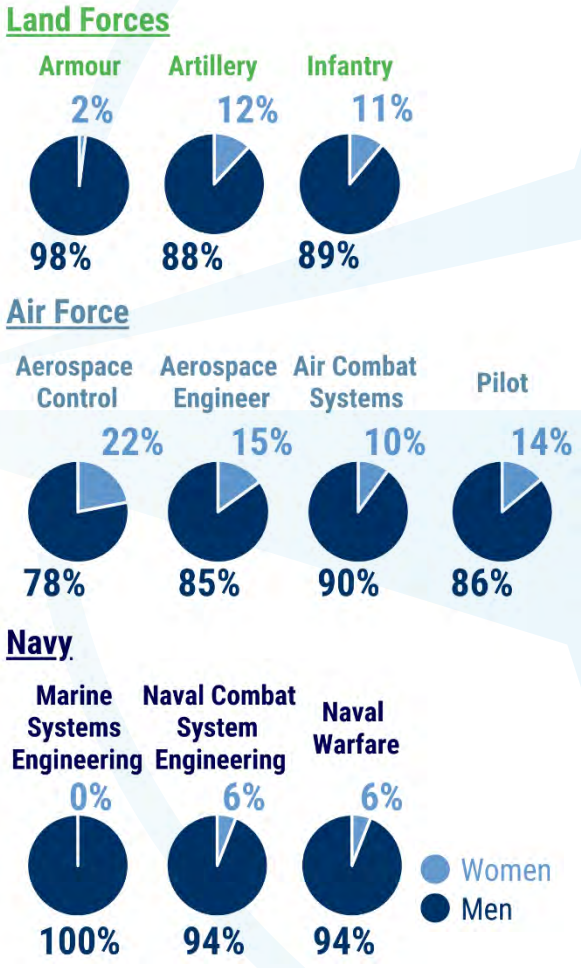


Figure 5: Percentage of Women and Men by Military Occupation in Land Forces, the Air Force and the Navy in 2019

As illustrated in *Figure 6*, the representation of military women in 2019 changed in the following ways across military occupations in Support Services from 2018 to 2019:

- **+11 percentage points** in chaplains (from 0% to 11%)
- **+25%** in engineers (from 4% to 5%)
- **+4%** in health care (from 82% to 85%)
- **+19%** in legal (from 59% to 70%)
- **+133%** in military police (from 3% to 7%)
- **+23%** in signal (from 13% to 16%)
- **-25%** in intelligence (from 8% to 6%)
- **-13%** in logistics (from 39% to 34%)
- **-29%** in training development (from 21% to 15%)

Notably, the LAF did not have women in chaplain positions in 2018 but gained women in chaplain positions in 2019. Additionally, the legal section experienced a significant increase in the representation of women. Like many other national forces, the LAF's legal section represents a small percentage of the overall forces. Therefore, slight changes in legal personnel can have significant impact on the gender balance.

Since 2018, the representation of military men in 2019 changed in the following ways across military occupations in Support Services:

- **-11%** in chaplains (from 100% to 89%)
- **-1%** in engineers (from 96% to 95%)
- **-17%** in health care (from 18% to 15%)
- **-27%** in legal (from 41% to 30%)
- **-4%** in military police (from 97% to 93%)
- **-3%** in signal (from 87% to 84%)
- **+2%** in intelligence (from 92% to 94%)
- **+8%** in logistics (from 61% to 66%)
- **+8%** in training development (from 79% to 85%)

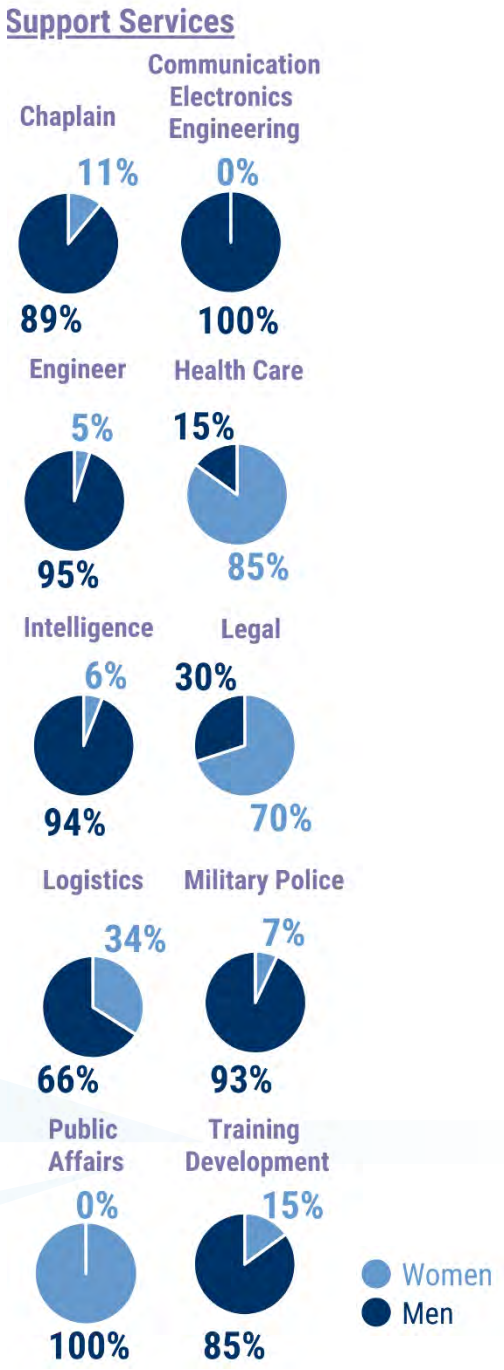


Figure 6: Percentage of Women and Men by Military Occupation in Support Services in 2019

Figure 7 ranks military occupations for full-time women and men based on their representation.

In 2019, military women had the highest representation in public affairs and health care, whilst military men had the highest representation in communication electronics engineering and marine systems engineering. Notably, the following four military occupations have a significantly higher representation of women compared to men: public affairs, health care, legal and personnel section.

In 2019, the LAF reported the representation of women and men in public affairs for the first time. Men did not have representation in public affairs, resulting in women having the highest representation in public affairs.

In contrast, the representation of women significantly decreased in marine systems engineering compared to the previous year, shifting this military occupation from the fifth highest representation of women to zero representation of women.

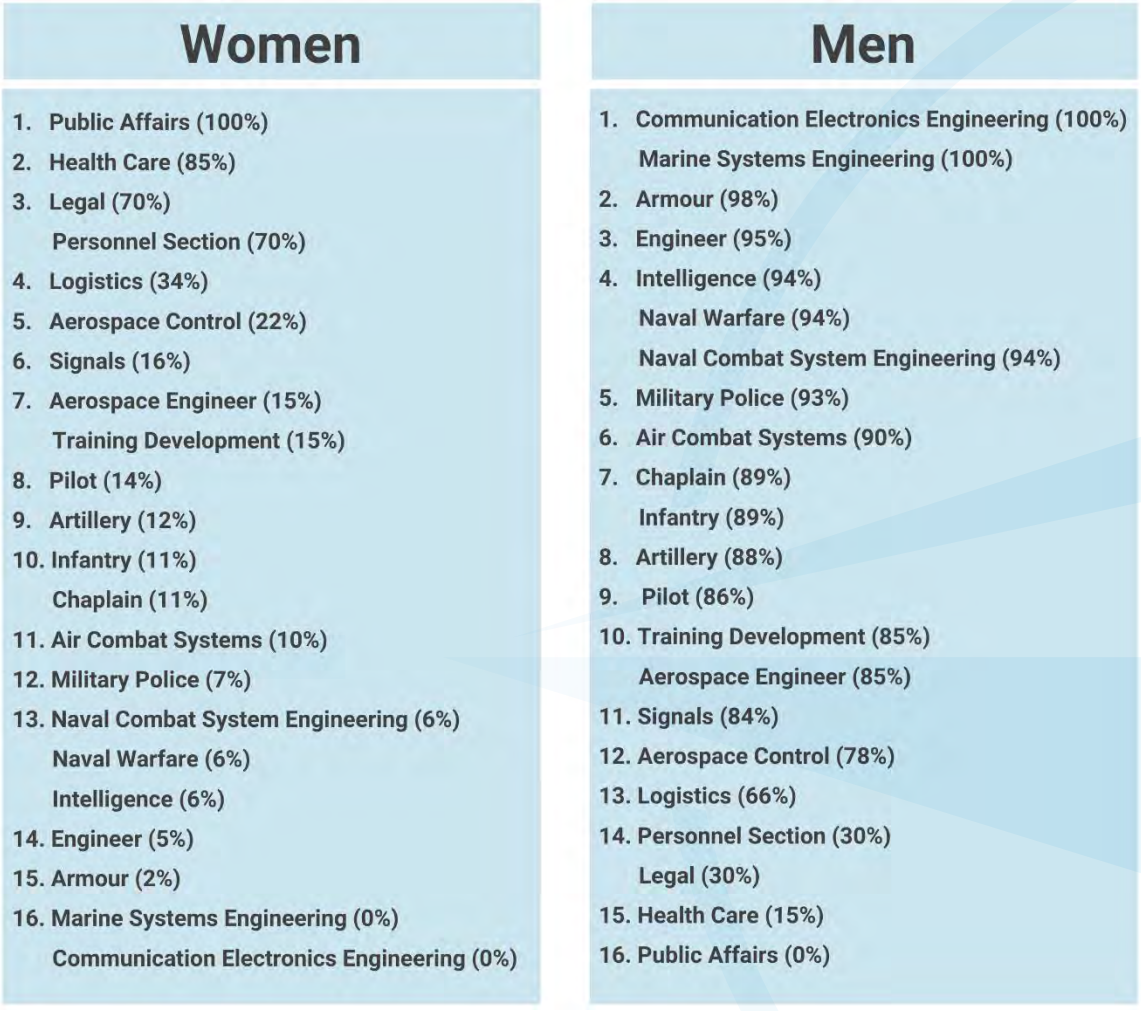


Figure 7: Ranking of Women and Men by their Representation in Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the LAF.

Figure 8 highlights the distribution of women by military occupation.

In 2019, the majority of women were in the infantry. Since 2018, the distribution of women changed in the following ways across military occupations:

- **+1033%** in infantry (from 3% to 34%)
- **+400%** in artillery (from 1% to 5%)
- **+50%** in intelligence (from 2% to 3%)
- **+100%** in military police (from 1% to 2%)
- **-53%** in personnel section (from 19% to 9%)
- **-42%** in health care (from 19% to 11%)
- **-70%** in training development (from 10% to 3%)
- **-21%** in logistics (from 24% to 19%)
- **-40%** in legal (from 5% to 3%)
- **-29%** in signals (from 7% to 5%)
- **-67%** in naval warfare (from 3% to 1%)
- **-33%** in aerospace control (from 3% to 2%)

Since 2018, the most significant shift in the distribution of women is that more women were serving in the infantry compared to logistics and health care. The 2019 raw data shows that the number of women in health care slightly increased, whilst the number of women in personnel sections slightly decreased compared to 2018.

The major shifts in distribution in 2019 were largely due to significant increases in the number of women across particular military occupations. In comparison to 2018, there were approximately **22** times the number of women in the infantry, **13.5** times the number of women in artillery, **2.5** times the number of women in intelligence, **2.5** times the number of women in military police and **1.5** times the number of women in logistics.

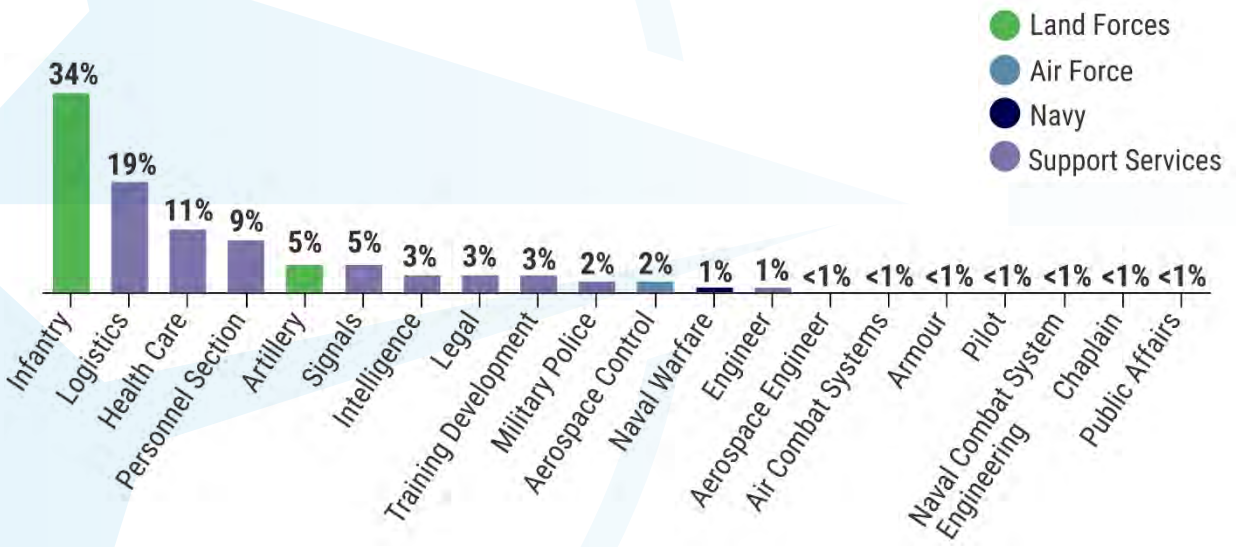


Figure 8: Distribution of Women by Military Occupation in 2019

Figure 9 highlights the distribution of men by military occupation.

In 2019, the majority of men were in the infantry. Since 2018, the distribution of men changed in the following ways across military occupations:

- **+96%** in infantry (from 25% to 49%)
- **+250%** in artillery (from 2% to 7%)
- **+60%** in intelligence (from 5% to 8%)
- **-64%** in naval warfare (from 11% to 4%)
- **-55%** in military police (from 11% to 5%)
- **-55%** in signals (from 11% to 5%)
- **-63%** in training development (from 8% to 3%)
- **-29%** in engineer (from 7% to 5%)
- **-50%** in aerospace control (from 2% to 1%)
- **-13%** in logistics (from 8% to 7%)

Notably in 2019, intelligence and artillery shifted to the second and third highest distribution of men. Whereas in 2018, the following three military occupations equally represented the second highest distribution of men: naval warfare (11%), military police (11%) and signals (11%).

Similar to women, the 2019 raw data indicates that there were significant increases in the number of men across particular military occupations. Compared to 2018, there were approximately **6.5** times the number of men in the artillery, **4.5** times the number of men in the infantry, **3.5** times the number of men in intelligence, **2.5** times the number of men in armour and **2** times the number of men in logistics.

Additionally, men were less distributed throughout the support services than women in 2019.

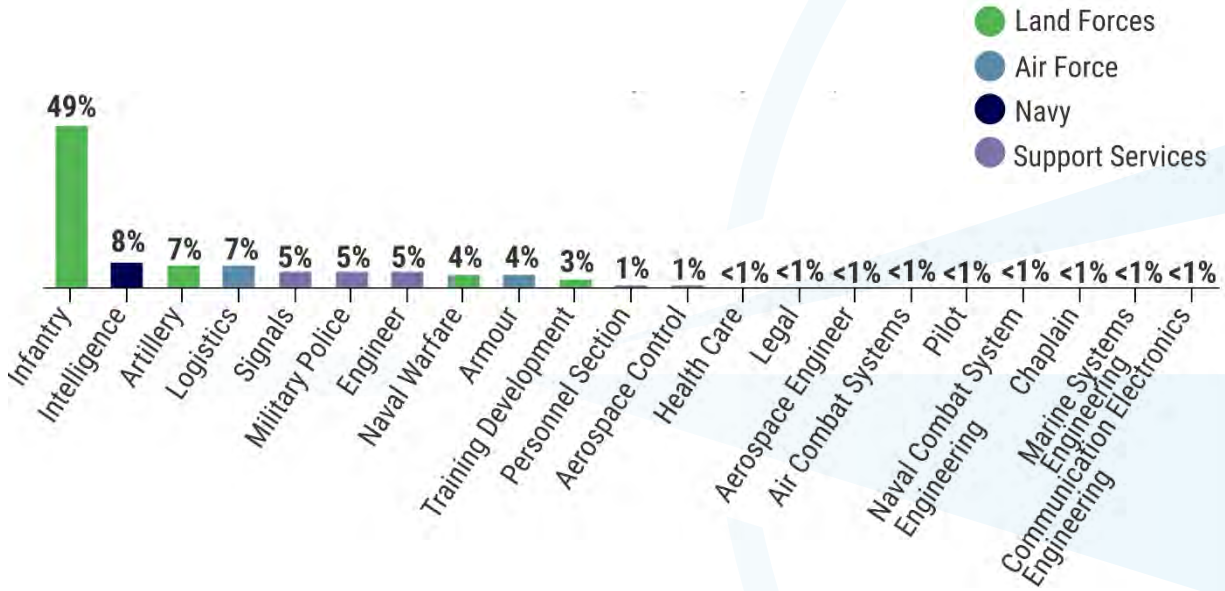


Figure 9: Distribution of Men by Military Occupation in 2019

As shown in *Figure 10*, the overall representation of women engaged in All Operations decreased by **20%** (from 5% to 4%) from 2018 to 2019, whilst the representation of men increased by **1%** (from 95% to 96%). Whereas in 2019, both women in the Officer and Other Ranks engaged in All Operations, whilst in 2018 only women in Other Ranks engaged in All Operations.

Subsequently in both 2018 and 2019, women in the Air Force were not engaged in All Operations. As highlighted in *Figure 11*, the representation of women changed in the following ways across military components engaged in All Operations from 2018 to 2019:

- **-20%** in Land Forces (from 5% to 4%)
- **+33 percentage points** in Navy Forces (from 0% to 33%)

Of note, the LAF have reached 33% representation of women in the Navy. Therefore, **1** out of 3 LAF military components in All Operations has exceeded the UN target (15%) in 2019.

Since 2018, the representation of men in 2019 changed in the following ways across military components engaged in All Operations:

- **+1%** in Land Forces (from 95% to 96%)
- **-33%** in Navy Forces (from 100% to 67%)

As illustrated in *Figure 12*, the overall representation of women engaged in NATO Operations decreased by **74%** (from 7% to 2%) from 2018 to 2019, whilst the representation of men increased by **5%** (from 93% to 98%).

Similarly indicated in *Figure 13*, the representation of women in Land Forces engaged in NATO operations decreased by **74%** (from 7% to 2%) in 2019, whilst the representation of men increased by **5%** (from 93% to 98%). Women in the Air Forces were not represented in NATO Operations in both 2018 and 2019. The LAF's Navy were not engaged in NATO Operations in 2019.



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

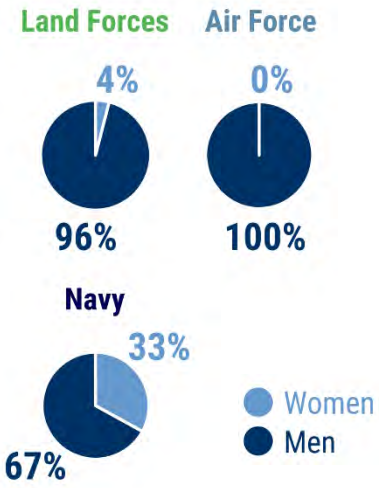


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

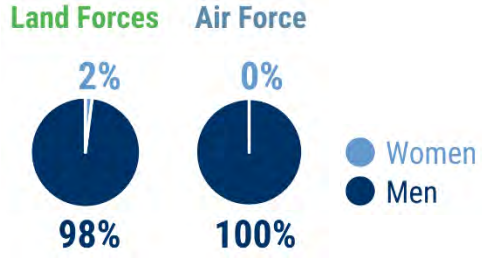


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The LAF did not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The LAF did not have policies to compensate civilian employers of Reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The LAF did not offer incentives or bonuses for civilians to enter the Reserve Forces.

As highlighted in *Figure 14*, the LAF's representation of Reserve women was above the NATO Member average (12%) in 2019. Since 2018, the representation of Reserve women decreased by **7%** (from 14% to 13%), whilst the representation of Reserve men increased by **1%** (from 86% to 87%). The representation of Reserve women was 3% less than the representation of full-time military women in 2019.



Figure 14: Percentage of Women and Men in the Reserve Forces in 2019

Figure 15 illustrates that the representation of Reserve women changed in the following ways across military components from 2018 to 2019:

- **-7%** in Land Forces (from 14% to 13%)
- **+9%** in the Navy (from 11% to 12%)

Since 2018, the representation of Reserve men changed in the follow ways across military components:

- **+1%** in Land Forces (from 86% to 87%)
- **-1%** in the Navy (from 89% to 88%)

The representation of Reserve women (11%) and men (89%) in the Air Force remained approximately the same in both 2018 and 2019.

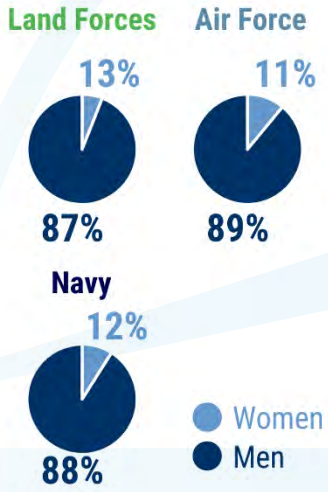


Figure 15: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Latvian Armed Forces

Different for women and men for the physical fitness test

Enlistment Requirements for the Physical Fitness Test

Different for women and men

- Running distance for women is 1.5 kilometres
- Running distance for men is 3 kilometres

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men

The LAF reported that there are no policies that promote the recruitment of women in the military.

Figures 16, 17 and 18 illustrate how the representation of women changed in the following ways throughout the recruitment process from 2018 to 2019:

- **-47%** of all applicants were women (from 34% to 18%)
- **-42%** of all successfully recruited were women (from 31% to 18%)
- **+31%** of all recruits successfully completing basic training were women (from 13% to 17%)

Since 2018, the representation of men changed in the following ways throughout the recruitment process:

- **+24%** of all applicants were men (from 66% to 82%)
- **+19%** of all successfully recruited were men (from 69% to 82%)
- **+5%** of all recruits successfully completing basic training were men (from 87% to 83%)

The decrease in the representation of women out of all recruits in 2019 is largely due to the significant increase of men applying, as well as a change in success rates for both women and men.

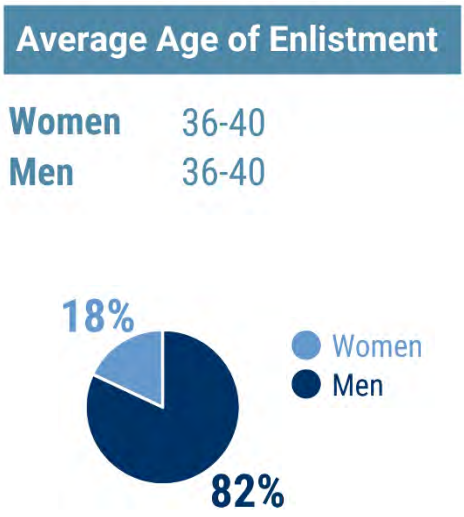


Figure 16: Percentage of Women and Men Applicants for Full-Time Service in 2019

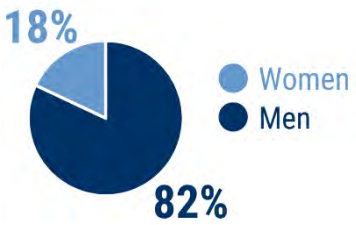


Figure 17: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

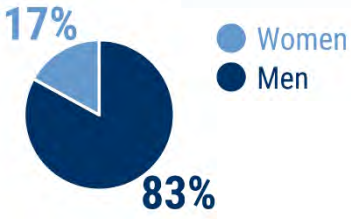


Figure 18: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Overall, these trends show that women and men have similar success rates in the recruitment process. *Figures 19 and 20* indicate how the success rate of women has changed in the following ways across the recruitment process from 2018 to 2019:

- **-47%** of women were successfully recruited out of all women who applied (from 83% to 44%)
- **+65%** of women who successfully completed basic training out of all women who were recruited (31% to 51%)

Whilst the success rate for women being recruited significantly decreased, the success rate for women completing basic training out of all women significantly increased in 2019.

Figures 21 and 22 indicate how the success rate of men has changed in the following ways across the recruitment process from 2018 to 2019:

- **-52%** in men were successfully recruited out of all men who applied (from 94% to 45%)
- **-43%** of men who successfully completed basic training out of all men who were recruited (94% to 54%)

In 2019, raw data indicates that more women and men applied to the LAF compared to 2018. However, there were **2.5** times the number of men applicants in 2019 compared to 2018, whereas there were only **1.1** times the number of women applicants.

Since 2018, the notable changes in success rates for both women and men have significantly narrowed the gap between success rates of both genders in 2019.

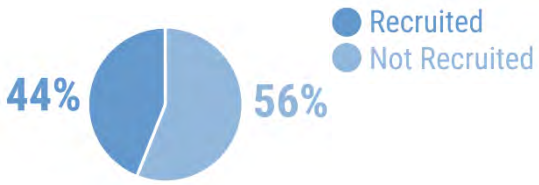


Figure 19: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

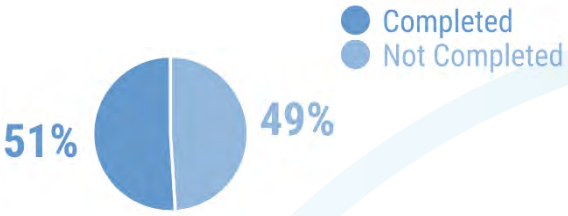


Figure 20: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 21: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

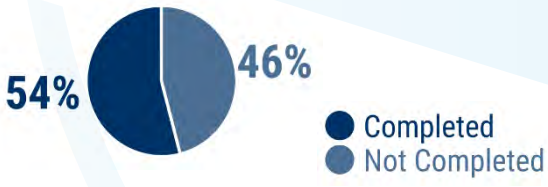


Figure 22: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The LAF have retention policies, but details on these policies were not reported. The LAF do not have specific retention policies for women, nor a network that supports women in the military.

Figures 23, 24, 25 and 26 indicate the overall percentage of full-time women and men in Officer Ranks and Other Ranks, as well as the percentages of junior and senior positions.

Since 2018, the representation of women and men across all Other Ranks remained approximately the same. However, the representation of women across all Officer Ranks in 2019 increased by **6%** (from 18% to 19%), whilst the representation of men decreased by **1%** (from 82% to 81%).

The representation of full-time women across military ranks remained the same for all ranks except for OR 5-9. Since 2018, the representation of women in OR 5-9 decreased by **5%** (from 22% to 21%), whilst the representation of men in OR 5-9 increased by **1%** (from 78% to 79%).

Whilst there are no women in OF-6 and higher ranks, the LAF are a young military that was established in 1991 when the Republic of Latvia's Independence was restored. Additionally, the first women to received basic officer education in the LAF's National Defence Academy in 1997 [1]. It can take many years for women and men to obtain an OF-6 and higher rank. Since 2015, the representation of women in OF 3-5 has increased by **2%** (from 11% to 13%) in 2019, which could reflect that military women are gradually progressing in Officer Ranks.

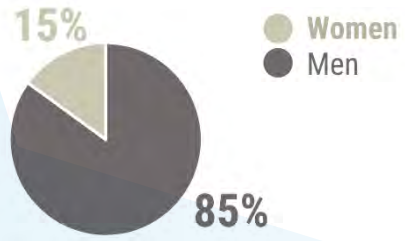


Figure 23: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

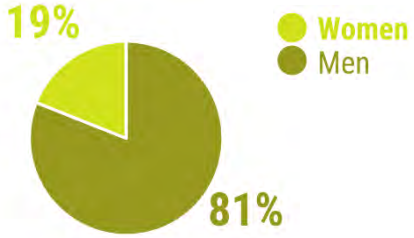


Figure 25: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

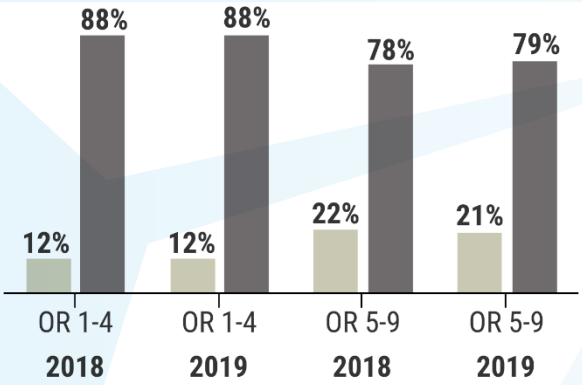


Figure 24: Percentage of Full-Time Women and Men in Other Ranks

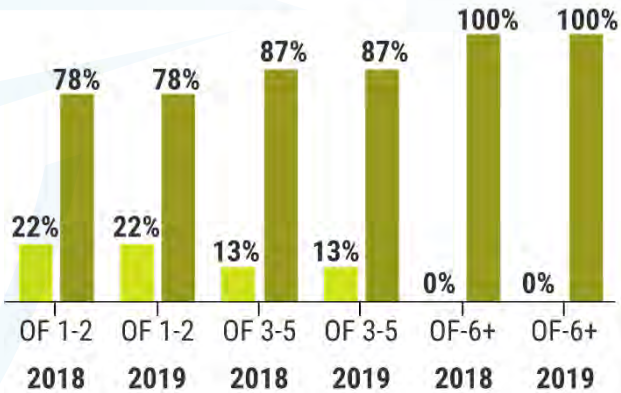


Figure 26: Percentage of Full-Time Women and Men in Officer Ranks

[1] Latvian National Report. Office on Women in the NATO Forces (OWINF), 2004.

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across all rank structures.

As highlighted in *Figure 27*, the distribution of women indicates that the majority of women were in Other Ranks (**79%**) compared to Officer Ranks (**21%**) in 2019. Since 2018, the distribution of full-time military women in military ranks changed in the following ways:

- **+2%** in OR 1-4 (from 46% to 47%)
- **-2%** in OR 5-9 (from 32.5% to 32%)
- **-3%** in OF 1-2 (from 16.5% to 16%)

The distribution of women in OF 3-5 remained approximately the same in 2019. Since 2018, the raw data indicates that the number of women increased across all ranks. However, there was a higher increase for women in OR 1-4 compared to other military ranks in 2019. This could be a factor in the changing distribution of women across military ranks.

As outlined in *Figure 28*, the distribution of men indicates that the majority of men were in Other Ranks (**84%**) compared to Officer Ranks (**16%**) in 2019. Since 2018, the distribution of full-time military men in military ranks changed in the following ways:

- **+10%** in OR 5-9 (from 21% to 23%)
- **-9%** in OF 1-2 (from 11% to 10%)
- **-14%** in OF 3-5 (from 7% to 6%)

The distribution of men in OR 1-4 and OF-6 and higher remained relatively the same.

As shown in *Figure 29*, **18%** of the total military members who left the LAF were women in 2019, whilst women represented **17%** of military members who left in 2018.

In 2019, the percentage of women who left the military is above the percentage of the representation of women in the full-time LAF (**16%**). Additionally, the raw data indicates that slightly more women left the military compared to the number of women who successfully completed basic training. Conversely, raw data indicates that the same number of men left the military compared to the number of men who successfully completed basic training in 2019.

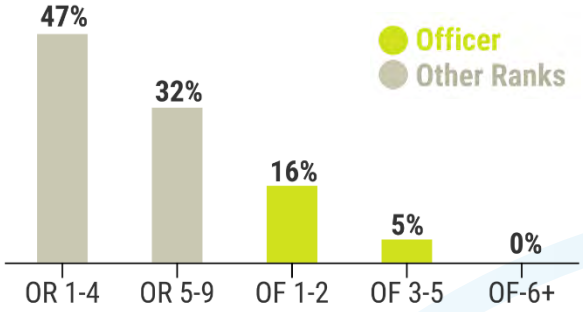


Figure 27: Distribution of Full-Time Women by Military Ranks in 2019

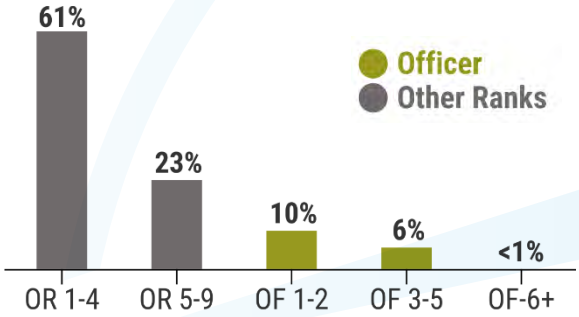


Figure 28: Distribution of Full-Time Men by Military Ranks in 2019

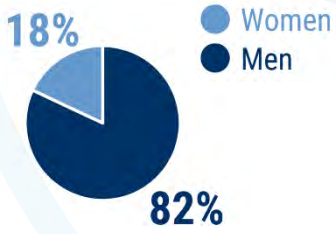


Figure 29: Percentage of Women and Men Who Left the Armed Forces in 2019

The table to the right demonstrates the main reasons for women and men leaving the LAF in 2019, which were the same for both women and men. Since 2018, there have been no changes to the main reasons women and men leave the military.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Dissatisfaction with Military Salaries	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment and facilities have not been adapted for women and men.

	Yes	No
Service Uniform	☐	☑
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System (regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	2
Parental Leave	18

*Parental leave is transferable between parents

Part-time Employment Options

	Yes	No
Child Care	☑	☐
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel (e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples (e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

☑ Breastfeeding breaks

Average Age of Military Personnel

Overall, the LAF have a slightly older national armed force in 2019 compared to 2018. Since 2018, average age changed for women in the following ways:

- +2 years amongst All Military Personnel (from 34 to 36)
- +1 year amongst Non-Commissioned Officers (NCOs) (from 39 to 40)
- +1 year amongst Officers (from 36 to 37)
- +2 years amongst Deployed Personnel (from from 34 to 36)

Average age changed for men in the following way:

- +4 years amongst All Military Personnel (from 32 to 36)

Average Age

	Women	Men
All Military Personnel	36	36
NCOs	40	36
Officers	37	39
Deployed Personnel	36	32

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☐	☐	☐
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☐	☐	☐
Reported Incidents in the National Armed Forces in 2019	☐	☐	☑

The LAF reported one incident of a woman being sexually assaulted.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

In 2019, the LAF did not use any of the modules within the NATO Gender Education and Training Package for Nations.

NATO-Certified Gender Education and Training Products Used in 2019

The LAF did not provide information on whether NATO-certified Gender Education and Training Products were used in 2019.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises
There were 0 national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

The LAF did not have GENADs or GFPs in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

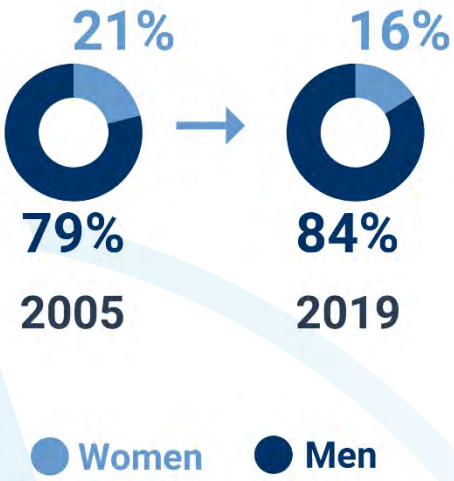
The LAF did not take considerations or initiatives towards any of the draft MC/PS 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

The LAF did not take action towards any of the 2018 NCGP Recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Latvian Armed Forces



2018	2019
15% Representation of women in full-time armed forces	**16%** Representation of women in full-time armed forces
6% Representation of women in artillery	**12%** Representation of women in artillery
2% Representation of women in the infantry	**11%** Representation of women in the infantry
0% Representation of women chaplains	**11%** Representation of women chaplains
59% Representation of women in legal	**70%** Representation of women in legal
0% Representation of Navy women in All Operations	**33%** Representation of Navy women in All Operations
13% Representation of women out of all recruits completing basic training	**17%** Representation of women out of all recruits completing basic training
31% Success rate of women completing basic training	**51%** Success rate of women completing basic training



Republic of Lithuania

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Lithuanian Armed Forces (LAF) do not have specific policies or legislation related to integrating gender perspective that were enforced during 2019.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is no officially appointed entity to oversee the integration of gender perspective in the armed forces. In the Defence Staff, the supervision of integration of gender perspective is a supplementary task of the Civil-Military Cooperation (CIMIC) Division.

As shown in *Figure 1*, the representation of women in the LAF remained relatively the same from 2018 to 2019.

Women represent approximately **1** out of every 10 military personnel on average in the LAF. In contrast, men represent **9** out of every 10 military personnel in LAF in 2019.

As illustrated in *Figure 2*, women had higher representation in the Land Forces compared to the Air Force and the Navy in 2019. Since 2018, the representation of women in the Air Force increased by **13%** (from 8% to 9%) in 2019, whilst the representation of men decreased by **1%** (from 92% to 91%). Since 2018, the representation of women and men in Land Forces, the Navy and Other Forces have remained relatively the same.



Figure 1: Percentage of Women and Men in the Full-Time Lithuanian Armed in 2019 Forces

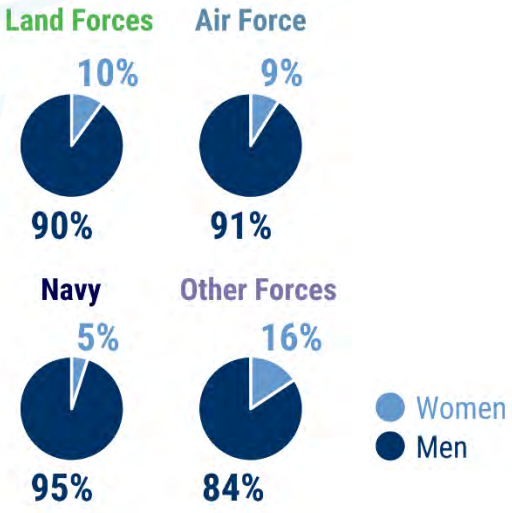


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

As illustrated in *Figure 3*, most military women served in the Other Forces, whilst the least amount of military women served in the Navy in 2019. Since 2018, the distribution of women in 2019 changed in the following ways:

- **+3%** in Land Forces (from 34% to 35%)
- **-2%** in Other Forces (from 57% to 56%)

The distribution of women in the Air Force and Navy remained relatively the same in 2019.

As indicated in *Figure 4*, most military men served in the Land Forces, whilst the least amount of military men served in the Navy in 2019. Since 2018, the distribution of men remained relatively the same.

Figure 5 indicates how the representation of military women has changed in the following ways across military occupations in the Land Forces and the Air Force from 2018 to 2019:

- **+50%** in infantry (from 2% to 3%)
- **+11%** in aerospace control (from 18% to 20%)
- **-55%** in air combat systems (from 33% to 15%)
- **-100%** in pilot (from 3% to 0%)
- **+43%** in Air Force Other (from 7% to 10%)

In comparison, the representation of military men in 2019 changed in the following ways across these particular military occupations:

- **-1%** in infantry (from 98% to 97%)
- **-2%** in aerospace control (from 82% to 80%)
- **+27%** in air combat systems (from 67% to 85%)
- **+3%** in pilot (from 97% to 100%)
- **-3%** in Air Force Other (from 93% to 90%)

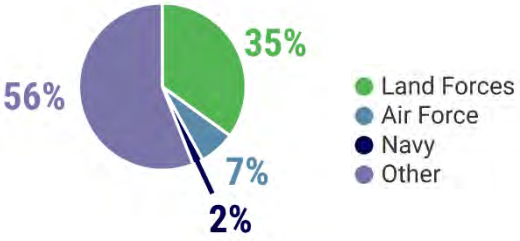


Figure 3: Distribution of Women by Military Component in 2019

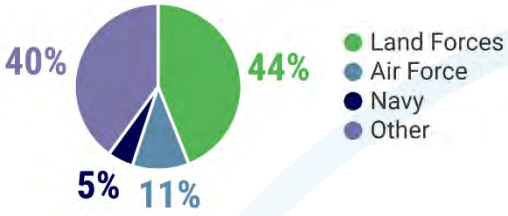


Figure 4: Distribution of Men by Military Component in 2019

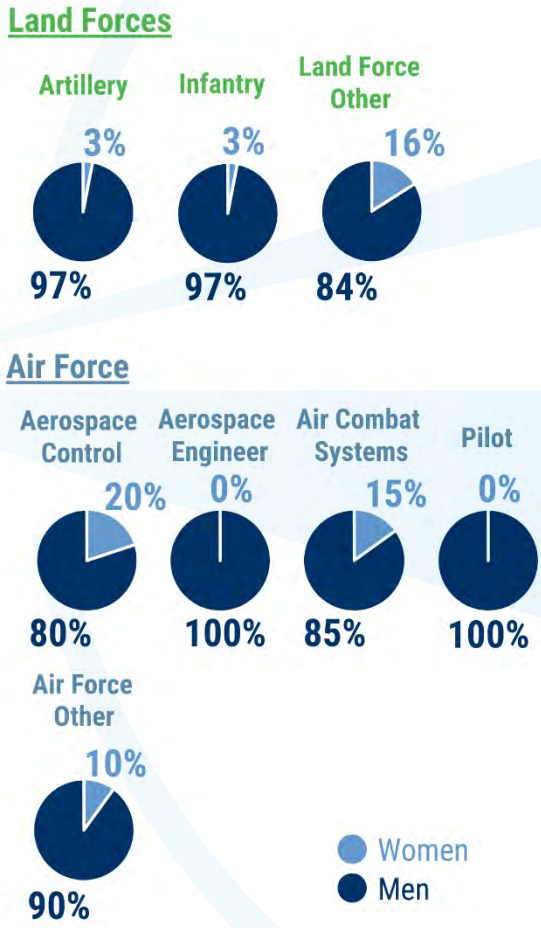


Figure 5: Percentage of Women and Men by Military Occupation in Land Forces and the Air Force in 2019

As illustrated in *Figure 6*, the representation of military women in 2019 changed in the following ways across military occupations in the Navy and Support Services from 2018 to 2019:

- **-29%** in communication electronics engineering (from 7% to 5%)
- **-10%** in intelligence (from 10% to 9%)
- **-4%** in legal (from 28% to 27%)
- **-17%** in logistics (from 12% to 10%)
- **-25%** in military police (from 8% to 6%)
- **+11%** in personnel section (from 47% to 52%)
- **+35%** in public affairs (from 20% to 27%)
- **+200%** in signals (from 3% to 9%)
- **+20%** in training development (from 5% to 6%)

Comparatively, the representation of military men in 2019 changed in the following ways across these particular military occupations:

- **+2%** in communication electronics engineering (from 93% to 95%)
- **+1%** in intelligence (from 90% to 91%)
- **+1%** in legal (from 72% to 73%)
- **+2%** in logistics (from 88% to 90%)
- **+2%** in military police (from 92% to 94%)
- **-9%** in personnel section (from 53% to 48%)
- **-9%** in public affairs (from 80% to 73%)
- **-6%** in signals (from 97% to 91%)
- **-1%** in training development (from 95% to 94%)

From 2018 to 2019, the representation of women and men did remained relatively the same across the Navy military occupations in *Figure 6*.

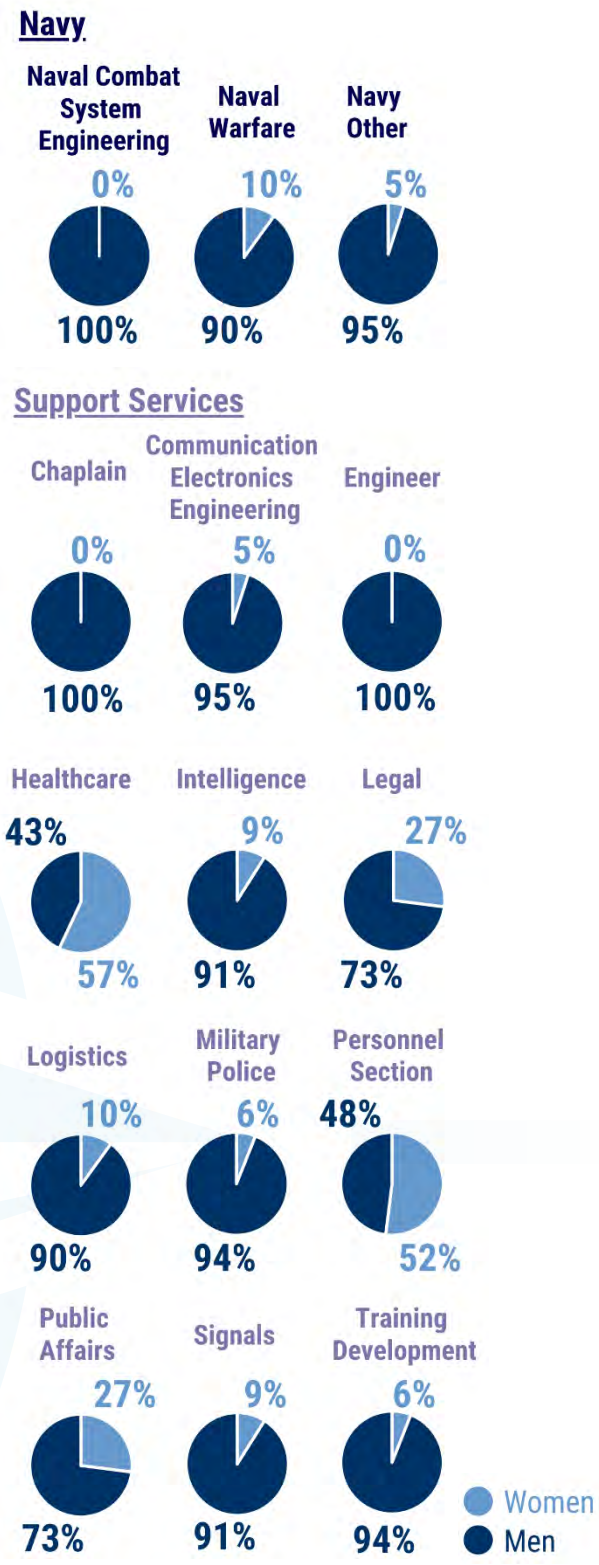


Figure 6: Percentage of Women and Men by Military Occupation in the Navy and Support Services in 2019

Figure 7 ranks military occupations for full-time women and men based on their representation.

Since 2018, healthcare and personnel sections have remained the top two military occupations with the highest representation of women in 2019. However, military women did not have representation in aerospace engineering and naval combat system engineering, nor amongst chaplains, pilots and engineers. As a result, military men had the highest representation across these five military occupations.

In 2018, air combat systems was the military occupation with the third highest representation of women. However, the representation of women in air combat systems decreased by **55%** in 2019, thus moving women's representation in this occupation to the sixth position.

In 2019, data on the representation of women and men in aerospace engineering was reported for first time. Conversely, women did not have representation amongst pilots in 2019, whereas there were women pilots in 2018.

Women	Men
1. Healthcare (57%)	1. Aerospace Engineering (100%)
2. Personnel Section (52%)	Chaplain (100%)
3. Legal (27%)	Engineer (100%)
Public Affairs (27%)	Naval Combat System Engineering (100%)
4. Aerospace Control (20%)	Pilot (100%)
5. Land Force Other (16%)	2. Artillery (97%)
6. Air Combat Systems (15%)	Infantry (97%)
7. Air Force Other (10%)	3. Communication Electronics Engineering (95%)
Logistics (10%)	Navy Other (95%)
Naval Warfare (10%)	4. Military Police (94%)
8. Intelligence (9%)	Training Development (94%)
Signals (9%)	5. Intelligence (91%)
9. Military Police (6%)	Signals (91%)
Training Development (6%)	6. Air Force Other (90%)
10. Communication Electronics Engineering (5%)	Logistics (90%)
Navy Other (5%)	Naval Warfare (90%)
11. Artillery (3%)	7. Air Combat Systems (85%)
Infantry (3%)	8. Land Force Other (84%)
12. Aerospace Engineering (0%)	9. Aerospace Control 80%)
Chaplain (0%)	10. Legal (73%)
Engineer (0%)	Public Affairs (73%)
Naval Combat System Engineering (0%)	11. Personnel Section (48%)
Pilot (0%)	12. Healthcare (43%)

Figure 7: Ranking of Women and Men by their Representation in Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the LAF.

Figure 8 highlights the distribution of women by military occupation.

In 2019, the majority of women were in Land Force Other.

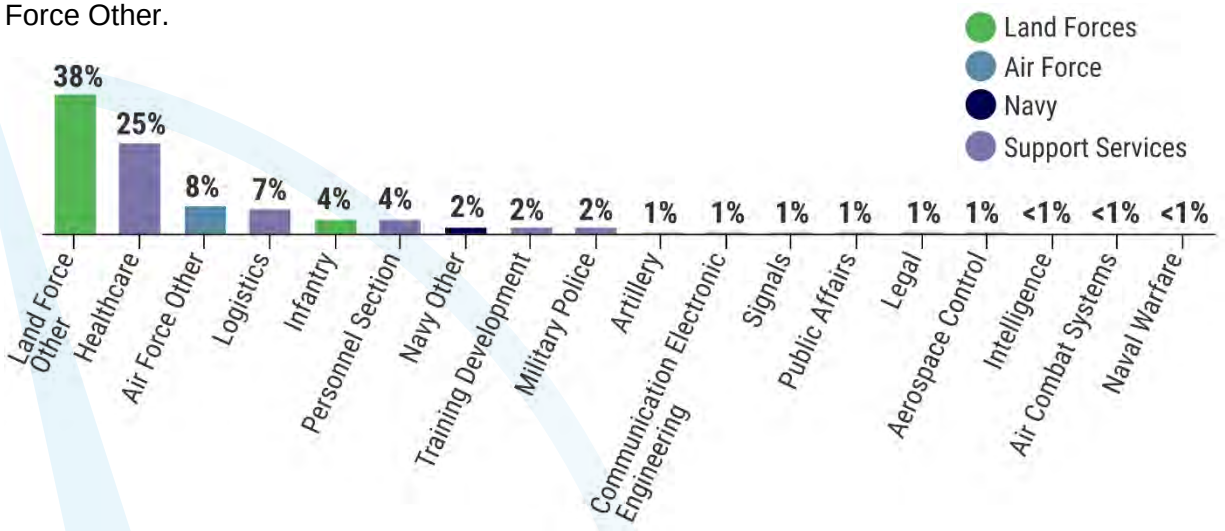


Figure 8: Distribution of Women by Military Occupation in 2019

Figure 9 highlights the distribution of men by military occupation.

In 2019, the majority of men were in Land Force Other. Due to the representation of women and men in aerospace engineering not being reported in 2018, a comparison to of the distribution of military personnel across military occupations cannot be provided in 2019.

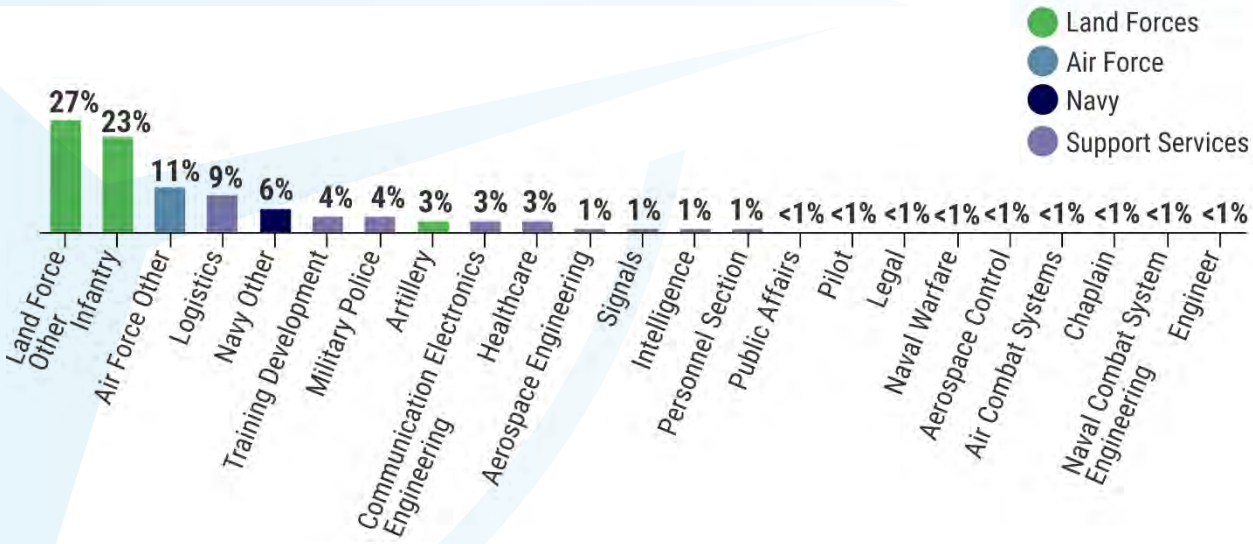


Figure 9: Distribution of Men by Military Occupation in 2019

As shown in *Figure 10*, the overall representation of women engaged in All Operations increased by **33%** (from 3% to 4%), whilst the representation of men decreased by **1%** (from 97% to 96%) from 2018 to 2019.

As illustrated in *Figure 11*, the representation of women changed in the following ways across military components engaged in All Operations from 2018 to 2019:

- **+33%** in Land Forces (from 3% to 4%)
- **-100%** in the Air Force (from 67% to 0%)

In comparison, the representation of men in 2019 changed in the following ways across military components engaged in All Operations:

- **-1%** in Land Forces (from 97% to 96%)
- **+203%** in the Air Force (from 33% to 100%)

Navy women did not participate in military operations in 2018 and 2019, whilst Navy men were engaged in All Operations.

As shown in *Figure 12*, the overall representation of women and men engaged in NATO Operations remained relatively the same from 2018 to 2019. In addition, the representation of Land Force women and men engaged in NATO Operations also remained relatively the same, as indicated in *Figure 13*.

In 2018, Air Force women and men did not participate in NATO Operations, however, Air Force men engaged in NATO Operations in 2019. Furthermore, in both 2018 and 2019, Navy women and men did not participate in military NATO Operations



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

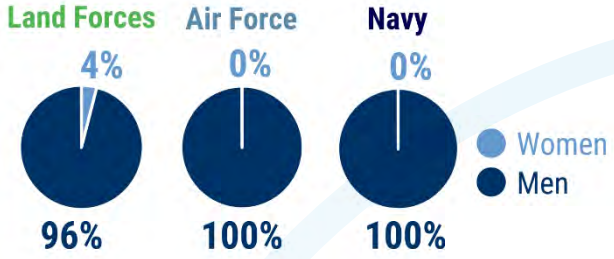


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

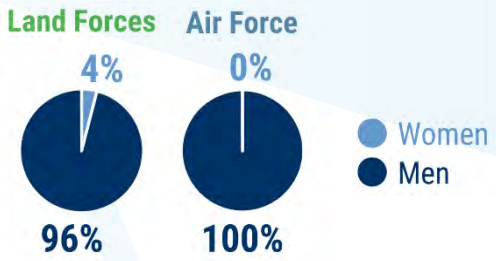


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The LAF do not have policies to support entry into the Reserves, National Guard or other military structures as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

Employers who hire Reservists who have fulfilled PCBMS obligations receive subsidies for wages paid to their Reservist employees for a period of up to six months.

Incentives or Bonuses for Civilians to Enter the Reserves

The Ministry of National Defence (MoND) pay Reservists a salary for their days of Service to include exercises, training and other military duties.

Active Reservists receive a one-time payment for the first four years of uninterrupted service, unless their service is deemed unsatisfactory. Active Reservists who extend their voluntary service contract by four more years may receive financial support to cover their tuition fees or partial payment of their civilian education.

Individuals who complete the Permanent Compulsory Basic Military Service (PCBMS) are given financial incentives. The amount depends on the results of their service performance assessment. Those who complete the PCBMS on a voluntary basis receive 15% to 30% higher payments.

As shown in *Figure 14*, the overall representation of Reserve women remained relatively the same from 2018 to 2019. In 2019, the representation of Reserve women (14%) was higher compared to the representation of full-time military women (12%).



Figure 14: Percentage of Reserve Women and Men in the Lithuanian Armed Forces in 2019

In 2019, most of the Reserve Force was incorporated into the Land Forces. Compared to 2018, the representation of Reserve women and men in the Land Forces remained relatively the same in 2019.

As highlighted in *Figure 15*, the representation of Reserve women in Other Forces increased by **20%** (from 30% to 36%), whilst the representation of Reserve men decreased by **9%** (from 70% to 64%) from 2018 to 2019.

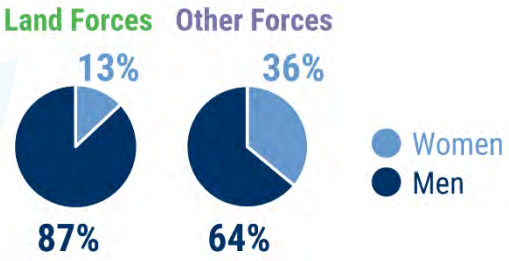


Figure 15: Percentage of Reserve Women and Men in the Lithuanian Armed Forces by Military Component in 2019

As highlighted in *Figure 16*, the overall representation of Reserve women engaged in All Operations increased by **25%** (from 4% to 5%) in 2019, whilst the representation of Reserve men decreased by **1%** (from 96% to 95%) from 2018 to 2019. In both 2018 and 2019, only Land Force Reservists were engaged in military operations.



Figure 16: Percentage of Reserve Women and Men Engaged in All Operations in 2019

As illustrated in *Figure 17*, the overall representation of Reserve women engaged in NATO Operations increased by **20 percentage points** (from 0% to 20%), whilst the representation of Reserve men decreased by **20%** (from 100% to 80%) from 2018 to 2019. Consequently, the LAF reached the UN target (15%) for women in its Reserve Force engaged in NATO Operations. In 2018 and 2019, only Land Force Reservists were engaged in military operations.



Figure 17: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Lithuanian Armed Forces

Enlistment requirements are different for women and men in the LAF.

Enlistment Requirements for the Physical Fitness Test

Evaluation requirements for the physical fitness test are different for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Height and weight requirements are different for women and men.

Women have the following height and weight enlistment requirements:

- Minimum height is 150 cm (4 feet and 11 inches)
- Minimum weight is 42 kg (93 pounds)

Men have the following height and weight enlistment requirements:

- Minimum height is 160 cm (5 feet and 3 inches)
- Minimum weight is 47 kg (104 pounds)

The maximum weight is evaluated according to the Body Mass Index (BMI) system. The different BMI requirements for women and men was not provided.

The LAF do not have policies to specifically promote the recruitment of women.

As shown in *Figures 18 and 19*, the representation of women out of all candidates in 2019 changed in the following ways throughout the recruitment process:

- **+33%** of all applicants were women (from 3% to 4%)
- **+33%** of all successfully recruited were women (from 3% to 4%)

In comparison, the representation of men out of all candidates changed in the following ways throughout the recruitment process:

- **-1%** of all applicants were men (from 97% to 96%)
- **-1%** of all successfully recruited were men (from 97% to 96%)

Notably, the representation of women applying is less than the overall representation of women in the LAF (12%). *Figure 20* shows the representation of women and men completing basic training in 2019, which was reported for the first time. Therefore, a comparison to 2018 cannot be provided.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Figure 21 highlights the success rate of women during the recruitment process to enter the LAF. Overall, these trends show that women have a lower success rate compared to men in the recruitment process. In 2019, the raw data indicates that more women applied than in 2018. Despite more women applying in 2019, the success rate of women being recruited decreased by **9%** (from 56% to 51%).

Figure 22 highlights the success rates of men during the recruitment process to enter the LAF. Compared to 2018, the raw data indicates that less men applied in 2019. Despite less men applying, the success rate of men being recruited increased by **8%** (from 50% to 54%).



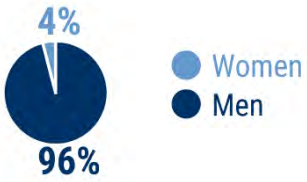


Figure 18: Percentage of Women and Men Applicants for Full-Time Service in 2019

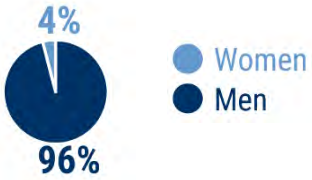


Figure 19: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

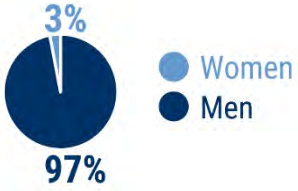


Figure 20: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

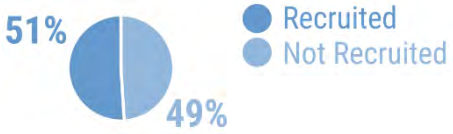


Figure 21: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

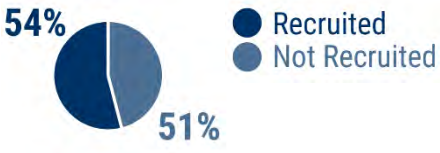


Figure 22: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

Retention

The LAF have retention policies. This includes a policy for military personnel who are injured or disabled whilst serving on military duty, allowing them to continue to serve in the military under special conditions depending on the circumstance. The LAF do not have specific retention policies for women, nor a network that supports women in the military.

Figures 23, 24, 25 and 26 indicate the overall percentage of full-time women and men in Officer Ranks and Other Ranks, as well as the percentages of junior and senior positions.

Since 2018, the overall representation of women and men in Other Ranks (12%) and Officer Ranks (13%) has remained the same in 2019. However, the representation of women changed in the following ways across military ranks:

- **+8%** in OR 5-9 (from 13% to 14%)
- **+6%** in OF 1-2 (from 17% to 18%)
- **+17%** in OF 3-5 (from 6% to 7%)

Conversely in 2019, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 5-9 (from 87% to 86%)
- **-1%** in OF 1-2 (from 83% to 82%)
- **-1%** in OF 3-5 (from 94% to 93%)

The representation of women and men in OR 1-4 and OF-6 remained the same compared to 2018.

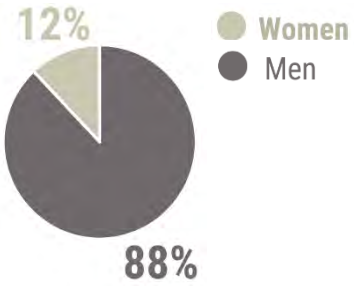


Figure 23: Overall Percentage of Full-Time Women and Men in Other Ranks

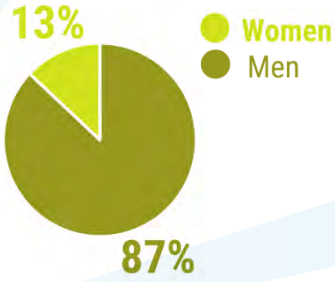


Figure 24: Overall Percentage of Full-Time Women and Men in Officer Ranks

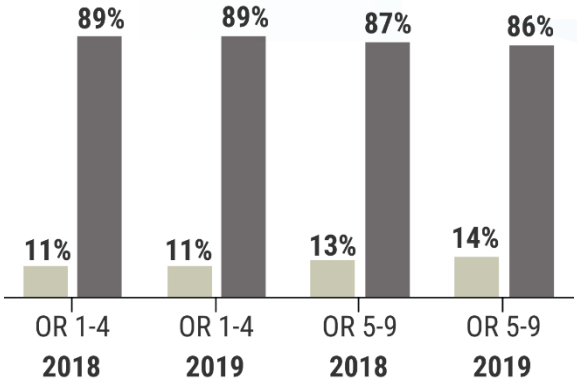


Figure 25: Percentage of Full-Time Women and Men in Other Ranks

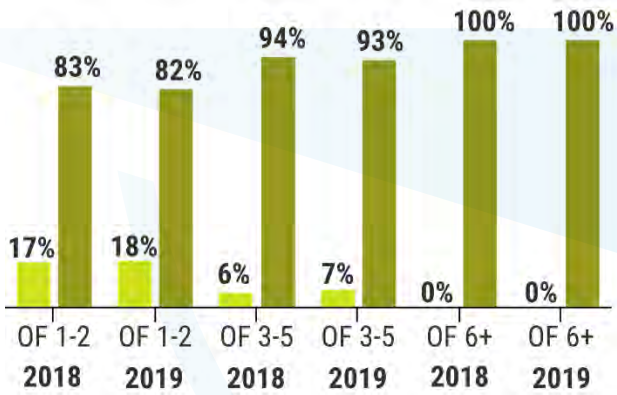


Figure 26: Percentage of Full-Time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across all rank structures within the LAF.

As highlighted in *Figure 27*, the distribution of women indicates that the majority of women are in Other Ranks (**75%**) compared to Officer Ranks (**25%**) in 2019. Since 2018, the distribution of full-time women across military ranks changed in the following ways:

- **-3%** in OR 1-4 (from 38% to 37%)
- **+25%** in OF 3-5 (from 4% to 5%)

With the exception of OF-6 and higher, the raw data indicates that the number of women increased across all ranks from 2018 to 2019. Whilst there are no women in OF-6 and higher, the number of women in OF 3-5 increased in 2019. The data may be indicative that promotions and retention of women are progressing in both Officer and Other Ranks.

As shown in *Figure 28*, the distribution of men indicates that the majority of men are in Other Ranks (**78%**) compared to Officer Ranks (**22%**) in 2019. Since 2018, the distribution of full-time military men in military ranks changed in the following ways:

- **-8%** in OF 1-2 (from 13% to 12%)
- **+11%** in OF 3-5 (from 9% to 10%)

Similar to women, the raw data indicates that the number of men in OF 3-5 and across all Other Ranks increased in 2019. However, the number of men decreased in OF 1-2, as well as, OF-6 and higher.

As indicated in *Figure 29*, **6%** of the total military members who left the LAF were women in 2019, whilst women represented **7%** of servicemembers who left in 2018.

The raw data indicates that more women left in 2019 compared to the number of women who completed basic training.

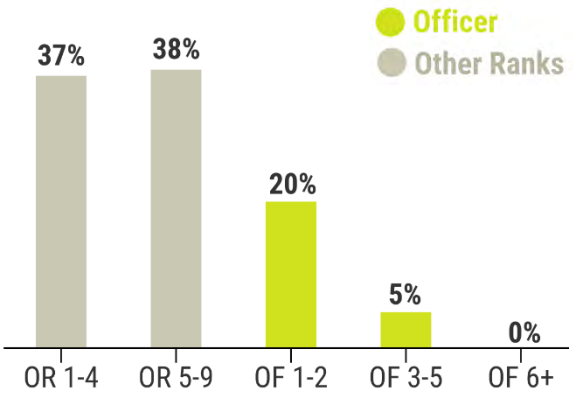


Figure 27: Distribution of Full-Time Women by Military Ranks in 2019

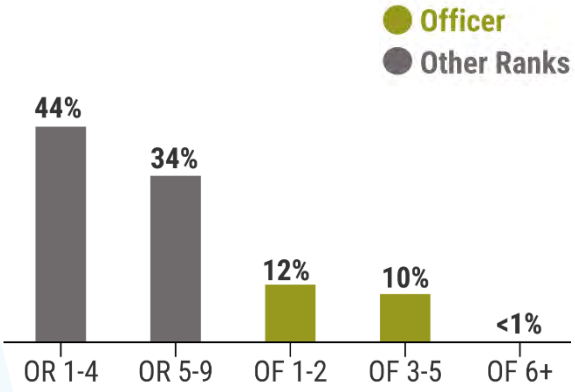


Figure 28: Distribution of Full-Time Men by Military Ranks in 2019

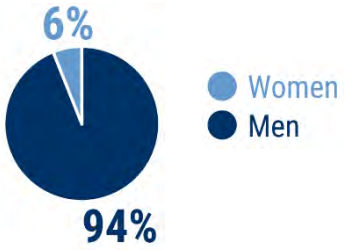


Figure 29: Percentage of Women and Men Who Left the Armed Forces in 2019

The table to the right demonstrates the main reasons for women and men leaving the LAF. In 2019, the reasons for leaving the LAF were the same for women and men.

Whereas, in 2018, women and men also left due to difficulties in balancing work and family life, as well as retirement. In addition, in 2018, men left due to dissatification with military salaries. However in 2019, these were no longer main reasons for leaving the military

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Medical Reasons (other than service injuries)	☑	☑
Personal Undisclosed Reasons	☑	☑
End of Contract	☑	☑

Military Equipment, Facilities and Uniforms

In the LAF, military equipment has not been adapted for both women and men.

Barracks have been adapted for both women and men. Additionally, military facilities have been adapted for women and men in warships and international operations.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	156
Paternity Leave	4
Parental Leave	160

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

All National Defence System personnel have a right to work remotely, as long as it does not exceed 20% of the total working time. The option for part-time employment is not available.

DO NOT have Special Programmes or Measures to Support Dual Service Couples

DO NOT have Policies to Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working hours and days

Average Age of Military Personnel

In 2019, the LAF are an older military force compared to 2018. Compared to the previous year, the average age changed for women in the following ways:

- +1 year amongst All Military Personnel (from 31 to 32)
- +1 year amongst Non-Commissioned Officers (NCOs) (from 39 to 40)
- -1 year amongst Officers (from 38 to 37)

The average age changed for men in the following ways:

- +1 year amongst All Military Personnel (from 30 to 31)
- +1 year amongst NCOs (from 38 to 39)
- +1 year amongst Officers (from 38 to 39)
- +1 year amongst Deployed Personnel (from 36 to 37)

Average Age

	Women	Men
All Military Personnel	**32**	**31**
NCOs	**40**	**39**
Officers	**37**	**39**
Deployed Personnel	**33**	**37**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☐	☐	☐
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☐

Formal Procedures in Place For Reporting an Incident

Formal procedures for military women and men to report sexual offences are established in the Military Disciplinary Statute. In accordance with the Statute, military personnel have a right to file a complaint to their Chain of Command or directly to the Inspector General. The Military Commander and Inspector General have an obligation to initiate procedures for a military discipline investigation when a complaint is received. Additionally, there are criminal procedures for crimes committed against sexual inviolability and sexual freedom of the person.

Reported Incidents in the National Armed Forces in 2019

In 2019, three women reported incidents of sexual harassment in the LAF. One of these cases is ongoing, whilst two of these cases have transitioned into disciplinary proceedings.

The Republic of Lithuania's Article 152 No VII-1968 of the Criminal Code establishes criminal liability for sexual harassment and Article 88 No XI-1636 of the Statute of Military Discipline provides disciplinary measures to punish perpetrators. An Appeal is possible to the General Inspection of the MoND.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

The Republic of Lithuania did not use the NATO Gender Education and Training Package for Nations.

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 7 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Peace and Crisis Management Operations Course

Description

This Peace and Crisis Management Course is included in the Bachelor Programme taught at the General Jonas Žemaitis Military Academy of Lithuania (MAL) in the curriculum of the Basic Officer Training Course for the 3rd year cadets. Cadets are introduced to the structure, activities and main documents of the United Nations Organisation, with a special focus on the Resolution 1325 (2000) on Women, Peace, and Security (WPS). Visiting lecturers with exceptional expertise on gender relations in armed conflicts teach parts of the course, including Associate Professor Dr. Heidi Riley of the University College Dublin (Ireland).

Target: 3rd year Cadets
Phase: Standard National Training

2. Ethic and Etiquette Course at the General Jonas Žemaitis Military Academy of Lithuania

Description

This course is part of the Basic Officer Training Course. It aims at developing a professional ethic competence for officers, including the responsibility and ability to respect gender equality principles in their work.

Target: Officers
Phase: Standard National Training

3. Foreign Languages at the General Jonas Žemaitis Military Academy of Lithuania

Description

The lecturers on foreign languages teach cadets gender-neutral terminology of the English language in BA studies at the MAL.

Target: Cadets
Phase: Standard National Training

4. International Humanitarian Law Course at the General Jonas Žemaitis Military Academy of Lithuania

Description

The Bachelor Programme includes a International Humanitarian Law (IHL) course that addresses a wide spectrum of gender-related legal issues, including effects of modern combat methods, responsibilities of officers towards the civilian population of occupied territories and to civilians in internment and prisoners of war (PoWs).

Target: Officers
Phase: Standard National Training

5. Public Security and Political Science Study Programme

Description

This Bachelor Programme comprises public security subjects that thoroughly investigate the dimension of gender relations in international relations and in the implementation of security and defence policy.

Target: Not provided
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

6. Vytautas the Great Officers Course

Description

The Vytautas the Great Officers Course at MAL takes place twice a year, with approximately 50 students participating per course from Lithuania, Latvia, Estonia, Georgia, Moldova and Ukraine. The aim of the course is to introduce gender perspective in the military operations to officers participating at the officers career course.

Target: OF 1-5
Phase: Standard National Training

7. Subjects of Gender Equality and Protection of Women and Girls' Rights

Description

In these subjects, military and civilian personnel learn about the traditions and customs in the area of international operation. In particular, awareness is raised about the status of children, women and local customs in the host nation. Additionally, military personnel learn about the provisions of IHL related to the special protection of women during armed conflicts.

Target: OR 1-9 and OF 1-5
Phase: Pre-deployment Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the LAF had the following number of GENADs and GFPs:

- Two NATO-certified GENADs at the General Staff; and
- One NATO-certified GFP at the General Staff.

No GENADs or GFPs were trained in 2019. Lithuania deployed one non-NATO certified GFP in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

One Civilian-Military Cooperation officer (female) participated actively in project development in the MINUSMA international operation (Mali). One of the key preconditions for the projects was gender equality promotion, female empowerment. At the same time, the officer conducted supplementary tasks as a GENAD.

In 2019, an officer (female) from the Lithuanian Land Force attended the Class of the Halifax Peace With Women Fellowship. It was the first time a female officer from the Baltic countries participating in the event.

A representative from the MoND is constantly participating in different events related United Nations Security Council Resolution (UNSCR) 1325, including the following:

- The International Experts' Conference on Capacity-Building in Implementing the WPS Agenda (Vilnius, Lithuania);
- The Consultative Workshops on Ireland's Third National Action Plan (NAP) on WPS (Dublin, Ireland); and
- The Workshop on WPS in Security and Defence NAPs and Best Practices (NATO HQ).

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The MoND supports the implementation of the UNSCR 1325 (2000) on WPS and allocates funding for the NAP of Lithuania for this implementation.

Lithuania is in the process of creating a new NAP for the implementation of UNSCR 1325 and is planning to add some measures and additional financing. Cadets of the General Jonas Žemaitis MAL study subjects designed to improve understanding of gender relations and to ensure the proper professional competence necessary to reach gender equality in the National Defence System. Furthermore, there are courses related to UNSCR 1325 taught for military personnel going on international operations.

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners**

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

Actions Taken

The National Defence System personnel abides by strict rules of conduct. Soldiers failing to do so will be penalised in accordance with relevant legislation. The Inspectorate General is the main institution within the National Defence System for reporting incidents of rights infringements such as sexual harassment or violence. The complaint can be filed directly to the Inspectorate General and military personnel are not obliged to be report through their Chain of Command.

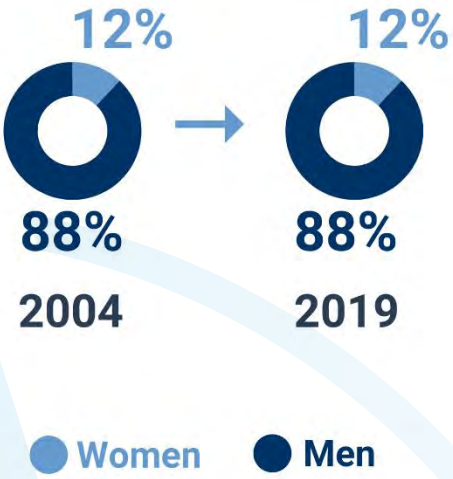
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

The MoND supports the implementation of UNSCR 1325 (2000) on WPS and allocates funding toward Lithuania's NAP for this implementation. Lithuania is in the process of creating a new NAP for the implementation UNSCR 1325 and the MoND is planning to add some measures and additional financing.

SUMMARY

Percentage of Women and Men in the Full-time Lithuanian Armed Forces



2018	2019
8% Representation of full-time women in the Air Force	**9%** Representation of full-time women in the Air Force
3% Representation of women in Signals	**9%** Representation of women in Signals
3% Representation of women engaged in All Operations	**4%** Representation of women engaged in All Operations
3% Representation of women amongst applicants	**4%** Representation of women amongst applicants
3% Representation of women amongst recruits	**4%** Representation of women amongst recruits
13% Representation of women in OR 5-9	**14%** Representation of women in OR 5-9
17% Representation of women in OF 1-2	**18%** Representation of women in OF 1-2
6% Representation of women in OF 3-5	**7%** Representation of women in OF 3-5



Grand Duchy of Luxembourg

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Luxembourg Armed Forces (LUXAF) did not enforce policies related to the implementation of gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Ministry of Defence (MoD) and the Department of Human Resources in the armed forces oversee the integration of gender perspective in the LUXAF.

Since 2018, the representation of full-time women by **14%** (from 7% to 8%), whilst the representation of men decreased by **1%** (from 93% to 92%).

Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel on average in the LUXAF, whilst men represent **9** out of every 10 military personnel in the LUXAF.



Figure 1: Percentage of Women and Men in the Full-time Luxembourg Armed Forces in 2019

Since 2018, the number of women in the Air Force did not change but the number of men increased causing the representation of women to decrease in 2019. The representation of men has changed in the following ways across military components as indicated in *Figure 2*:

- **-2%** in Land Forces (from 95% to 97%)
- **+7%** in Air Force (from 83% to 89%)
- **-1%** in Musicians (from 71% to 70%

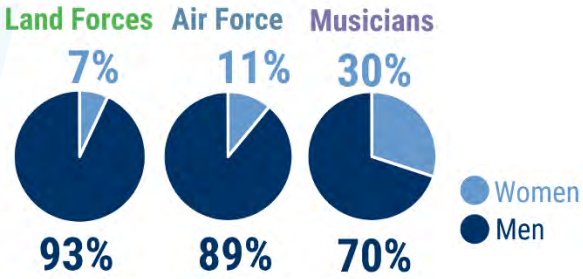


Figure 2: Percentage of Women and Men by Military Component in 2019

In 2019, the LUXAF engaged in UN, NATO and EU missions. However, data in *Figure 3* indicates that only men (100%) were deployed and that no women (0%) participated or deployed in All Operations in 2019. The LUXAF reported the participation of military women in All Operations in 2017, however, there has been no further reporting on the participation of women since that time.



Figure 3: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

In 2019, most military women served in the Land Forces, while the least amount of military women served in the Air Force. Since 2018, the distribution of women experienced the following changes across the military components:

- **+4%** in Land Forces (from 69% to 72%)
- **-10%** amongst Musicians (from 29% to 26%)

In comparison to 2018, the number of women increased in Land Forces, whilst it remained relatively the same in other military components.

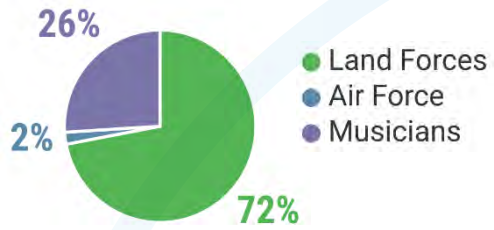


Figure 4: Distribution of Women by Military Component in 2019

In 2019, most military men served in Land Forces, whilst the least amount of military men served in the Air Force. Since 2018, the distribution of men experienced the following changes across the military components:

- **-1%** in Land Forces (from 94% to 93%)
- **+20%** amongst Musicians (from 5% to 6%)

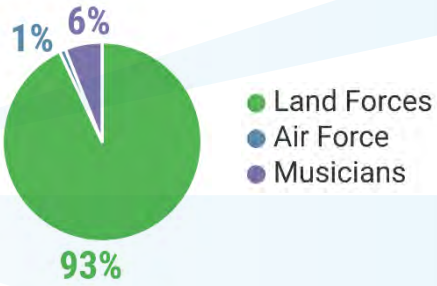


Figure 5: Distribution of Men by Military Component in 2019

Notably, more women and men are amongst Musicians compared to the Air Force because the Musician military component is bigger than the Air Force military component. In comparison to 2018, the number of men decreased in Land Forces.

Since 2018, the representation of military women experienced the following changes across military occupations:

- **-50%** amongst loadmasters (from 100% to 50%)
- **-14%** in health care (from 22% to 19%)
- **+56%** in logistics (from 9% to 14%)
- **+5 percentage points** in signal (from 0% to 5%)

Of note, women and men had equal representation amongst loadmasters in 2019. In 2019, the LUXAF reported liaison and administrative support for the first time. Therefore, a comparison with previous years cannot be made. In 2018, reconnaissance was reported as a separate occupation, whilst in 2019, Luxembourg reported on Reconnaissance/CIS/Logistics as a common category due to a reorganisation in the LUXAF. Therefore, a comparison with previous years cannot be made.

Whilst women had no representation in signal in the previous year, women represented 5% of signal personnel in 2019.

Since 2018, the representation of military men experienced the following changes across military occupations:

- **+50 percentage points** amongst loadmaster (from 0% to 50%)
- **+3%** in health care (from 79% to 81%)
- **-5%** in logistics (from 91% to 86%)
- **-5%** in signal (from 100% to 95%)

Whilst the number of women in logistics did not change, the number of men decreased.

The number of men in signal significantly decreased in 2019, whereas the number of women increased. This caused a decrease in the representation of men in signal. Despite some changes in representation amongst women and men, men still hold a significant percentage of representation across military occupations.

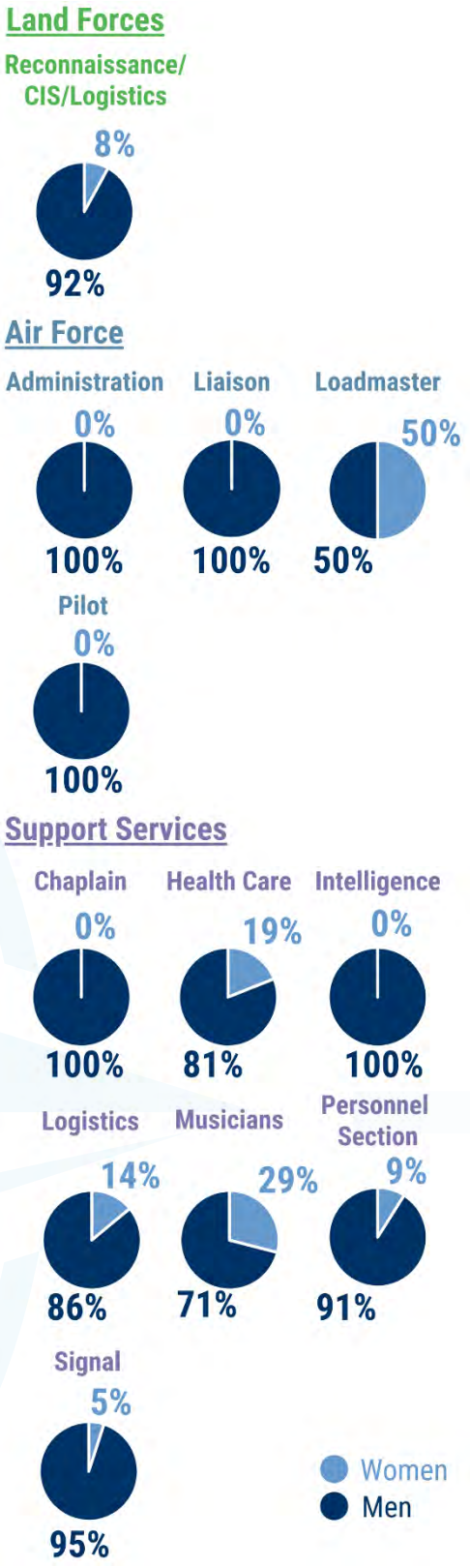


Figure 6: Percentage of Women and Men by Military Occupation in 2019

In 2019, women had the highest representation amongst loadmasters, whilst men had the highest representation amongst Air Force administration, chaplains, liaisons, pilots and intelligence personnel.

In 2019, both women and men gained representation in a military occupation where they did not have representation in the previous year. In 2018, men did not have representation amongst loadmasters, whereas men gained equal representation amongst loadmasters in 2019. In 2018, women did not have representation amongst signal personnel. However, women represented 5% of signal personnel in 2019.

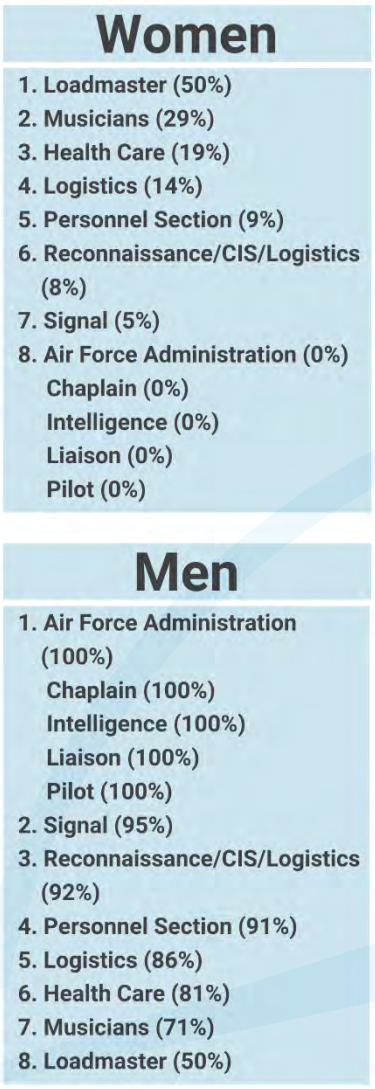


Figure 7: Ranking of Women and Men by their Representation in Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the LUXAF.

Due to some military occupations being reported for the first time in 2019, a comparison cannot be made to previous years on this particular information.

Figure 8 reveals that most military women served in Land Force reconnaissance, logistics and CIS in 2019.

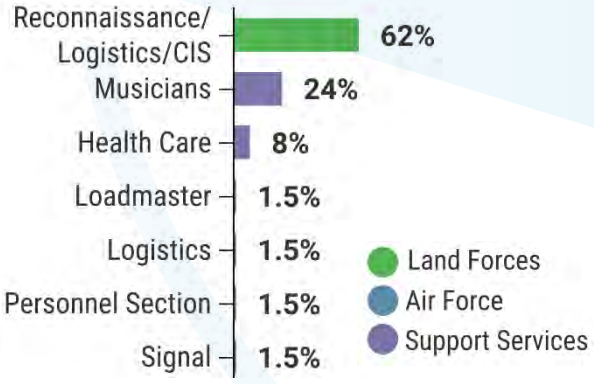


Figure 8: Distribution of Women by Military Occupation in 2019

Figure 9 shows that most military men served in Land Force reconnaissance, logistics and CIS in 2019.

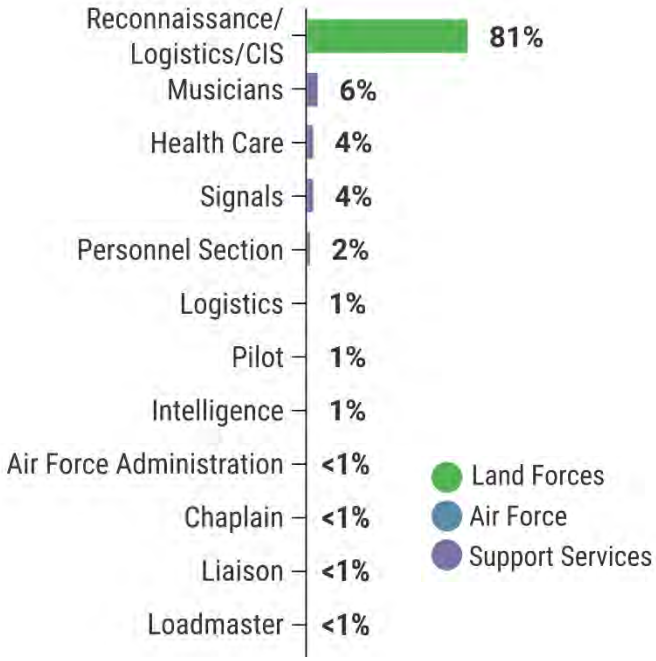


Figure 9: Distribution of Men by Military Occupation in 2019

Policies to Support Entry into the Reserve Forces

Luxembourg does not have Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Luxembourg Armed Forces
The Physical Fitness Test has a different grading scale between women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men but the grading system is different

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The LUXAF have policies that promote the recruitment of women in their national armed forces. The Public Affairs Office (PAO) has launched specific recruitment campaigns to recruit women into the LUXAF.

Average Age of Enlistment

Women	21-25
Men	21-25

Since 2018, the percentage in the representation of women experienced the following changes across the recruitment process:

- **+33%** amongst applicants (from 6% to 8%)
- **+80%** amongst recruits (from 5% to 9%)
- **+83%** amongst those successfully completing basic training (from 6% to 11%)

Notably, the representation of women increased across all stages of the recruitment process in 2019.

Since 2018, the percentage in the representation of men experienced the following changes across the recruitment process:

- **-2%** amongst applicants (from 94% to 92%)
- **-4%** amongst recruits (from 95% to 91%)
- **-5%** amongst those successfully completing basic training (from 94% to 89%)

Notably in 2019, the number of women that applied to the LUXAF slightly increased, whilst the number of men that applied to the LUXAF significantly decreased.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Since 2018, the following changes occurred in the success rate of women in the recruitment process:

- **+21%** in women successfully recruited out of all women applying (from 83% to 100%)
- **-9%** in women successfully completing basic training out of all women recruited (70% to 64%)

Slightly more women applied for the LUXAF in 2019, possibly in part due to the recruitment campaign launched in 2019.

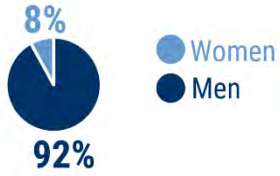


Figure 10: Percentage of Women and Men Applicants for Full-Time Service

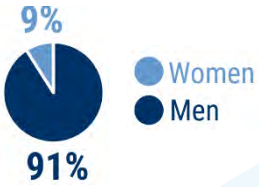


Figure 11: Percentage of Women and Men Successfully Recruited Out of All Applicants

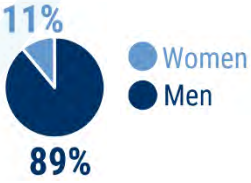


Figure 12: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits



Figure 13: Percentage of Women Successfully Recruited Out of Women Who Applied

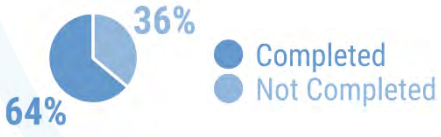


Figure 14: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

Since 2018, the following changes occurred in the success rate of men in the recruitment process:

- **-9%** in men successfully recruited out of all men applying (from 90% to 82%)
- **-15%** in men successfully completing basic training out of all men recruited (60% to 51%)

Since 2018, the success rate of men has decreased across all stages of the recruitment process. In comparison to 2018, significantly fewer men applied to the LUXAF in 2019. Notably, these trends show that women had a higher success rate (**100%**) in the recruitment process compared to men (**82%**) amongst applicants in 2019.



Figure 15: Percentage of Men Successfully Recruited Out of Men Who Applied



Figure 16: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The LUXAF have national retention policies in the armed forces that offer military members the following:

- Military members get monthly bonus savings for each month that they serve. To be able to access the saved amount, they must serve a minimum time 36 months.
- After serving a minimum of 36 months, military members have the right to apply for certain careers within the civil service.
- Military members who prolong their initial 48-month contract get the opportunity to have additional time for reconversion at the end of their military service. For one additional year of military service, they can benefit from up to 6 additional months of reconversion.

The LUXAF do not have specific retention policies for women. There are no networks to support women in the military.

In comparison to 2018, the overall representation of women in Other Ranks increased by **1%** (from 7% to 8%), whilst the representation of men decreased by **1%** (from 93% to 92%). In addition, the overall representation of women in Officer Ranks increased by **57%** (from 7% to 11%), whilst the representation of men decreased by **4%** (from 93% to 89%).

Since 2018, the representation of full-time military women experienced the following changes across military ranks:

- **+40%** in OR 1-4 (from 5% to 7%)
- **+60%** in OF 1-2 (from 10% to 16%)

Since 2018, the representation of full-time military men experienced the following changes across military ranks:

- **-2%** in OR 1-4 (from 95% to 93%)
- **-7%** in OF 1-2 (from 90% to 84%)

Compared to 2018, the representation of women and men in the ranks of OR 5-9 and OF 3-6 and higher remained approximately the same in 2019. Overall, these trends show that the representation of women across military ranks is increasing. With steady or increased retention rates, this trend could lead to an increase in the representation of women amongst senior military ranks.

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**84%**) compared to Officer Ranks (**16%**). As illustrated in *Figures 21* and *22*, the distribution of women has changed in the following ways since 2018:

- **-4%** in OR 1-4 (from 46% to 44%)
- **-9%** in OR 5-9 (from 44% to 40%)
- **+117%** in OF 1-2 (from 6% to 13%)
- **-25%** in OF 3-5 (from 4% to 3%)

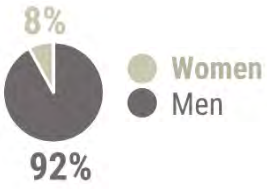


Figure 17: Overall Percentage of Full-Time Women and Men in Other Ranks



Figure 18: Overall Percentage of Full-Time Women and Men in Officer Ranks

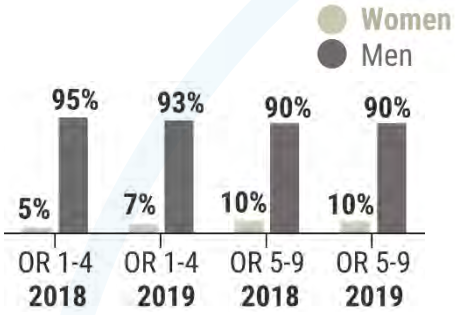


Figure 19: Percentage of Full-Time Women and Men in Other Ranks

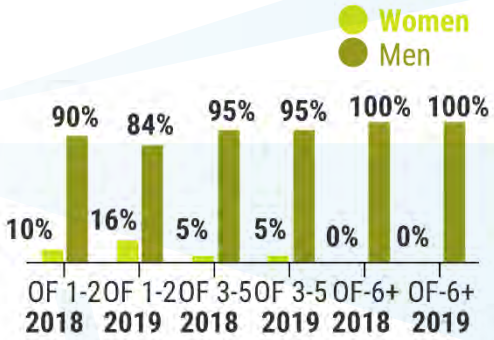


Figure 20: Percentage of Full-Time Women and Men in Officer Ranks

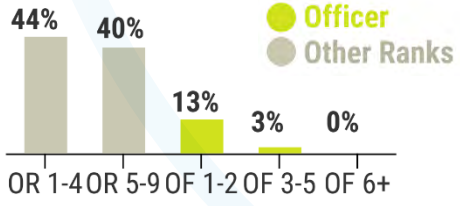


Figure 21: Distribution of Full-Time Women by Military Ranks

In comparison to 2018, the number of women increased across all military ranks. However, there was a higher increase of women in OF 1-2, which may have impacted the distribution of women across ranks. Notably, there are no women in OF-6 and higher ranks. In the LUXAF, women did not start entering officer ranks until after 2001, and it can take many years for military members to progress above OF 3-5.

The distribution of men indicates that the majority of men are in Other Ranks (**91%**) compared to Officer Ranks (**9%**). Since 2018, the distribution of men changed in the following ways across military ranks:

- **-7%** in OR 1-4 (from 61% to 57%)
- **+7%** in OR 5-9 (from 30% to 32%)
- **+50%** in OF 1-2 (from 4% to 6%)

In comparison to 2018, the number of men significantly decreased in OR 1-4, whereas the number of men significantly increased in OF 1-2.

In 2019, women were **5%** of the total military members who left the LUXAF, showing a **17%** decrease since 2018 (from 6% to 5%). In 2019, the representation of women out of all servicemembers who left is less than the representation of women who entered the LUXAF (11%). If this trend continues, then it could have a positive impact on the overall representation of women in the LUXAF.

The table demonstrates the main reasons women and men left the LUXAF in 2019. The LUXAF have exit surveys in place to monitor the successful transition rates of volunteer military members from the military service to civilian jobs or towards military careers. Pursuing a different career or educational opportunity, cessation of contract and retirement were main reasons for both women and men leaving the military in 2019. Since 2018, there has been no change in the main reasons for women and men leaving the military.

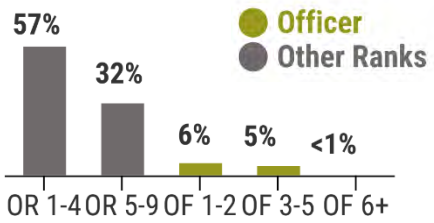


Figure 22: Distribution of Full-Time Men by Military Ranks

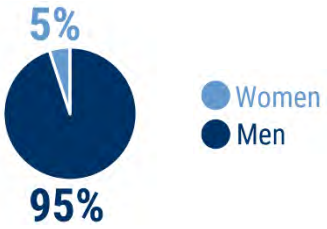


Figure 23: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Pursue a Different Career and/or Educational Opportunity	☑	☑
End of Contract	☑	☑
Retirement	☑	☑

Average Age of Military Personnel

Since 2018, the average age changed for women in the following ways:

- -5 years amongst Non-Commissioned officers (NCOs) (from 35 to 30)
- -9 years amongst Officers (from 38 to 29)

Average age changed for men in the following ways:

- -7 years amongst NCOs (from 39 to 32)
- -3 years amongst Officers (from 37 to 34)
- -2 years amongst Deployed Personnel (from 34 to 32)

The average age for women deployed is zero, as women were not deployed in 2018 and 2019. Overall, this indicates that the LUXAF have a younger national armed force for both women and men compared to 2018.

Average Age

	Women	Men
All Military Personnel	30	31
NCOs	30	32
Officers	29	34
Deployed Personnel	0	34

Military Equipment, Facilities and Uniforms

The LUXAF reported that military equipment has not been adapted. However, all military facilities offer separate sleeping quarters and sanitary installations.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	46
Paternity Leave	26
Parental Leave	72

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The LUXAF offer part-time employment options, flexible working hours and limited teleworking.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

The LUXAF have not formally implemented measures. However, the LUXAF reported that they assure internally that dual service couples are not deployed simultaneously.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Adapted and flexible working hours can be agreed to on a case by case basis.

Parental Rights

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Flexible working and service hours or variable start/finish times of working day

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☐	☐	☐
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

The LUXAF reported that there were no incidents in 2019.

Sexual harassment policies are part of national law applicable to all civil servants and military personnel. All military personnel receive awareness training. There are no formal procedures for female or male victims to report harassment. Witnesses and victims report to the Human Resources (HR) department.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

The LUXAF did not use this training in 2019.

NATO certified Gender Education and Training Products Used in 2019

The LUXAF did not report whether they used NATO certified Gender Education and Training products in 2019.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspectives IS INCLUDED in pre-deployment training and/or exercises

There are no national programmes for education/training on gender perspectives

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

There is one non-NATO certified GENAD positioned within the MoD, General Staff and that national armed forces. There is one non-NATO certified GFP positioned in the national armed forces.

In 2019, one GENAD conducted training at the European Security and Defence College (ESDC). GENADs or GFPs were not deployed in 2019, nor have they ever been deployed in previous years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

Considerations or initiatives taken towards any draft MC/PS 2019 NCGP Recommendations were not reported in 2019.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken
The LUXAF reported that this is part of a permanent effort.

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

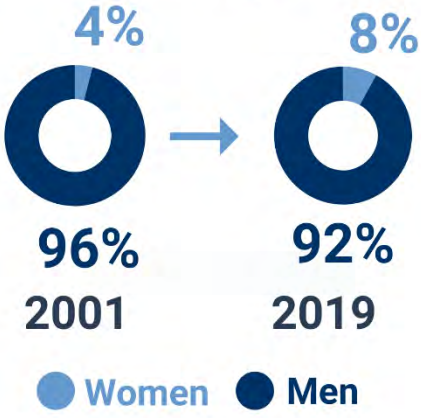
Actions Taken
The GENAD has direct access to the Commander.

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

Actions Taken
This was an ongoing effort throughout 2019.

SUMMARY

Percentage of Women and Men in the Full-time Luxembourg Armed Forces



2018	2019
7% Representation of women in full-time armed forces	**8%** Representation of women in full-time armed forces
6% Representation of women recruited out of all applicants	**8%** Representation of women recruited out of all applicants
6% Representation of women out of all candidates completing basic training	**11%** Representation of women out of all candidates completing basic training
10% Representation of women amongst OF 1-2 Ranks	**16%** Representation of women amongst OF 1-2 Ranks
39 years Average age of men NCOs	**32 years** Average age of men NCOs
38 years Average age of women officers	**29 years** Average age of women officers

Montenegro

Specific Policies and/or Legislation Related to Integrating Gender Perspective

On September 5th, 2019, the Government of Montenegro adapted the Second National Action Plan (NAP) for the implementation of United Nations Security Council Resolution (UNSCR) 1325 (2019-2022) outlining a two-year programme. The aim of the programme is to continue the implementation of the following three key objectives:

- Increasing the number of women in decision-making and peace processes;
- Protecting women and girls in conflict areas; and
- Integrating gender perspective and education in military operations.

The Ministry of Defence (MoD) initiates and coordinates the draft of the NAP, as well as monitors its implementation.

Quotas

There is no quota system for women or men in the Armed Forces of Montenegro (AFM).

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on the incorporation of women in the AFM. All active duty positions are open to women in the AFM.

Military Entity Overseeing Gender Perspective

Gender Equality Coordinators in the AFM and the MoD are in charge of overseeing the integration of gender perspective. These Coordinators participate in the development and implementation of the Plan of Activities for Achieving Gender Equality in Montenegro (PAPRR) and NAPs. Additionally, the Coordinators participate in regional and international activities related to gender perspective by proposing project activities and participating in their implementation.

Moreover, 9 Gender Trainers with NATO-approved certification are in charge of educating personnel in accordance with the NAPs and Training Instructions. *Figure 1* shows that the overall representation of women in the AFM increased by **20%** (from 5% to 6%), whilst the representation of men decreased by **1%** (from 95% to 94%) since 2018.

In 2019, the representation of women continues to increase gradually, ~~w~~omen represent approximately **0.5** out of every 10 military personnel on average in the AFM. In contrast, men represent **9.5** out of every 10 military personnel in the AFM.



Figure 1: Percentage of Women and Men in the Full-Time Armed Forces of Montenegro in 2019

In 2019, the representation of women was higher in Land Forces compared to the Air Force and the Navy. Since 2018, the representation of women changed in the following ways across military components:

- **+17%** in Land Forces (from 6% to 7%)
- **+20%** in the Air Force (from 5% to 6%)

The representation of women and men in the Navy remained relatively the same. Since 2018, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 94% to 93%)
- **-1%** in the Air Force (from 95% to 94%)

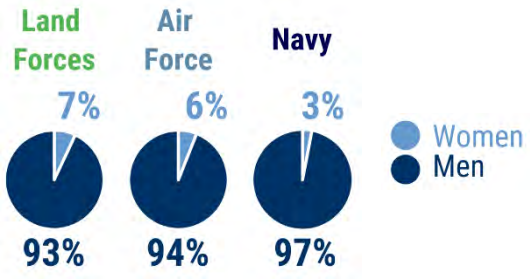


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components**.**

In 2019, most military women served in Land Forces, followed by the Air Force and the Navy. The distribution of women changed in the following ways across military components:

- **+4%** in Land Forces (from 77% to 80%)
- **-8%** in the Air Force (from 12% to 11%)
- **-18%** in the Navy (from 11% to 9%)

The 2019 raw data indicates that there was a significant increase of women in Land Forces compared to 2018.

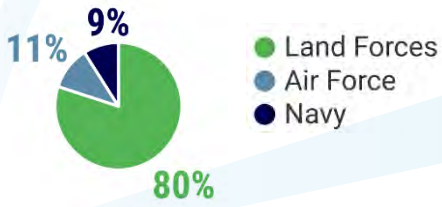


Figure 3: Distribution of Women by Military Component in 2019

In 2019, most military men served in Land Forces, followed by the Navy and the Air Force. Since 2018, the distribution of men changed in the following ways across military components:

- **-7%** in Land Forces (from 74% to 69%)
- **+36%** in the Navy (from 14% to 19%)

There was relatively no change to the distribution of men in the Air Force. Since 2018, the raw data indicates that there was a decrease of men in Land Forces in 2019.

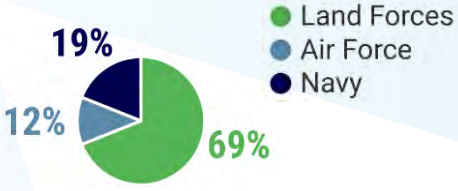


Figure 4: Distribution of Men by Military Component in 2019

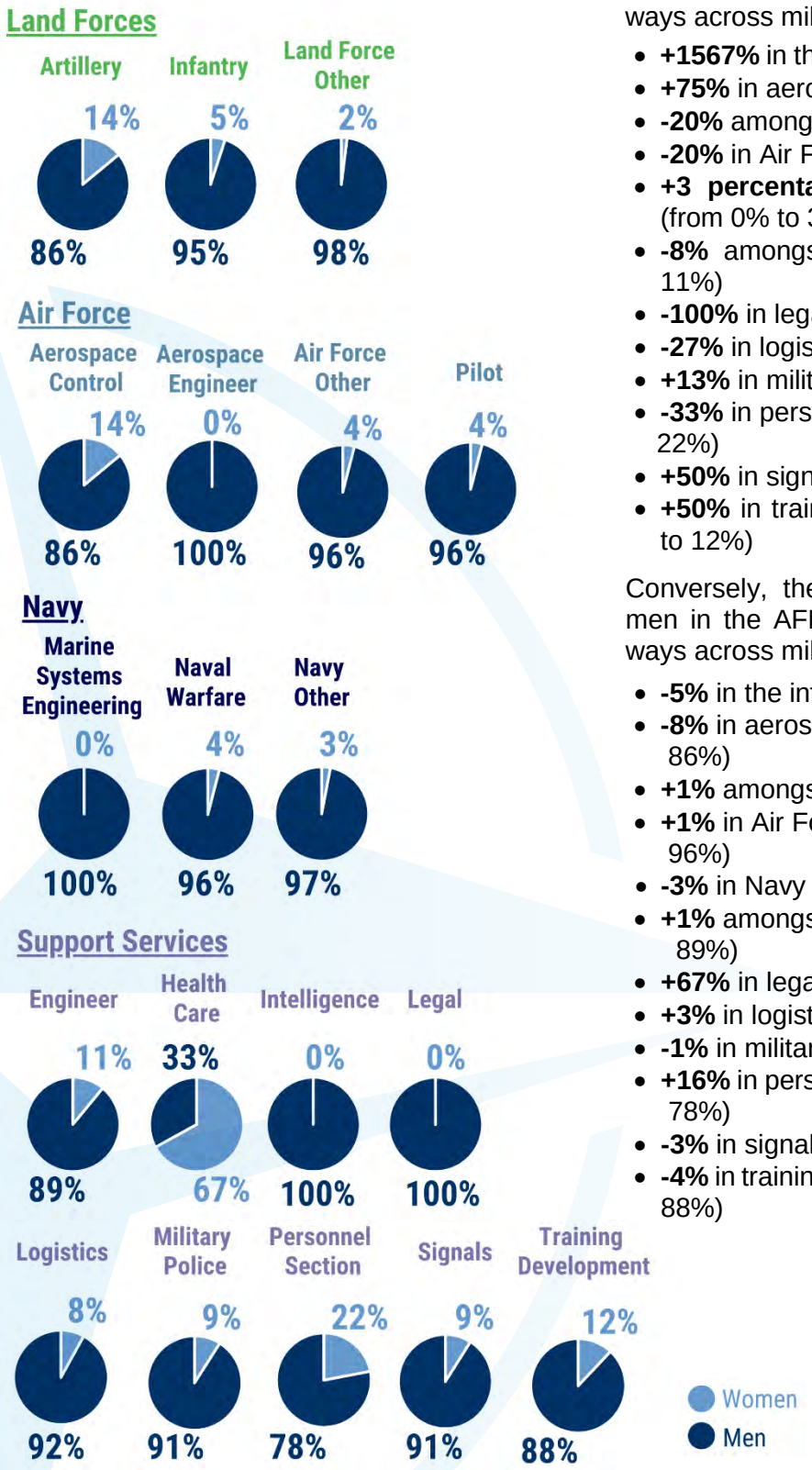


Figure 5: Percentage of Women and Men by Military Occupation in 2019

Since 2018, the representation of military women in the AFM changed in the following ways across military occupations:

- **+1567%** in the infantry (from 0.3% to 5%)
- **+75%** in aerospace control (from 8% to 14%)
- **-20%** amongst pilots (from 5% to 4%)
- **-20%** in Air Force Other (from 5% to 4%)
- **+3 percentage points** in Navy Other (from 0% to 3%)
- **-8%** amongst engineers (from 12% to 11%)
- **-100%** in legal (from 40% to 0%)
- **-27%** in logistics (from 11% to 8%)
- **+13%** in military police (from 8% to 9%)
- **-33%** in personnel sections (from 33% to 22%)
- **+50%** in signals (from 6% to 9%)
- **+50%** in training development (from 8% to 12%)

Conversely, the representation of military men in the AFM changed in the following ways across military occupations:

- **-5%** in the infantry (from 99.7% to 95%)
- **-8%** in aerospace control (from 93% to 86%)
- **+1%** amongst pilots (from 95% to 96%)
- **+1%** in Air Force Other (from 95% to 96%)
- **-3%** in Navy Other (from 100% to 97%)
- **+1%** amongst engineers (from 88% to 89%)
- **+67%** in legal (from 60% to 100%)
- **+3%** in logistics (from 89% to 92%)
- **-1%** in military police (from 92% to 91%)
- **+16%** in personnel sections (from 67% to 78%)
- **-3%** in signals (from 94% to 91%)
- **-4%** in training development (from 92% to 88%)

In *Figure 5*, Land Force Other consisted of Chemical, Biological, Radiological and Nuclear Defence (CBRN), Special Forces, honour guard and unit headquarters (HQs). Air Force Other included aircraft maintenance technicians, security personnel and unit HQs. Navy Other consisted of security personnel, unit HQs and various other naval specialties.

In 2019, the representation of women and men was reported for the first time in intelligence and Land Force Other. Therefore, a comparison to previous years cannot yet be provided.

In both 2018 and 2019, women had the most representation in healthcare, exceeding the representation of men as shown in *Figure 7*.

Whilst, in 2019, men had the highest representation in legal, intelligence, marine systems engineering and amongst aerospace engineers due to no representation of women in these particular occupations.

Women	Men
1. Health Care (67%)	1. Legal (100%)
2. Personnel Section (22%)	Intelligence (100%)
3. Aerospace Control (14%)	Marine Systems Engineering (100%)
Artillery (14%)	Aerospace Engineer (100%)
4. Training Development (12%)	2. Land Force Other (98%)
5. Engineer (11%)	3. Navy Other (97%)
6. Military Police (9%)	4. Pilot (96%)
Signals (9%)	Naval Warfare (96%)
7. Logistics (8%)	Air Force Other (96%)
8. Infantry (5%)	5. Infantry (95%)
9. Pilot (4%)	6. Logistics (92%)
Naval Warfare (4%)	7. Military Police (91%)
Air Force Other (4%)	Signals (91%)
10. Navy Other (3%)	8. Engineer (89%)
11. Land Force Other (2%)	9. Training Development (88%)
12. Aerospace Engineer (0%)	10. Aerospace Control (86%)
Marine Systems Engineering (0%)	Artillery (86%)
Intelligence (0%)	11. Personnel Section (78%)
Legal (0%)	12. Health Care (33%)

Figure 6: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the AFM.

Most women were positioned in the infantry, followed by health care, logistics and artillery in 2019. Most men were positioned in the infantry, followed by Navy Other and Land Forces Other in 2019. Some military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of men cannot yet be made.

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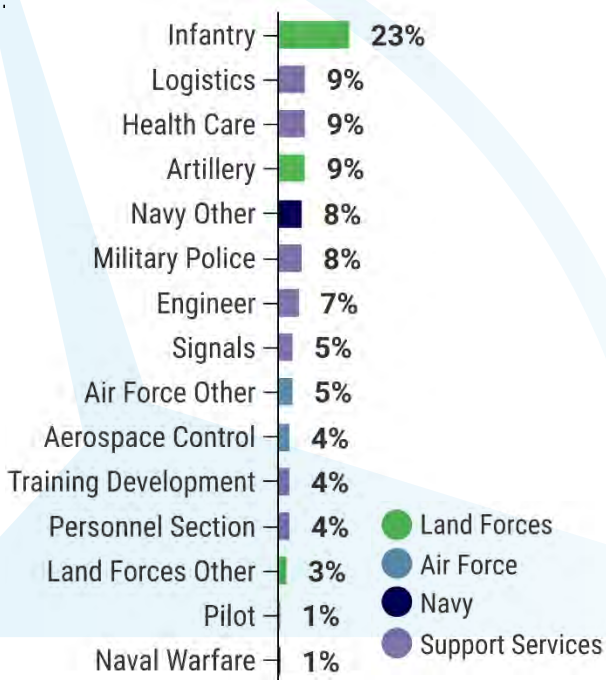


Figure 7: Distribution of Women by Military Occupation in 2019

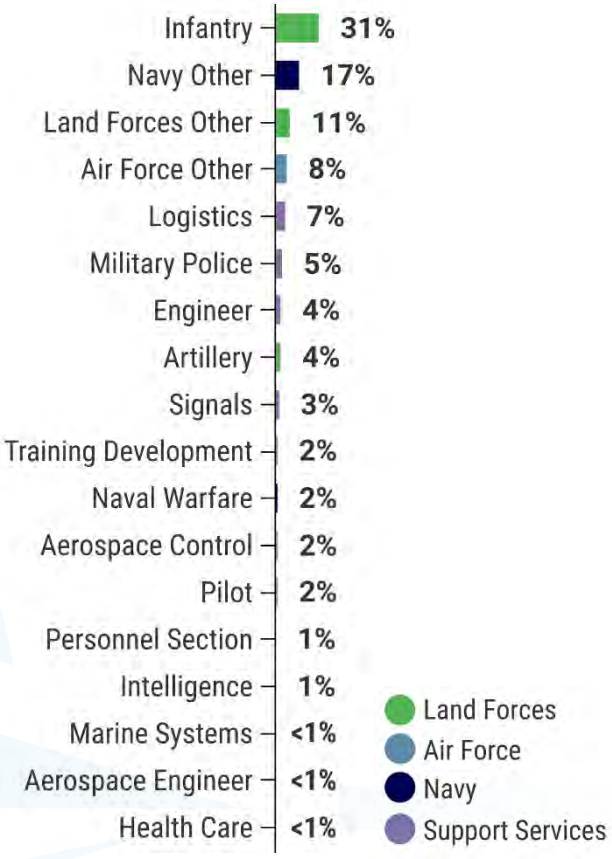


Figure 8: Distribution of Men by Military Occupation in 2019

The overall representation of women engaged in All Operations increased by **100%** (from 1% to 2%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 99% to 98%).



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

The representation of women and men engaged in All Operations remained the same across all military components. In both 2018 and 2019, women in the Air Force and the Navy did not have representation in operations. The AFM did not indicate details on the operations in which they participate.

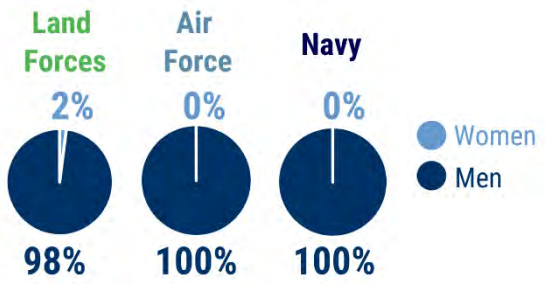


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

In both 2018 and 2019, the overall representation of women engaged in NATO Operations remained relatively the same. Particularly in the Land Forces, the representation of women increased by **50%** (from 2% to 3%), whilst the representation of men decreased by **1%** (from 98% to 97%). In both 2018 and 2019, women in the Air Force and the Navy did not have representation in NATO Operations.



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

There are policies to support entry into the Reserves as a civilian employee. In 2019, the Law on Armed Forces was amended, defining the composition of Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies to compensate civilian employers that hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

There are no incentives or bonuses for civilian employees to enter the Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Armed Forces of Montenegro
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Whilst the physical fitness test is the same for women and men, the required scores for women are lower than for men. Women are required to do a minimum of 19 sit-ups per minute, whilst men are required to do 25 sit-ups per minute.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The MoD and AFM's Human Resources Management Strategy recognises the importance of implementing gender perspective in all segments of society, including the defence sector. It also recognises the importance of increasing the representation of women in the armed forces, as well as in command positions and across military missions.

The MoD has developed guidelines that aim to promote the recruitment of women into the AFM, strengthen the professional development of women and increase the participation of women in peacekeeping missions. In order to implement these guidelines, annual strategic plans are defined for promotional campaigns that specifically target women.

Since 2018, the representation of women out of all candidates changed in the following ways throughout the recruitment process as indicated:

- **+50%** of all applicants were women (from 10% to 15%)
- **+42%** of all successfully recruited were women (from 12% to 17%)
- **+17%** of all successfully completing basic training were women (from 12% to 14%)

Notably, the representation of women increased across all stages of the recruitment process.

Average Age of Enlistment

Women	21-25
Men	21-25

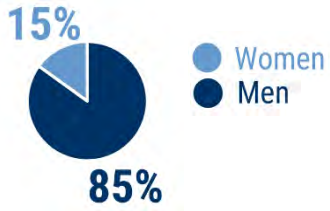


Figure 13: Percentage of Women and Men Applicants for Full-Time Service

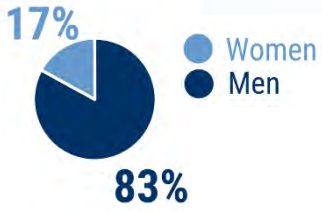


Figure 14: Percentage of Women and Men Successfully Recruited Out of All Applicants

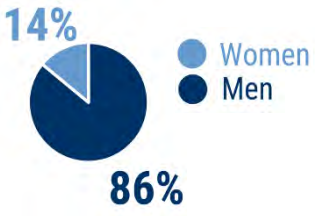


Figure 15: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Since 2018, the representation of men out of all candidates changed in the following ways throughout the recruitment process

- **-6%** of all applicants were men (from 90% to 85%)
- **-6%** of all successfully recruited were men (from 88% to 83%)
- **-2%** of all successfully completing basic training were men (from 88% to 86%)

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

In both 2018 and 2019, women applicants had a higher success rate compared to men. The success rate of women changed in the following ways from 2018 to 2019:

- **+74%** successfully recruited out of all women who applied (from 35% to 61%)
- **-32%** successfully completing basic training out of all women recruited (from 100% to 68%)

In 2019, there was a slightly lower number of women who applied compared to 2018. However in 2019, there was a slightly higher number of women who completed basic training compared to 2018.

Conversely, the success rate of men changed in the following ways:

- **+59%** successfully recruited out of all men who applied (from 32% to 51%)
- **-12%** successfully completing basic training out of all men recruited (from 95% to 84%)

In 2019, raw data indicates that there was a signicantly lower number of men who applied compared to 2018. Additionally, there was a slightly lower number of men who completed basic training compared to 2018.

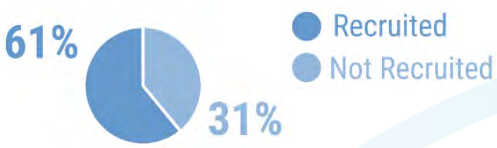


Figure 16: Percentage of Women Successfully Recruited Out of Women Who Applied

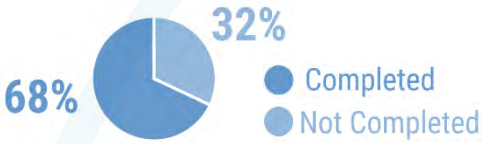


Figure 17: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

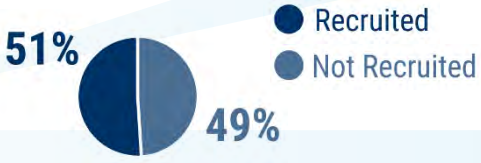


Figure 18: Percentage of Men Successfully Recruited Out of Men Who Applied

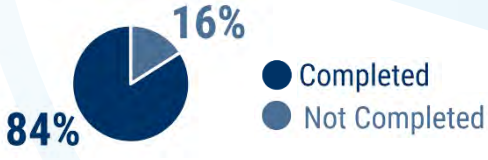


Figure 19: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

Originating from the Strategic Defence Review and Long-Term Defence Development Plan, the MoD and AFM's Human Resources Management Strategy aims for successful retention of personnel to reach Montenegro's defence goals. This strategy is implemented through several action plans to include the Plan of Education and Training and the Plan of Personal Support. One aim of the strategy is to improve work-life balance of military personnel.

This strategy includes specifically targeting the retention of women through the attempt of eliminating cultural barriers and creating a more positive climate for women in the AFM. Additionally, it aims to promote women across all ranks, position them in command positions and increase their participation in peacekeeping missions and various other military operations. As mentioned in the section over military entities overseeing the integration of gender perspective, the Gender Equality Coordinators form a network to support military women.

Since 2018, the representation of women and men amongst Other Ranks remained relatively the same. The representation of women amongst Officer Ranks increased by **43%** (from 7% to 10%)**,** whilst the representation of men amongst Officer Ranks decreased by **3%** (from 93% to 90%) in 2019. Since 2018, the representation of women changed in the following ways across military ranks:

- **+50%** in OR 5-9 (from 2% to 3%)
- **+50%** in OF 1-2 (from 12% to 18%)

Since 2018, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 5-9 (from 98% to 97%)
- **-7%** in OF 1-2 (from 88% to 82%)

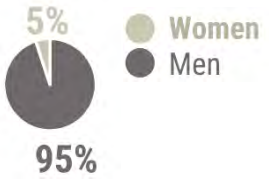


Figure 20: Overall Percentage of Full-Time Women and Men in Other Ranks



Figure 21: Overall Percentage of Full-time Women and Men in Officer Ranks

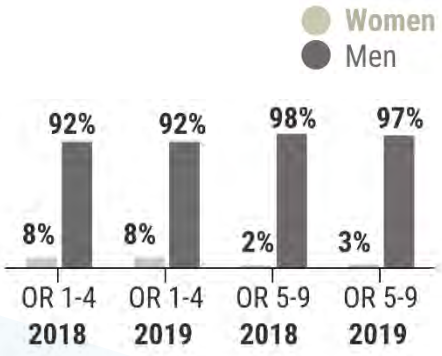


Figure 22: Percentage of Full-time Women and Men in Other Ranks

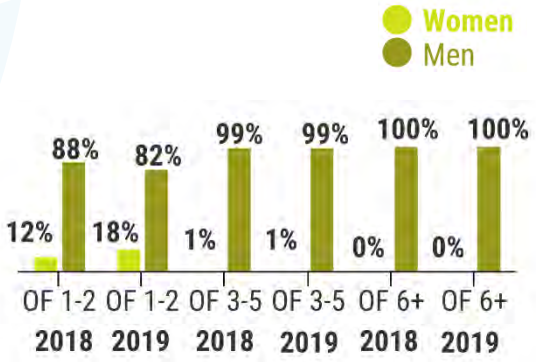


Figure 23: Percentage of Full-time Women and Men in Officer Ranks

Whilst the section above illustrated the representation of women and men in each military rank, this section looks at where women and men are positioned across military rank.

In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**74%**) compared to Officer Ranks (**26%**). Since 2018, the distribution of women has changed in the following ways across military ranks:

- **-5%** in OR 1-4 (from 60% to 57%)
- **-11%** in OR 5-9 (from 19% to 17%)
- **+25%** in OF 1-2 (from 20% to 25%)

In both 2018 and 2019, only 1% of women were positioned in OF 3-5 and there were no women positioned in OF-6 and higher.

In 2019, the distribution of men indicates that the majority of men were in Other Ranks (**84%**) compared to Officer Ranks (**16%**). Since 2018, the distribution of men has changed in the following ways:

- **+8%** in OR 1-4 (from 39% to 42%)
- **-7%** in OR 5-9 (from 45% to 42%)

The distribution of men across Officer Ranks remained relatively the same.

In 2019, **9%** of the total military personnel who left the AFM were women, whilst 3% of service members exiting were women in 2018. Compared to 2018, raw data indicates that more women left the AFM in 2019. However, slightly fewer men left in 2019 compared to the previous year.

In both 2018 and 2019, retirement and expiration of contract were the main reasons for women and men leaving the military as shown in the table. The AFM reported specific raw data on the number of women and men who left due to expiration of contract. In 2019, approximately **15%** of women and approximately **17%** of men left due to expiration of contract. In 2018, the AFM reported that men specifically left the military due to poor performance, disciplinary offences, death and to pursue a different career or educational opportunity. However in 2019, this was no longer the case

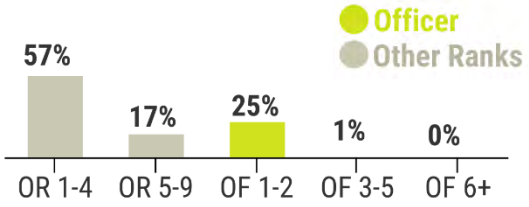


Figure 24: Distribution of Full-Time Women by Military Rank

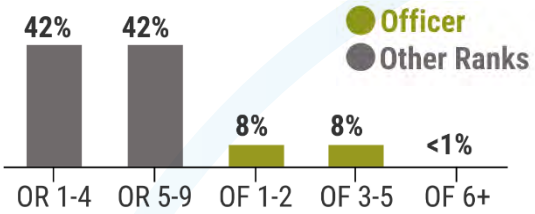


Figure 25: Distribution of Full-Time Men by Military Rank

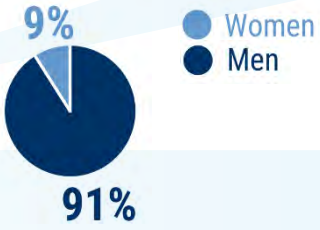


Figure 26: Percentage of Women and Men Who Left the Armed Forces

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Retirement	☑	☑
Expiration of Contract	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for both women and men. The Ordinance on Accommodation, adopted in 2016, states that there should be separate dormitories, changing rooms, sanitary facilities and other rooms for personal hygiene for women. This applies both for permanent and temporary military installations.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	56
Paternity Leave	52
Parental Leave	56

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Administrative and/or Medical Support Systems

Maternity leave begins 28 days prior to delivery and is obligatory for 70 days after delivery. Maternity, paternity and parental leave is paid leave based on the military personnel's entitled salary. If one parent discontinues the use of parental leave, the other parent may use the remaining portion of it. There is also a military medical support system for certain areas of expertise to include physicians, an ENT doctor, and an ophthalmologist. The military's medical support system does not include cardiologists and gynecologists. However, all military personnel have the opportunity to use services of civilian health care institutions.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

According to Labour Law, women cannot be put on night duty during pregnancy, directly after birth or whilst breastfeeding. Additionally the AFM's Service Ordinance forbids women with children under the age of three from working night duty.

DO NOT have Secial Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The AFM offer part–time employment for single parents that have a child under the age of seven, as well as annual leave for single parents of children under the age of 15.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Policy on duties assignments, night duties and/or overtime work
- ☑ Provision protecting parent from deployment

Average Age of Military Personnel

In 2019, men were usually older compared to women. In addition, the generation of women was younger in 2019 compared to the previous year.

Average age changed for women in the following ways:

- -1 year amongst all Military Personnel (from 39 to 38)
- -2 years amongst Non-Commissioned Officers (NCOs) (from 45 to 43)
- -2 years amongst Officers (from 32 to 30)
- -2 years amongst Deployed Personnel (from 36 to 34)

Average age changed for men in the following ways:

- -1 year amongst Officers (from 40 to 39)
- +6 years amongst Deployed Personnel (from 31 to 37)

Average Age

	Women	Men
All Military Personnel	**38**	**39**
NCOs	**43**	**42**
Officers	**30**	**39**
Deployed Personnel	**34**	**37**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Strategies and/or Policies for Prevention

The Military Code of Ethics is obligatory for all military personnel.

Programmes and/or Training for Prevention

There is training for military personnel related to prevention of sexual harassment, gender-based violence, Montenegro's anti-discriminatory laws and UNSCR 1325. The training is in accordance with the Action Plan for implementing the Gender Equality Policy, UNSCR 1325 and the Training Instruction of the AFM.

Formal Procedures in Place For Reporting an Incident

The Law of the AFM prescribes detailed measures that can be undertaken in a case of sexual harassment and abuse, as well as situations of gender discrimination. Additionally, there are other formal mechanisms for reporting sexual harassment.

Appointed Personnel Overseeing Allegations

In accordance with the Law on the Prohibition of Discrimination, an ombudsman deals with complaints in situations where court proceedings have not been initiated. According to this law, victims of any form of discrimination have the right to submit a lawsuit.

According to the AFM, there were no cases of sexual harassment, abuse or assault reported.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations
Module 2: Tactical Level Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019
Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 4 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Gender Perspective in Military Operations and Resolution 1325

Description
This training is organised for personnel who will be deployed to the Resolute Support mission in Afghanistan. It is an integral and obligatory part of the training for each contingent.

Target: OR 1-9 and OF 1-2
Phase: Pre-deployment Training

2. Familiarisation with the Legal Background for Implementing Gender Perspective

Description
This training is based on the NATO Bi-SC Directive 40-1 and in line with the implementation of UNSCR 1325. It focuses on the integration of a gender perspective with an emphasis on countering sexual violence against women.

Target: OR 1-9 and OF 1-5
Phase: Standard National Training

3. Gender Perspective and Discrimination

Description
This training is organised for commanding officers with the aim of familiarising them with the main concepts of gender and discrimination.

Target: OF 1-5
Phase: Standard National Training

4. Basic Concepts of a Gender Perspective

Description
This training is organised for soldiers as a part of the basic military training. The aim is to familiarise soldiers with basic terms and concepts of gender.

Target: OR 1-4
Phase: Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the AFM had the following number of GENADs and GFPs:

- One non-NATO certified GFPs in the MoD; and
- One non-NATO certified GFP in the National Armed Forces.

In 2019, one GFP received training related to discrimination and sexual harassment organised by the United Nations Development Programme (UNDP) and South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC). GENADs and GFPs were not deployed in 2019, nor over the years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken
The MoD annually develops plans derived from their NAP for the implementation of UNSCR 1325 and achieving gender equality.

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken
The AFM's annual training programmes incorporate gender-related training. Gender-based training occurs at the unit level, as well as part of pre-deployment training. Additionally, gender-related training is incorporated into basic training for both officers and Other Ranks in both full-time and Reserve status.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken
The MoD allocates resources for the implementation of UNSCR 1325 and related resolutions. gender perspective is incorporated into internal communication within the AFM, as well as external communication to civil society. Additionally, the MoD specifically targets women in promotional activities.

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners**

Actions Taken
Details on the actions taken were not provided.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

Actions Taken

Laws define procedures for reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimisations.

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

The MoD agreed to participate in the WPS Chiefs of Defence (CHOD) Network.

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

Actions Taken

The Regional Manual on preventing and reporting gender-based discrimination, sexual harassment and abuse in MoDs across the Western Balkan countries is in the drafting phase. The MoD of Montenegro has been an active participant in drafting this Regional Manual. The UNDP and SEESAC participate in supporting this regional project.

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

Actions Taken

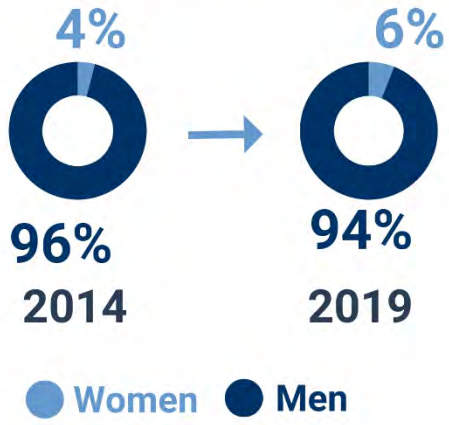
In September 2019, the Government of Montenegro adopted the second NAP for the implementation of the UNSCR 1325 for the period of 2019-2022. It defines the measures and activities to support gender equality as part of their defence reform process. Priorities remain the same as the first NAP:

- Increasing the number of women in decision making process;
- Protecting women and girls in conflict; and
- Integrating gender perspective and gender-based training in missions and operations.

In 2019, Montenegro was in the drafting phase of the annual report on the implementation of their second NAP, which is still ongoing.

SUMMARY

Percentage of Women and Men in the Full-time Armed Forces of Montenegro



2018	2019
5% Representation of women in full-time armed forces	**6%** Representation of women in full-time armed forces
0.3% Representation of women in the infantry	**5%** Representation of women in the infantry
8% Representation of women in the aerospace control	**14%** Representation of women in the aerospace control
10% Representation of women amongst applicants	**15%** Representation of women amongst applicants
12% Representation of women amongst recruits	**17%** Representation of women amongst recruits
12% Representation of women amongst candidates completing basic training	**14%** Representation of women amongst candidates completing basic training
35% Success rate of women applicants being recruited	**61%** Success rate of women applicants being recruited
12% Representation of women in OF 1-2	**18%** Representation of women in OF 1-2



Kingdom of the Netherlands

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Dutch Armed Forces (DAF) did not have specific policies or legislations related to integrating gender perspective enforced in 2019.

Quotas

The DAF do not have a quota system for women.

Restrictions on the Incorporation of Women in the Armed Forces

There are no restrictions on women serving in the armed forces, nor are there restrictions that apply to operations. All active duty positions are open to women in the armed forces. As of 2017, women were recruited to the Marine Corps and Submarine positions and have continued training and education in those occupational positions since 2018. In 2019, women were employed in Submarine positions for the first time.

Military Entity Overseeing Gender Perspective

The DAF do not have a specific entity that oversees the integration of gender perspective. However within the Ministry of Defence (MoD), there is a department on Diversity and Inclusion at the Personnel Directorate and there is a department that oversees gender related advice at the Directorate of Operations.

As illustrated in *Figure 1*, the DAF have increased their representation of women by **10%** (from 10% to 11%) in their full-time armed forces since 2018. Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel on average in the DAF. In contrast, men represent **9** out of every 10 military personnel in the DAF in 2019.



Figure 1: Percentage of Women and Men in the Full-Time Dutch Armed Forces in 2019

In 2019, the representation of women was higher in the Navy compared to the Land Forces and the Air Force. Since 2018, the representation of women changed in the following ways across military components:

- **+29%** in Land Forces (from 7% to 9%)
- **+10%** in Air Force (from 10% to 11%)
- **+18%** in the Navy (from 11% to 13%)

Conversely, the representation of men changed in the following ways across military components:

- **-2%** in Land Forces (from 93% to 91%)
- **-1%** in Air Force (from 90% to 89%)
- **-2%** in the Navy (from 89% to 87%)

Since 2018, the representation of women and men in the Royal Marechaussee remained approximately the same.

The raw data shows that the number of both women and men increased across all military components. However, women had a higher percentage increase compared to men, leading to an increase in the representation of women in 2019.

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

In 2019, most military women served in Land Forces, followed by the Navy and the Royal Marechaussee. Since 2018, the distribution of women changed in the following ways:

- **-3%** in Land Forces (from 32% to 31%)
- **+11%** in Air Force (from 19% to 21%)
- **-4%** in the Navy (from 26% to 25%)

In 2019, most military men served in Land Forces, followed by the Navy and the Royal Marechaussee. Since 2018, the distribution of women changed in the following ways:

- **-4%** in Land Forces (from 44% to 42%)
- **+5%** in Air Force (from 20% to 21%)

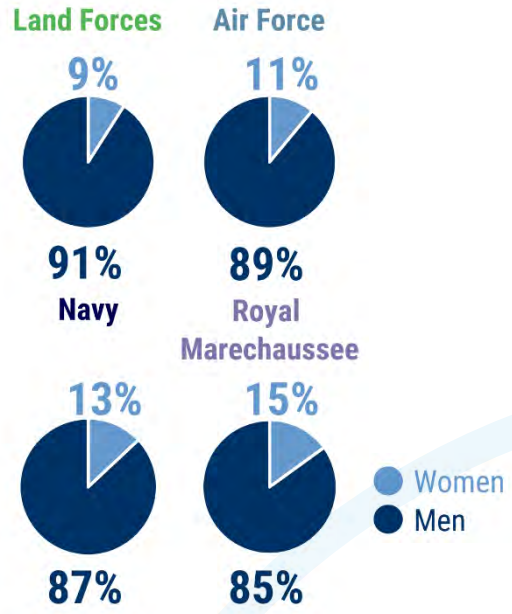


Figure 2: Percentage of Women and Men by Military Component in 2019

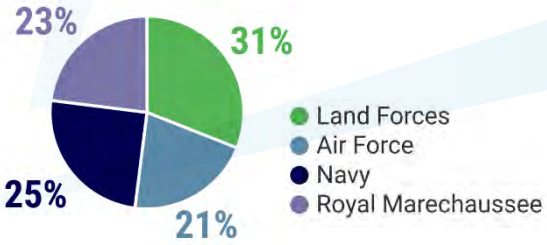


Figure 3: Distribution of Women by Military Component in 2019

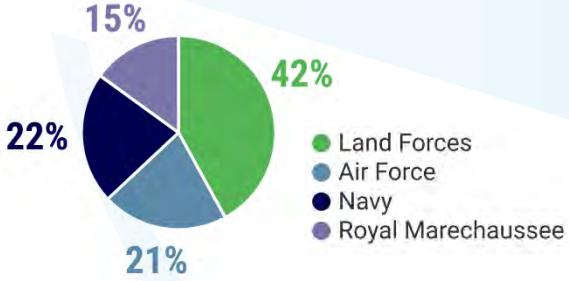


Figure 4: Distribution of Men by Military Component in 2019

Figure 5 shows that the overall representation of women engaged in All Operations increased by **43%** (from 7% to 10%) from 2018 to 2019. The representation of women engaged in All Operations changed in the following ways:

- **+29%** in Land Forces (from 7% to 9%)
- **+78%** in the Air Force (from 9% to 16%)
- **-11%** in the Navy (from 9% to 8%)
- **+143%** in the Royal Marechaussee (from 7% to 17%)

The representation of men engaged in All Operations changed in the following ways:

- **-2%** in Land Forces (from 93% to 91%)
- **-8%** in the Air Force (from 91% to 84%)
- **+1%** in the Navy (from 91% to 92%)
- **-11%** in the Royal Marechaussee (from 93% to 83%)

Notably, in 2019, women have the highest representation in the Air Force when engaged in All Operations, whilst men have the highest representation in the Navy. Raw data indicates that most military women and men in All Operations were positioned in Land Forces, whilst the lowest numbers were positioned in the Royal Marechaussee. The type of operations was not provided for 2019.

Figure 7 indicates that the overall representation of women engaged in NATO Operations increased by **29%** (from 7% to 9%) in 2019. The representation of women engaged in NATO Operations changed in the following ways across military components:

- **+14%** in Land Forces (from 7% to 8%)
- **+140%** in the Air Force (from 10% to 24%)
- **-80%** in the Navy (from 20% to 4%)
- **+157%** in the Royal Marechaussee (from 7% to 18%)

The 2019 raw data indicates that most military women and men in NATO Operations were positioned in Land Forces. Whilst the lowest number of women in NATO Operations were positioned in the



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

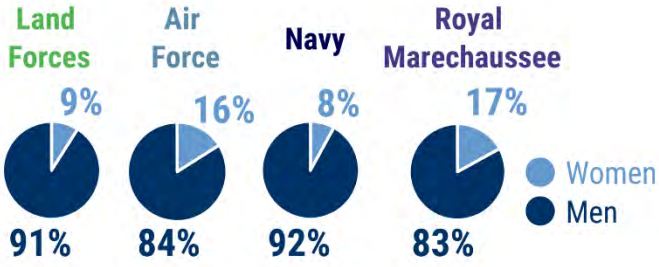


Figure 6: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 7: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

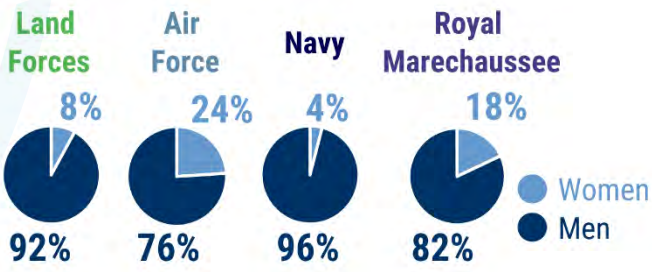


Figure 8: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component I 2019

Navy. In comparison, the lowest number of men were positioned in the Air Force.

Of note, the DAF has reached 24% representation of women in the Air Force and 18% in the Royal Marechaussee. Therefore, **2** out of the 4 military components engaged in NATO Operations have achieved the UN target (15%) in 2019.

Policies to Support Entry into the Reserve Forces

There are policies to support entry into the Reserve Forces as a civilian employee, in accordance with the 2014 Memorandum on Reserves.

Policies to Compensate Civilian Employers of Reserve Personnel

The civilian employer of the Reservist is subsidised when the employee is hired as Reservists for a period longer than 3 months.

Incentives or Bonuses for Civilians to Enter the Reserves

The incentives for Reservists are the provided training and education and the possibility to go on missions.

In 2019, the DAF's representation of Reserve women was above the NATO Member average (12%). *Figure 9* indicates that the DAF's representation of Reserve women increased by **25%** (from 12% to 15%), whilst the representation of men decreased by **3%** (from 88% to 85%).

The representation of Reserve women changed in the following ways across military components:

- **+20%** in Land Forces (from 10% to 12%)
- **+19%** in the Air Force (from 16% to 19%)
- **+13%** in the Navy (from 15% to 17%)
- **+22%** in the Royal Marechaussee (from 23% to 28%)

Notably, the representation of Reserve women increased across all military components.

Conversely, the representation of Reserve men changed in the following ways across military components:

- **-2%** in Land Forces (from 90% to 88%)
- **-4%** in the Air Force (from 84% to 81%)
- **-2%** in the Navy (from 85% to 83%)
- **-7%** in the Royal Marechaussee (from 77% to 72%)



Figure 9: Percentage of Women and Men in the Reserve Dutch Armed Forces in 2019

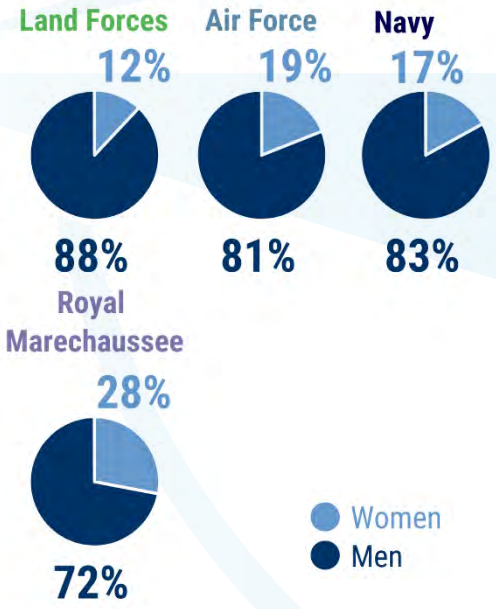


Figure 10: Percentage of Reserve Women and Men by Military Component in 2019

Whilst the representation of Reserve men decreased, raw data indicates that the number of Reserve men increased across all military components since 2018. The number of Reserve women also increased across all military components but at a higher rate, which resulted in the higher representation of Reserve women.

In 2019, the DAF's overall representation of Reserve women engaged in All Operations was significantly higher than the NATO Member average (12%) and UN target (15%). Whilst the representation of Reserve women was above the UN target in Land Forces and the Navy, there was no representation of Reserve women in the Air Force. Of note, the DAF reported sex-disaggregated data on Reserve women and men engaged in All Operations for the first time in 2019. Therefore, comparisons with previous years cannot be made.

In 2019, the DAF's representation of Reserve women in All Operations was above the NATO Member average (12%) and UN target (15%). *Figure 13* indicates that the representation of Reserve women engaged in NATO Operations increased by **71%** (from 21% to 36%) in 2019, whilst the representation of men decreased by **19%** (from 79% to 64%).

The representation of Reserve women engaged in NATO Operations changed in the following ways across military components:

- **+118%** in Land Forces (from 17% to 37%)
- **-100%** in the Air Force (from 50% to 0%)

Notably, the representation of Reserve women is higher in NATO Operations compared to All Operations in 2019.

The representation of Reserve men changed in the following ways across military components:

- **-24%** in Land Forces (from 83% to 63%)
- **+100%** in the Air Force (from 50% to 100%)



Figure 11: Percentage of Reserve Women and Men Engaged in All Operations in 2019

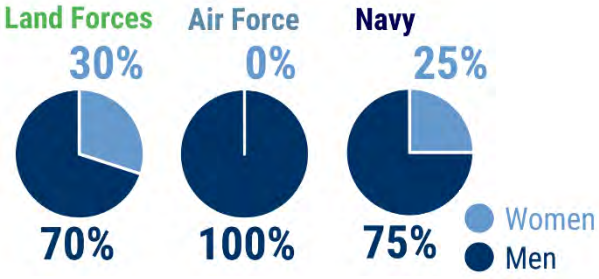


Figure 12: Percentage of Reserve Women and Men Engaged in All Operations by Military Component



Figure 13: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

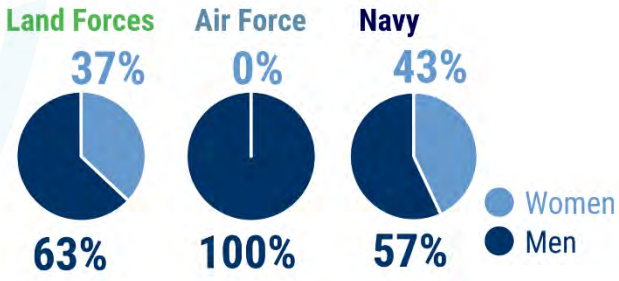


Figure 14: Percentage of Reserve Women and Men Engaged in NATO Operations by Military Component in 2019

In 2018, Reserve women and men in the Navy were not engaged in NATO Operations.

Of note, the DAF reached 37% of representation of women in the Land Forces and 43% representation in the Navy. Therefore, **2** out of the 3 Reserve military components engaged in NATO Operations exceed the UN target (15%).

Average Age of Enlistment	
Women	21-25
Men	21-25

Recruitment

Enlistment Requirements

Enlistment Requirements for the Dutch Armed Forces
The enlistment requirements are different for women and men.

Enlistment Requirements for the Physical Fitness Test
The physical fitness test is different for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The DAF do not have policies that target the recruitment of women.

Since 2018, representation of women out of all candidates changed in the following ways throughout the recruitment process:

- **+7%** of all successfully recruited were women (from 14% to 15%)
- **+18%** of all recruits successfully completing basic training were women (from 11% to 13%)

Since 2018, representation of men out of all candidates changed in 2019 the following ways throughout the recruitment process:

- **-1%** of all successfully recruited were men (from 86% to 85%)
- **-2%** of all recruits successfully completing basic training were men (from 89% to 87%)



Figure 15: Percentage of Women and Men Applicants for Full-Time Service

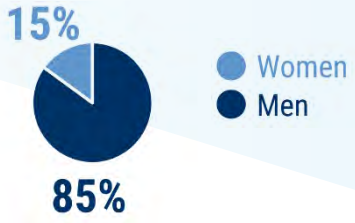


Figure 16: Percentage of Women and Men Successfully Recruited Out of All Applicants

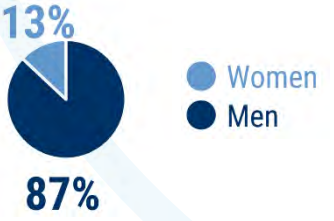


Figure 17: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Compared to 2018, more women applied to the DAF in 2019. Since 2018, the success rate of women changed in the following ways throughout the recruitment process:

- **+13%** of women were successfully recruited out of all women who applied (from 24% to 27%)
- **+8%** of women successfully completing basic training out of all women who were recruited (49% to 53%)

Conversely, more men applied to the DAF in 2019. Since 2018, the following changes occurred to the success rate of men in the recruitment process:

- **+8%** in men were successfully recruited out of all men who applied (from 24% to 26%)
- **+2%** of men successfully completing basic training out of all men who were recruited (62% to 63%)

In comparison to 2018, more men were recruited and completed basic training in 2019. Overall, these trends show that women have a higher success rate being recruited (27%) compared to men (26%). However, men have a higher success rate in completing basic training (63%) than women (53%) in 2019.

Retention

The DAF did not have policies on retention nor policies specific to the retention of women in the armed forces in 2019. The DAF have networks that can support women in the military. There are many formal and informal networks within the Armed Forces. Three of these networks are related to lesbian, gay, bisexual, transgender, queer and intersex (LGBTQI), women and bi-cultural personnel. Additionally, there are networks specific for young professionals, technicians, logistics and personnel within the autism spectrum.

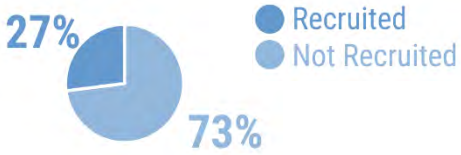


Figure 18: Percentage of Women Successfully Recruited Out of Women Who Applied

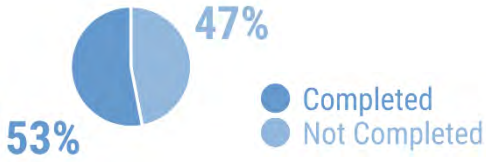


Figure 19: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

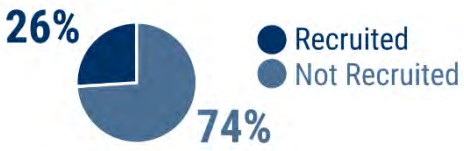


Figure 20: Percentage of Men Successfully Recruited Out of Men Who Applied

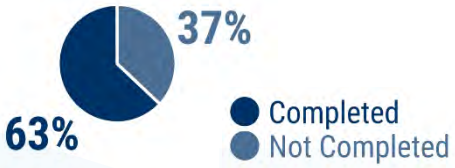


Figure 21: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

The overall representation of women in Other Ranks increased by **11%** (from 9% to 10%), whilst the overall representation of men in Other Ranks decreased by **1%** (from 91% to 90%). The overall representation of women in Officer Ranks increased by **5%** (from 12% to 14%), whilst the overall representation of men in Officer Ranks decreased by **2%** (from 88% to 86%) in 2019.

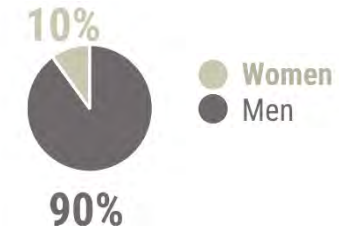


Figure 22: Overall Percentage of Full-Time Women and Men in Other Ranks

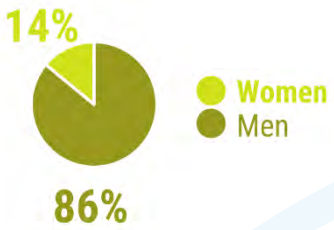


Figure 23: Overall Percentage of Full-time Women and Men in Officer Ranks

Figures 24 and *25* illustrate that the representation of full-time military women changed in the following ways across all ranks from 2018 to 2019:

- **+11%** in OR 5-9 (from 9% to 10%)
- **+7%** in OF 1-2 (from 15% to 16%)
- **+30%** in OF 3-5 (from 10% to 13%)
- **+50%** in OF-6 and higher (from 2% to 3%)

Compared to 2018, the raw data in 2019 indicates that the number of women and men experienced a significant increase across OR 5-9 and OF 3-5 military ranks.

Conversely, the representation of full-time military men changed in the following ways across all ranks:

- **-1%** in OR 5-9 (from 91% to 90%)
- **-1%** in OF 1-2 (from 85% to 84%)
- **-3%** in OF 3-5 (from 90% to 87%)
- **-1%** in OF-6 and higher (from 98% to 97%)

Amongst OF-6 and higher military ranks, the raw indicates that the number of women did not change compared to 2018, whilst the number of men decreased.

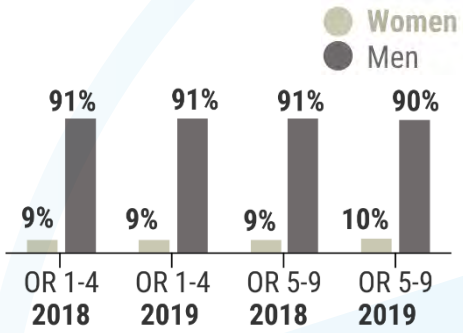


Figure 24: Percentage of Full-time Women and Men in Other Ranks

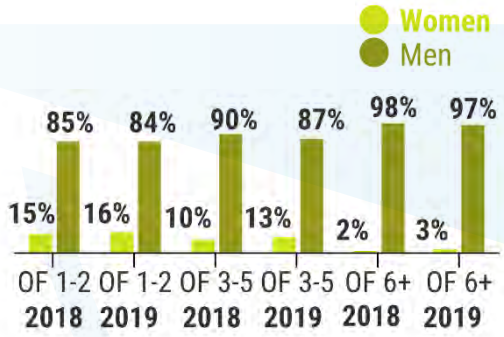


Figure 25: Percentage of Full-time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**57%**) compared to Officer Ranks (**43%**). Since 2018, the distribution of women has changed in the following ways across military ranks:

- **-29%** in OR 1-4 (from 34% to 24%)
- **-8%** in OR 5-9 (from 36% to 33%)
- **-11%** in OF 1-2 (from 19% to 17%)
- **+136%** in OF 3-5 (from 11% to 26%)

Whilst there were increases in the number of women across all military ranks, there was a significant increase in the number of women particularly in OF 3-5 across all military components. Not only did it impact the distribution of women, it indicates an upward trend of women in senior officer ranks.

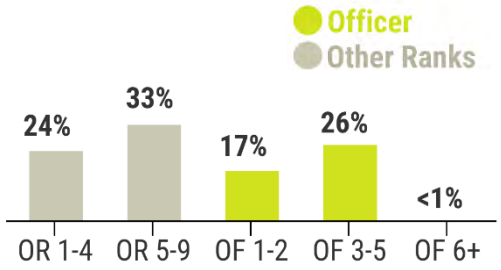


Figure 26: Distribution of Full-Time Women by Military Rank

In 2019, the distribution of men indicates that the majority of men were in Other Ranks (**68%**) compared to Officer Ranks (**32%**). Since 2018, the distribution of men has changed in the following ways across military ranks:

- **-19%** in OR 1-4 (from 36% to 29%)
- **-5%** in OR 5-9 (from 41% to 39%)
- **-8%** in OF 1-2 (from 12% to 11%)
- **+91%** in OF 3-5 (from 11% to 21%)

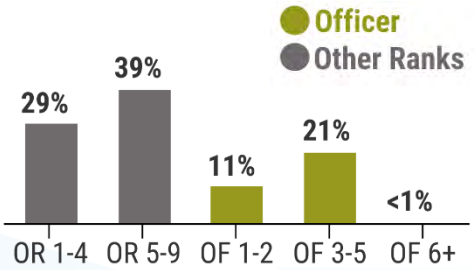


Figure 27: Distribution of Full-Time Men by Military Rank

Similar to women, there was a significant increase in the number of men particularly in OF 3-5 across all military components.

Figure 28 shows that **10%** of the total military members who left the DAF were women, whilst women represented 11% of service members leaving in 2018. The raw data indicates that fewer women and men left in 2019 compared to 2018.

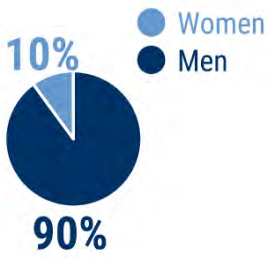


Figure 28: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces

In 2019, one main reason women and men left the DAF was to pursue a different career and/or educational opportunity, whereas this was only a main reason for women

2018. Women left due to difficulties in balancing work and family life in both 2018 and 2019, whilst men left due to dissatisfaction with military salaries in both years. In 2018, a main reason why men left the military was due to lack of stability, which was no longer the case in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☐
Dissatisfaction with Military Salaries	☐	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑

Military Equipment, Facilities and Uniforms

Submarines have been adapted for both women and men. The DAF provide separate facilities tailored to the needs of both women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	1
Parental Leave	13

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support System

- Maternity Leave: 6 weeks pregnancy leave and 10 weeks maternity leave
- Parental Leave: 12 weeks for either parent before the child is 8 years old

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The DAF offer the following programmes to support work-life balance:

- Flexible working hours
- Teleworking
- Part-time work (civilians only)
- Mental health care
- Social worker available
- No deployment for parents that have children under 5 years old

Parental Rights

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

When both parents are in the military, only one will be deployed at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

No deployment for single parents that have children under 5 years old

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Provision protecting parent from deployment

Average Age of Military Personnel

In 2019, the DAF were a younger military force compared to 2018. Average age changed for women in the following way:

- -1 year amongst Officers (from 44 to 43)

Average age changed for men in the following ways:

- +1 year amongst All Military Personnel (from 32 to 33)
- +1 year amongst Officers (from 36 to 37)
- -1 year amongst Deployed Personnel (from 32 to 31)

The average age of men changed slightly more compared to women. In general, there are more older men compared to 2018.

Average Age

	Women	Men
All Military Personnel	**36**	**33**
NCOs	**40**	**36**
Officers	**43**	**37**
Deployed Personnel	**33**	**31**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

According to the DAF, there were 25 reports of sexual offence, 43 contacts with trusted agents related to sexual offence and 2 official complaints of sexual offence in 2019.

The type of sexual offence was not indicated nor was sex-disaggregated data provided on those reports, contacts and complaints. Separate from these particular incidents, the DAF also reported that 25% of women and 11% of men generally experience indecent sexual behavior at work.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-Deployment Level
- Gender in Terrorism

NATO-Certified Gender Education and Training Products Used in 2019

- Gender Advisor Course
- Gender Training of Trainers Course
- Key Leaders Seminar
- Commanding Officer Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There is one national programmee for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. European Security and Defence College (ESDC) Gender in Operations Course

Description

The ESDC Gender in Operations Course is a bi-annual training event jointly held by the Netherlands and Spain. Approximately 15 Dutch military officers participate in this course per year.

Target: OF 1-6 and higher
Phase: Pre-Deployment Training

Gender Advisors and Gender Focal Points

In 2019, the DAF had the following number of Gender Advisors (GENADs) and Gender Focal Points (GFPs):

- Two NATO-certified GENADs in the MoD;
- One non-NATO certified GENADs in the MoD; and
- Four NATO-certified GFPs in the national armed forces.

In 2019, the following number of GENADs and GFPs received training:

- 6 GENADs received training at the Nordic Centre for Gender in Military Operations (NCGM);
- Two GFPs received training at NCGM; and
- Three GENADs received training the ESDC Gender in Operations Course.

In 2019, 6 GENADs deployed. Over the years, a total of 32 GENADs have deployed. GFPs have never deployed. Since 2009, the DAF have deployed military GENADs to NATO-led missions such as the International Security Assistance Force (ISAF) and continue to deploy military GENADs to the Resolute Support Mission (RSM) in Afghanistan. Since 2017, the DAF have deployed military GENADs to the UN-NATO peacekeeping mission United Nations Interim Force in Lebanon (UNIFIL).

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

C The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same

D The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners

Actions Taken

In 2019, the update of the National Action Plan (NAP) for UNSCR 1325 began, with the aim of being signed in early 2020. Additionally, GENAD positions were created at the MoD.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A NATO Members and Partners should pursue an inclusive and respectful working environment

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

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.

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

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

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

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

H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

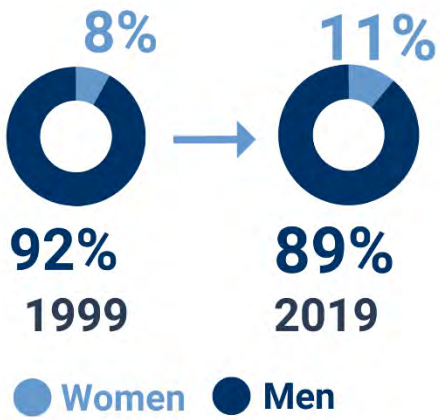
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of Gender Perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

The National Defence Action Plan is based on the NCGP recommendations. Within the National Government, departments work together towards implementation of the UNSCR 1325 and related Resolutions. This has the continual support and attention at the highest political level.

SUMMARY

Percentage of Women and Men in the Full-time Dutch Armed Forces



2018	2019
10% Representation of women in full-time armed forces	**11%** Representation of women in full-time armed forces
7% Representation of women in Land Forces	**9%** Representation of women in Land Forces
11% Representation of women in the Navy	**13%** Representation of women in the Navy
7% Representation of women engaged in All Operations	**10%** Representation of women engaged in All Operations
7% Representation of women engaged in NATO Operations	**9%** Representation of women engaged in NATO Operations
10% Representation of women in OF 3-5	**13%** Representation of women in OF 3-5
12% Representation of women in reserve armed forces	**15%** Representation of women in reserve armed forces
21% Representation of Reserve women engaged in NATO Operations	**36%** Representation of Reserve women engaged in NATO Operations



Kingdom of Norway

Specific Policies and/or Legislation Related to Integrating Gender Perspective

No specific policies or legislation related to integrating gender perspective in the Norwegian Armed Forces (NAF) were enforced during 2019.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is no military entity that oversees integrating gender perspective in the military.

All comparisons and trends in this report are based on the last submission received in 2017.

In comparison to 2017, the representation of women in the NAF increased by **17%** (from 12% to 14%) as shown in *Figure 1*. Notably, the representation of women in the NAF is above the NATO Member Nation average (12%). Women represent approximately **1.5** out of every 10 military personnel on average in the NAF, whilst men represent **8.5** out of every 10 military personnel in the NAF.

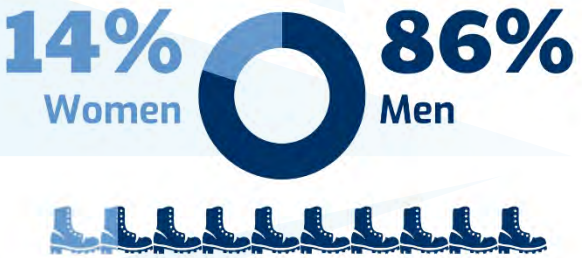


Figure 1: Percentage of Women and Men in the Full-Time Norwegian Armed Forces in 2019

Notably, the representation of women increased across all military components. In 2019, military women had the highest representation in the Other Forces, whilst men had the highest representation in the Navy.

Women had a higher representation in the Land Forces compared to the Navy and the Air Force. In comparison to 2017, the following changes have occurred in the representation of women across military components as indicated in *Figure 2*:

- **+27%** in Land Forces (from 11% to 14%)
- **+18%** in Air Force (from 11% to 13%)
- **+9%** in the Navy (from 11% to 12%)
- **+42%** in Other Forces (from 12% to 17%)

Conversely, the following changes have occurred in the representation of men across military components:

- **-3%** in Land Forces (from 89% to 86%)
- **-2%** in Air Force (from 89% to 87%)
- **-1%** in the Navy (from 89% to 88%)
- **-6%** in Other Forces (from 88% to 83%)

The representation of women remains above the NATO Member Nation average (12%) across all military components.

Other Forces include units such as Cyber Defence, Defence College, NAF Human Resources and Conscription Centre, the Norwegian Defence Logistics Organisation, as well as the NAF Joint Support Services.

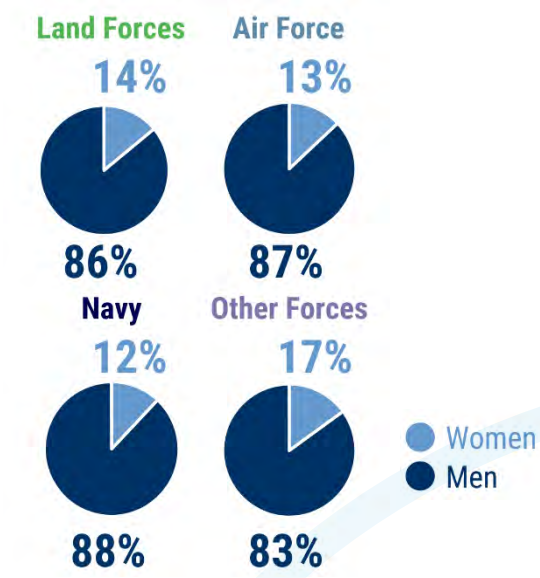


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across components.

In 2019, most military women served in Other Forces and the least amount of military women served in the Navy. In comparison to 2017, the distribution of women experienced changes across the following military components as illustrated in *Figure 3*:

- **+4%** in Land Forces (from 28% to 29%)
- **+25%** in the Air Force (from 16% to 20%)
- **-13%** in the Navy (from 40% to 35%)

Compared to 2017, the number of women increased across all military components.

The shift in distribution of women is mainly due to the number of women increased significantly higher in Land Forces and the Air Force compared to other military components

Similar to women in 2019, most military men served in Other Forces and the least amount of military men served in the Navy. In comparison to 2017, the distribution of men experienced changes across the following military components as indicated in *Figure 4*:

- **+18%** in the Air Force (from 17% to 20%)
- **+12%** in the Navy (from 17% to 19%)
- **-13%** in Other Forces (from 38% to 33%)

In comparison to 2017, *Figure 5* indicates that the overall representation of women engaged in All Operations increased by **50%** (from 8% to 12%), whilst the representation of men decreased by **4%** (from 92% to 88%).

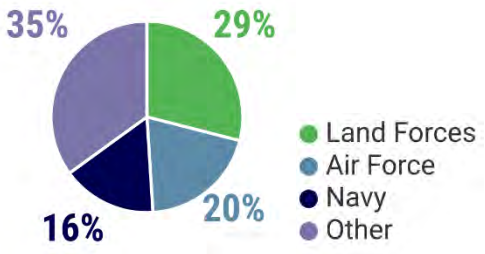


Figure 3: Distribution of Women by Military Component in 2019

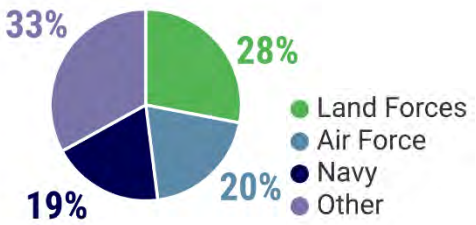


Figure 4: Distribution of Men by Military Component in 2019



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Policies to Support Entry into the Reserve Forces

Norway does not have Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

Norway does not have Reserve Forces.

Incentives or Bonuses for Civilians to Enter the Reserves

Norway does not have Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Norwegian Armed Forces
The physical fitness test is different for women and men.

Enlistment Requirements for the Physical Fitness Test
Women are required to do horizontal pull-ups, whilst men are required to do vertical pull-ups. Women have a different time-scale compared to men for the 3000 metre run.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The NAF do not have policies that particularly target women. However, Norway has a universal conscript service that includes both women and men. This serves as a recruitment strategy for further education and employment in the Armed Forces.

Average Age of Enlistment

Women	18-20
Men	18-20

Retention

The NAF use their military salaries both for recruitment incentives and for retention, especially for highly-skilled personnel. The NAF do not have a specific retention policy for women. However, there is a network to support women in the military.

The Armed Forces Defence Staff funds the Military Women's Network. This network aims to strengthen the Armed Forces and military women through creating awareness of career opportunities for women and the importance of their participation in the

international operations to fulfil United Nations Security Council Resolution (UNSCR) 1325 obligations. It also aims for equality within the work environment and an increased understanding of the NAF's relationship with civil society.

Notably in comparison to 2017, the representation of women increased across all military ranks. The representation of women in all Other Ranks increased by **23%** (from 13% to 16%) in 2019**,** whilst the representation of men in all Other Ranks decreased by **3%** (from 87% to 84%) as shown in *Figure 6*. The representation of women in all Officer Ranks increased by **10%** (from 10% to 11%)**,** whilst the representation of men in all Officer Ranks decreased by **1%** (from 90% to 89%) as illustrated in *Figure 7*.

The representation of women changed in the following ways across military ranks as indicated in *Figures 8* and *9*:

- **+36%** in OR 1-4 (from 14% to 19%)
- **+15%** in OR 5-9 (from 13% to 15%)
- **+9%** in OF 1-2 (from 11% to 12%)
- **+11%** in OF 3-5 (from 9% to 10%)
- **+63%** in OF-6 and higher (from 8% to 13%)

Notably in 2019, the NAF have four more women in the OF-6 and higher ranks category compared to 2017. Compared to 2017, the representation of men changed in the following ways across military ranks:

- **-6%** in OR 1-4 (from 86% to 81%)
- **-2%** in OR 5-9 (from 87% to 85%)
- **-1%** in OF 1-2 (from 89% to 88%)
- **-1%** in OF 3-5 (from 91% to 90%)
- **-5%** in OF-6 and higher (from 92% to 87%)

Whilst the section above compares the representation of both women and men in each military rank, this section looks at where women and men are positioned across military ranks.

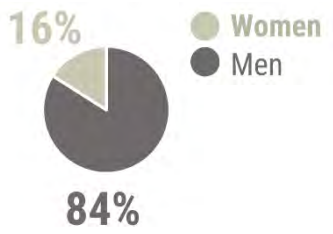


Figure 6: Overall Percentage of Full-Time Women and Men in Other Ranks

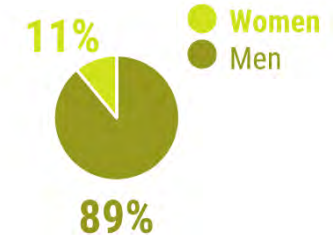


Figure 7: Overall Percentage of Full-time Women and Men in Officer Ranks

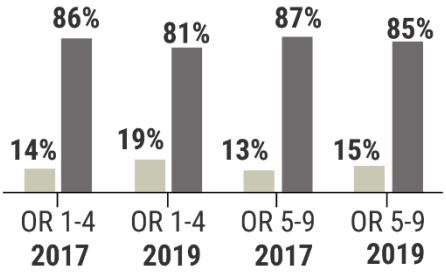


Figure 8: Percentage of Full-time Women and Men in Officer Ranks

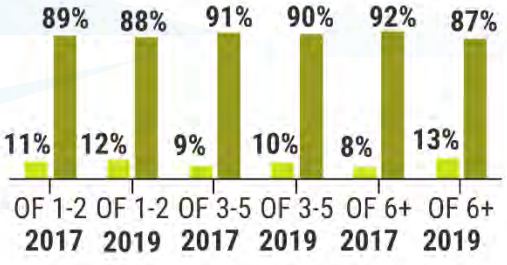


Figure 9: Percentage of Full-time Women and Men in Other Ranks

In 2019, the distribution of women indicates that majority of women are in Other Ranks (**61%**) compared to Officer Ranks (**39%**). In comparison to 2017, *Figures 10* and *11* show that the distribution of women has changed in the following ways:

- **+40%** in OR 1-4 (from 20% to 28%)
- **+10%** in OR 5-9 (from 30% to 33%)
- **-29%** in OF 1-2 (from 31% to 22%)
- **-11%** in OF 3-5 (from 19% to 17%)

Compared to 2017, the absolute number of women increased across all ranks, except within OF 1-2. The number of women increased significantly across all Other Ranks compared to OF 3-5, explaining the decrease in OF 3-5 as a result of the change in distribution. A significant increase in OR 5-9 indicates both a positive trend in the retention of women amongst Other Ranks and that women are being promoted within Other Ranks.

The distribution of men indicates that men are equally positioned in Other Ranks (**50%**) as in Officer Ranks (**50%**). This indicates that women tend to be more distributed in Other Ranks compared to men. In comparison to 2017, the distribution of men has changed in the following similar ways:

- **+19%** in OR 1-4 (from 16% to 19%)
- **+19%** in OR 5-9 (from 26% to 31%)
- **-24%** in OF 1-2 (from 33% to 25%)

Compared to 2017, the number of men increased across Other Ranks but decreased across OF 1-5 Ranks. Similar to women, there was a particularly significant decrease amongst OF 1-2 Ranks, which may indicate a decrease in the recruitment of military officers. There were significant increases of men amongst OR 1-5, indicating an increase in both recruitment and retention of men across Other Ranks. Changes in the distribution of women and men may be impacted by fluctuations in recruitment, promotions, retirement and retention.

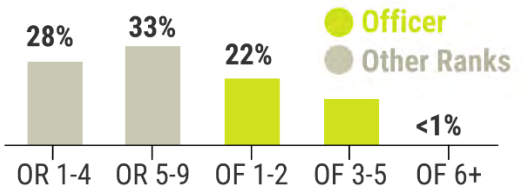


Figure 10: Distribution of Full-Time Women by Military Rank

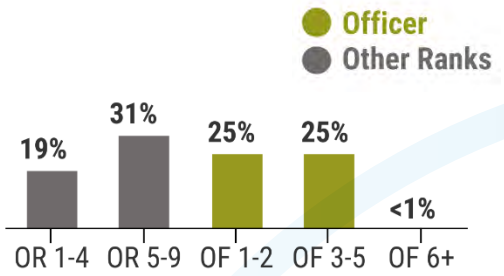


Figure 11: Distribution of Full-Time Men by Military Rank

Military Equipment, Facilities and Uniforms

Personal weapons (e.g. rifles & handguns) and personal protective equipment (e.g. CBRN suits & goggles) have been adapted for both women and men. The NAF practice the use of mixed-rooms on a voluntary basis. When necessary, there are options to provide separate sanitary and lodging facilities for women and men. Uniforms have been adapted for both women and men, but there are some limitations on length, height and waist size.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

Number of Weeks	
Maternity Leave	15
Paternity Leave	15
Parental Leave	49

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support Systems

Maternity and paternity leave is 15 weeks with 100% parental benefit or 19 weeks with 90% parental benefit. Additionally, the birth mother has three weeks maternity leave prior to to the birth date. A joint period of 16 weeks with a benefit rate of 100% or 18 weeks at a benefit rate of 80% can be shared between the mother and father for circumstances such as working, studying or other approved activities.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

The NAF offer the following programmes to support work-life balance:

- Commuter programmes
- Annual visit to place of origin
- Career change programmes
- Seminars for couples
- Retirement courses

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

The NAF make individual considerations to meet the needs of both the dual couples and the Armed Forces.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The NAF offer the following to support service duties to single parents, divorced parents or widows/widowers looking after their children:

- Flexible working hours;
- Home-office can be considered on an individual basis; and
- Paid travel costs for grandparents/family members to support child care.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

The average age of military women and men was not reported in 2019.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

The number of reported incidents for 2019 was not provided.

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☑	☑
Stalking	☑	☑
Rape	☑	☑
Other	☑	☑

The NAF policy states a zero tolerance for sexual harassment, abuse and assault. Policies and a local action plan address attitudes, ethics and leadership, sexual harassment and the NAF's core values.

Newly created, the activity-based survey tool called MOST has provided valuable information on the severity of sexual harassment and bullying within the military. Results of the survey have led to an ongoing review of all procedures related to harassment, bullying and assault to ensure that they are appropriate. Additionally, there is an internal revenue to oversee and receive reported incidents.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

The NAF did not use the NATO Gender Education and Training Package for Nations in 2019.

NATO-Certified Gender Education and Training Products Used in 2019

Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were three national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. How Gender Impacts the Planning and Conduct of National and International Operations

Description

The gender education is linked to two subjects: Joint OPS I and II. Within these two subjects, the gender education is one of the main areas of human security and protection of civilians, and is carried out as an integral part of the joint planning group activities and the concluding exercise.

Target: OF 3-5
Phase: Standard National Training

2. How Gender Impacts the Planning and Conduct of High Intensity and Low Intensity Operations with the Scope of Tactical Operations

Description

It is a highlighted part of the joint operations module and carried out as an integral part of the operations, planning and exercise.

Target: OF 1-2
Phase: Standard National Training

3. UNSCR 1325 and Gender in Military Operations

Description

It includes the UNSCR 1325, the Women, Peace and Security (WPS) agenda and gender perspective in military operations.

Target: OR 1-9 and OF 1-6 and higher
Phase: Pre-deployment

Gender Advisors and Gender Focal Points

In 2019, the NAF had the following number of Gender Advisors (GENADs) and Gender Focal Points (GFPs):

- One NATO-certified GFP in the Ministry of Defence (MoD);
- Two non-NATO certified GFPs in the General Staff;
- Two non-NATO certified GFPs in the national armed forces; and
- No GENADs.

In 2019, one GFP received training at the Nordic Centre for Gender in Military Operations (NCGM).

In 2019, no GENAD or GFP were deployed. However, the NAF have two officers (OF-4 and OF-3) working at the NCGM.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

An implementation plan has been drafted. The rest of the recommendations are to be considered in the plan.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

The NAF have policies to address sexual harassment, abuse and assault. There is an internal revenue to oversee and receive reported incidents, as well as a survey tool called MOST for reporting.

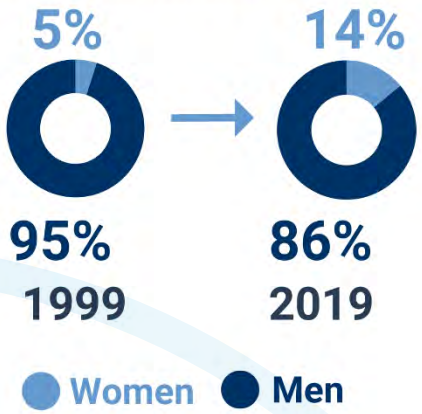
The Norwegian Chief od Defence (CHOD) is a member of the WPS CHOD Network.

Additional Information Relevant to the Integration of Gender Perspective the Armed Forces

The Norwegian MoD has tasked the NAF to develop a comprehensive plan for the implementation of the WPS agenda and the integration of gender perspective. The plan is expected to be finalised in the Spring 2020.

SUMMARY

Percentage of Women and Men in the Full-time Norwegian Armed Forces



2017	2019
12% Representation of women in full-time armed forces	**14%** Representation of women in full-time armed forces
11% Representation of women in Land Forces	**14%** Representation of women in Land Forces
11% Representation of women in the Air Force	**13%** Representation of women in the Air Force
11% Representation of women in the Navy	**12%** Representation of women in the Navy
8% Representation of women engaged in All Operations	**12%** Representation of women engaged in All Operations
14% Representation of women in OR 1-4	**19%** Representation of women in OR 1-4
13% Representation of women in OR 5-9	**15%** Representation of women in OR 5-9
8% Representation of women in OF-6 and higher	**13%** Representation of women in OF-6 and higher



Republic of Poland

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, Poland continued the implementation of their National Action Plan (NAP) on Women, Peace and Security (WPS) for 2018-2021.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

All active duty positions are accessible to women and men in the PAF, except for posts in the Chaplains' Corps. There are no plans to eliminate this restriction and the PAF do not have control over whether this restriction is lifted. This restriction is based on religious regulations that limit these positions to only men.

Military Entity Overseeing Gender Perspective

Joining NATO in 1999, Poland formed the Council on Women in the PAF within that same year. The Council on Women is an advisory body composed of 20 members and a Chair. Military women engage in an anonymous voting procedure to elect members of the Council. Whilst the Chair is a full-time position, it is a secondary assigned task for all other Council members.

The Council on Women oversees gender perspective through evaluating the situation of women in the PAF, analysing documentation, participating in agreements on the development of documentation and conducting training. The Council also promotes women military service, both in Poland and abroad. Their promotion strategies include conducting conferences, meetings and exhibitions.

Since 2018, the representation of women increased by **17%** (from 6% to 7%). In 2019, women represent approximately **0.5** out of every 10 military personnel on average in the PAF, whilst men represent **9.5** out of every 10 military personnel in the PAF.



Figure 1: Percentage of Women and Men in the Full-Time Polish Armed Forces in 2019

The PAF were engaged in NATO, EU and UN missions in 2019. Comparisons and trends on Operations are based on the 2017 submission, which was the last time Poland provided information on Operations.

The PAF met the UN target (15%) in **1** out of the **5** military components engaged in All Operations

In comparison to 2017, *Figure 2* shows that the overall representation of women engaged in All Operations increased by **100%** (from 2% to 4%), whilst the overall representation of men decreased by **2%** (from 98% to 96%) in 2019.

When engaged in All Operations, women had a higher representation in the Navy compared to the Air Force and Land Forces. Compared to 2017, the representation of women engaged in All Operations in 2019 changed in the following ways:

- **+100%** in the Air Force (from 1% to 2%)
- **+300%** in the Navy (from 2% to 8%)

The representation of men engaged in All Operations in 2019 changed in the following ways in comparison to 2017:

- **-1%** in the Air Force (from 99% to 98%)
- **-6%** in the Navy (from 98% to 92%)

In 2019, the representation of women and men in All Operations did not change for Land Forces, Medical and Special Forces compared to 2017. Whilst women do not have the highest representation in Land Forces, raw data indicates that most women and men are engaged in this component.

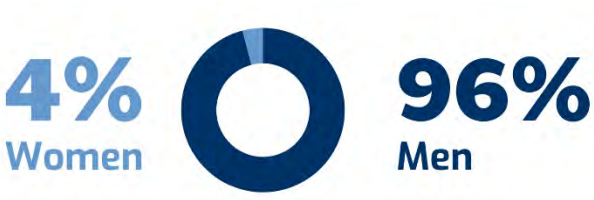


Figure 2: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

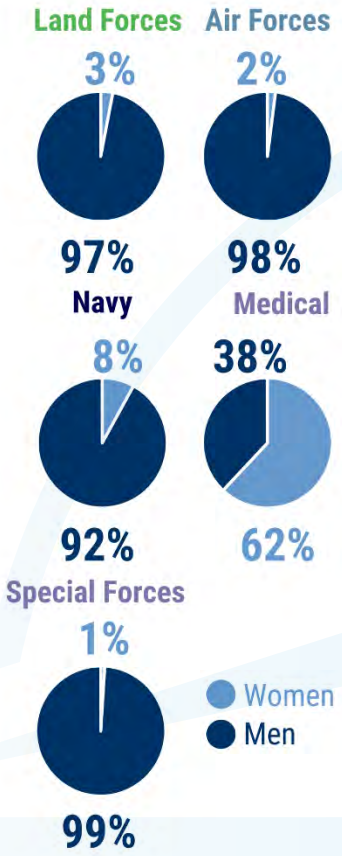


Figure 3: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component

Figure 4 shows that the representation of women in NATO Operations is slightly lower than the representation of women in All Operations in 2019. The overall representation of women and men engaged in NATO Operations did not change in comparison to 2017.

Across military components, the representation of women engaged in the Navy component of NATO Operations (7%) is slightly lower than that of All Operations (8%) in 2019 as illustrated in *Figure 5*. Whereas, the representation of women engaged in the Medical component of NATO Operations (66%) is slightly higher than that of All Operations (62%).

In 2019, the Medical component had the highest representation of women. As a result, the PAF met the UN target (15%) in **1** out of **5** military components engaged in NATO Operations.

Compared to 2017, the representation of women and men engaged in NATO Operations remained the same in 2019.



Figure 4: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

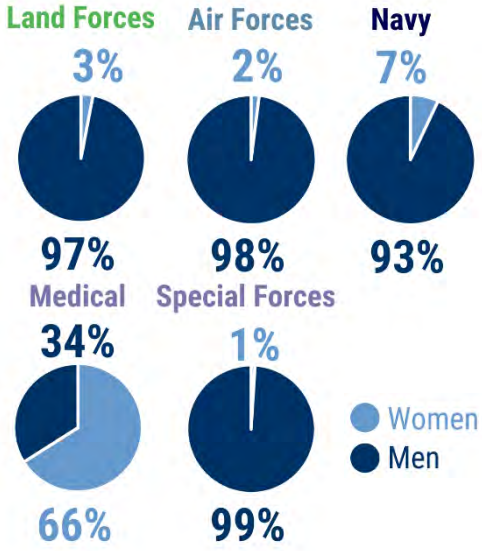


Figure 5: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The Polish Ministry of National Defense has undertaken a number of actions aimed at increasing the number of service members in the armed forces. One of the most important actions was the intensification of information and promotion activities presenting the armed forces as an employer that offers a stable salary, courses, training and the possibility of professional promotion.

The Ministry of National Defense implemented the "Become a Soldier of the Republic of Poland" and "Academic Legion" promotion and information campaigns. Additionally, military and civilian personnel participated in meetings with local residents, as well as university and high school students.

In 2019, the Minister of National Defense decided to create the "Programme Affairs Office Become a Soldier of the Republic of Poland". This office aims to create a new comprehensive recruitment system for the PAF to facilitate the recruitment of military members, increase full-time personnel and strengthen Reserve Forces. This Ministry of National Defence initiative is part of the government's priority policy to ensure national security.

Policies to Compensate Civilian Employers of Reserve Personnel

A civilian employer of Reserve personnel who has been tasked with military duties is entitled to cash benefits for the period of the military exercise, periodic military service or territorial military service. The benefit only covers the compensation of costs incurred by the employer to replace the Reserve military member with a temporary employee under a fixed-term contract.

Incentives or Bonuses for Civilians to Enter the Reserves

The PAF have the following incentives for civilians to enter the Reserve Forces:

- Financial security (basic salary, salary supplements and severance pay)
- Rewards
- Functional allowance
- Financial compensation if the remuneration received under the civilian employment is higher than the military basic salary during the period of temporary military duties
- Co-financing of study costs
- Enabling development and promotion, including service time to work experience
- Providing health services
- Unpaid leave for the duration of service
- Reimbursement of travel expenses to the place of service
- Free accommodation during period of temporary military duties

In 2019, the PAF's representation of Reserve women was above the NATO Member average (12%). Notably, the representation of Reserve women is higher than the representation of full-time women.

Figure 6 shows that compared to 2017, the PAF's representation of Reserve women increased by **25%** (from 16% to 20%), whilst the representation of men decreased by **5%** (from 84% to 80%) in 2019.

In comparison to 2017, the representation of Reserve women in 2019 changed in the following ways across military components as illustrated in *Figure 7*:

- **+19%** in Land Forces (from 16% to 19%)
- **+80%** in the Air Force (from 15% to 27%)
- **-40%** in the Navy (from 30% to 18%)
- **+25%** in Other (from 16% to 20%)

The type of military personnel was not further defined in the Other category in 2019.



Figure 6: Percentage of Women and Men in the Reserve Polish Armed Forces in 2019

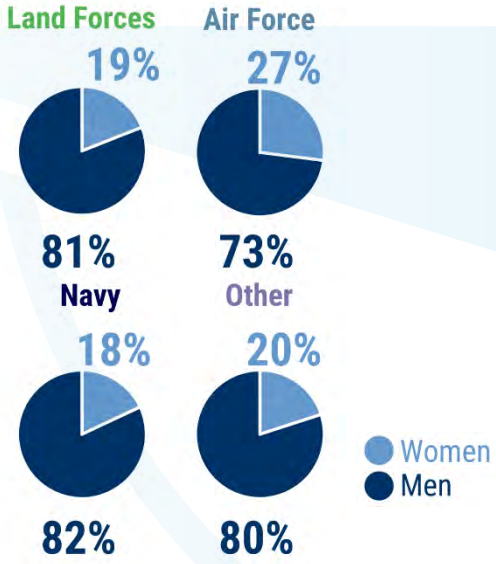


Figure 7: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Polish Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
For most military personnel, it is the same for women and men but the grading system is different. However, the same grading requirements apply to men and women in the following military entities:

- Combat Teams
- Assault Units of Special Forces
- Department of Special Operations of the Military Police

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
For most military personnel, it is the same for women and men. However, there are differences in enlistment requirements related to physical characteristics within the Military Gendarmerie.

Average Age of Enlistment

Women	26-30
Men	26-30

Whilst there are no particular policies on the recruitment of women, the PAF promote the "Become a soldier" campaign that targets the recruitment of women in the military.

In 2019, more women and men applied to the PAF compared to the previous year. Since 2018, the representation of women out of all applicants increased by **6%** (from 16% to 17%) in 2019, whilst the representation of men out of all applicants decreased by **1%** (from 84% to 83%) as shown in *Figure 8*.

Since 2018, the representation of women and men recruited and completing basic training remained the same in 2019 as illustrated in *Figures 9* and *10*. Notably, the representation of women recruited was less than the representation of women who applied, whereas the representation of men recruited was higher in 2019.

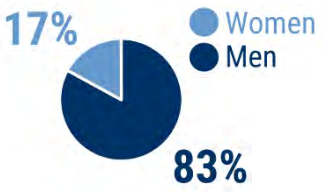


Figure 8: Percentage of Women and Men Applicants for Full-Time Service

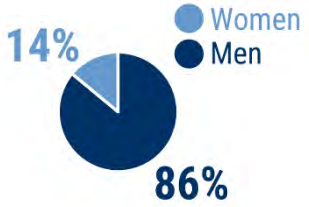


Figure 9: Percentage of Women and Men Successfully Recruited Out of All Applicants

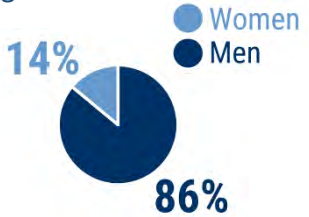


Figure 10: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men out of the pool of women during each recruitment stage.

Since 2018, *Figures 11* and *12* indicate that the success rate of women successfully recruited out of all women who applied decreased by **16%** (from 50% to 42%) in 2019. Whereas, the success rate of women completing basic training out of women recruited remained the same in 2019 compared to 2018.

Since 2018, the success rate of men changed in the following ways across the recruitment process as shown in *Figures 13* and *14*:

- **-11%** of men were successfully recruited out of all men who applied (from 61% to 54%)
- **+1%** of men successfully completed basic training out of all men recruited (from 99% to 100%)

Overall, these trends show that women have a lower success rate compared to men in the recruitment process in 2019.

Retention

The PAF do not have specific retention policies for women. However, the Council on Women in the PAF is a network to support military women. Additionally, the PAF have general retention policies. Retention incentives include service anniversary awards, additional vacation leave for longer military service, higher level of retirement for longer military service and higher allowance for longer military service.

Figure 15 indicates that women represented 4% of the total military members who left the PAF in 2019, whereas women represented 3% of military personnel who left in 2018. Whilst the representation of women increased amongst personnel leaving the military, it is less than the representation entering the military.

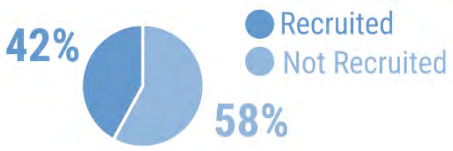


Figure 11: Percentage of Women Successfully Recruited Out of Women who Applied

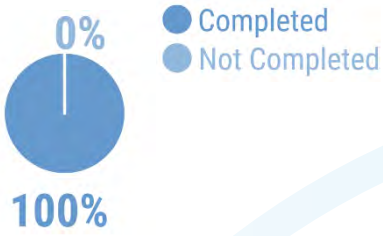


Figure 12: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

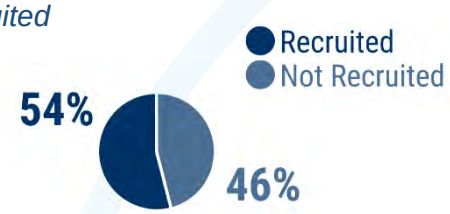


Figure 13: Percentage of Men Successfully Recruited Out of Men who Applied

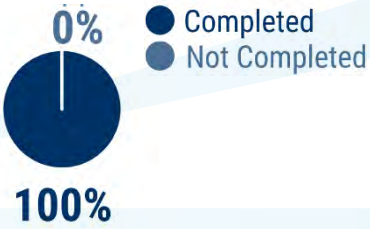


Figure 14: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

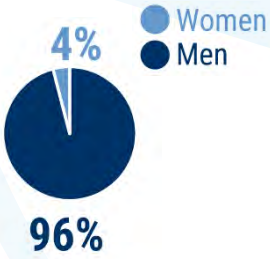


Figure 15: Percentage of Women and Men Who Left the Armed Forces

If this trend continues, then it could have a positive impact on the overall representation of women in the PAF. In 2019, the PAF experienced an increase of both women and men leaving the military compared to 2018.

The table below demonstrates the main reasons women and men left the PAF. In 2019, the main reasons for women and men leaving the national armed forces have mostly remained the same compared to 2018. Personal undisclosed reasons became an additional reason for women and men leaving the PAF, which was not the case in 2018.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death	☑	☑
Dismissed Due to Poor Performance or Disciplinary Offences	☑	☑
Injury	☑	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. Military facilities are adapted for women and men, such as sanitary and lodging facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	20
Paternity Leave	2
Parental Leave	32

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

For professional soldiers, women caring for a child up to four years old and married to another soldier, cannot be deployed without her consent at the same time as her spouse.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Professional soldiers caring for a child up to four years old as a single parent cannot be deployed without her or his consent.

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Parental Rights

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

Compared to 2018, the PAF do not experience significant changes in the average age of their military. Since 2018, the average age for women remained approximately the same. The average age for men changed the following way:

- **+1** year amongst All Military Personnel (from 36 to 37)

The average age for men in Non-Commissioned Officer (NCOs) and Officer positions remained the same.

Average Age

	Women	Men
All Military Personnel	**33**	**37**
NCOs	**36**	**40**
Officers	**34**	**41**
Deployed Personnel	**N/A**	**N/A**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☑

	Women	Men
Number of Reported Incidents of Sexual Harassment	5	0
Number of Reported Incidents of Sexual Abuse	0	0
Number of Reported Incidents of Sexual Assault	3	0

Types of Incidents Reported:

	Women	Men
Sexual Exploitation	☐	☐
Stalking	☑	☐
Rape	☑	☐
Other	☐	☐

These cases only indicate reported incidents that were criminally investigated by the Military Gendarmerie in the PAF.

The PAF have regulations that prohibit all behaviour related to harassment. Training is also provided.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

This training did not take place in 2019.

NATO-Certified Gender Education and Training Products Used in 2019

Gender Advisor Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There is 1 national programme for education/training on gender perspective

Description

Training includes principles of counteracting against bullying and the integration of women's military service.

Target: OR 1-9 and OF 1-6 and higher
Phase: Standard National Training

Gender Advisors and Gender Focal Points

Within the National Armed Forces, there is one non-NATO certified Gender Advisor (GENAD) in the MoD and the General Staff, as well as 10 non-NATO certified GENADs within the National Armed Forces.

In 2019, 22 GENADs received training from National Programmes.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure

C The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same

D The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

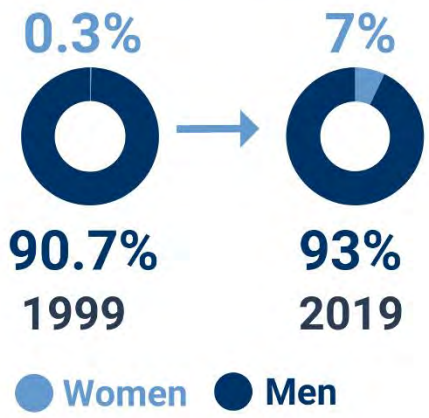
B Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimisation

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate

H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse

SUMMARY

Percentage of Women and Men in the Full-time Polish Armed Forces



2018	2019
6% Representation of women in full-time armed forces	**7%** Representation of women in full-time armed forces
2017	**2019**
2% Representation of women engaged in All Operations	**4%** Representation of women engaged in All Operations
2% Representation of women in the Navy engaged in All Operations	**8%** Representation of women in the Navy engaged in All Operations
16% Representation of women in Reserve Forces	**20%** Representation of women in Reserve Forces
16% Representation of women in the Reserve Land Forces	**19%** Representation of women in the Reserve Land Forces
15% Representation of women in the Reserve Air Force	**27%** Representation of women in the Reserve Air Force



Portuguese Republic

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Portuguese Armed Forces (PAF) approved the Gender Equality Defence Action Plan (2019-2021) and the Third National Action Plan (NAP) for the Implementation of United Nations Security Council Resolution (UNSCR) 1325.

Quotas

The PAF do not have a quota system for women or men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

In the PAF, there are military entities that oversee the integration of gender perspective in all three Services. Within the Army, there is a Gender Focal Point Network for the integration of gender perspective in the Army. In the Navy, the Gender Perspective Office works as an observatory board for gender related issues and provides counselling for the promotion of gender perspective related information. In the Air Force, there is a Working Group on Gender, which works on matters related to policies and women's service issues.

As shown in *Figure 1*, the PAF's representation of women increased by **9%** (from 11% to 12%) from 2018 to 2019, whilst the representation of men has decreased by **1%** (from 89% to 88%). In 2019, the representation of women continues to increase gradually as women on average represent approximately **1** out of every 10 military personnel in the PAF. In contrast, men represent **9** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Portuguese Armed Forces in 2019

As highlighted in *Figure 2*, the representation of women was higher in the Air Force compared to the Army and the Navy in 2019. Since 2018, the representation of women increased by **6%** (from 16% to 17%) in the Air Force, whilst the representation of men decreased by **1%** (from 84% to 83%) in 2019. The representation of women and men in the Army and the Navy has remained relatively the same.

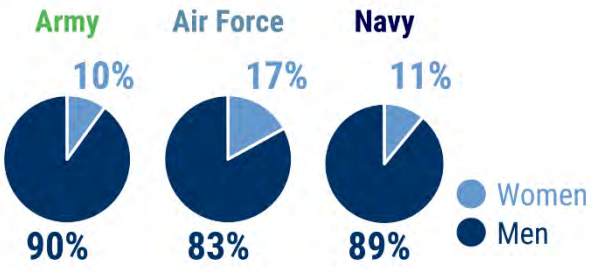


Figure 2: Percentage of Women and Men by Military Service in 2019

Whilst the section above compares the representation of both women and men in each military service, this section looks at where women and men are positioned across military services. As highlighted in *Figure 3*, most military women served in the Army in 2019. Since 2018, the distribution of women changed in the following ways across the military services:

- **-1%** in the Army (from 40% to 39.5%)
- **+0.5%** in the Air Force (from 32% to 32.5%)

The percentage of women positioned in the Navy remained relatively the same in 2019.

As illustrated in *Figure 4*, most military men served in the Army in 2019. Since 2018, the distribution of men changed in the following ways across the military services:

- **-4%** in the Army (from 48% to 46%)
- **+14%** in the Navy (from 28% to 32%)

The percentage of men positioned in the Air Force remained relatively the same in 2019.

As indicated in *Figure 5*, the representation of military women changed the following ways across military occupations in the Army and Air Force from 2018 to 2019:

- **+60%** in armour (from 5% to 8%)
- **-17%** in artillery (from 6% to 7%)
- **-17%** in combat engineer (from 6% to 5%)
- **-28%** amongst aerospace engineers (from 29% to 21%)
- **+22%** in air combat systems (from 18% to 22%)
- **+50%** amongst pilots (from 2% to 3%)

In comparison, the representation of military men changed in the following ways across military occupations:

- **-3%** in armour (from 95% to 92%)
- **+1%** in artillery (from 94% to 93%)
- **+1%** in combat engineer (from 94% to 95%)
- **+11%** amongst aerospace engineers (from 71% to 79%)
- **-5%** in air combat systems (from 82% to 78%)
- **-1%** amongst pilots (from 98% to 97%)

The representation of women and men in Army signals, aerospace mechanics and across navigators were reported for the first time in 2019.

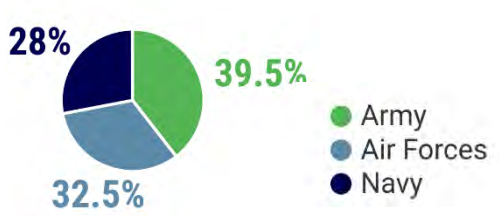


Figure 3: Distribution of Women by Military Service in 2019

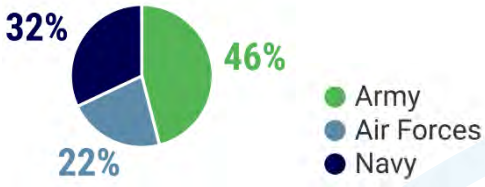


Figure 4: Distribution of Men by Military Service in 2019

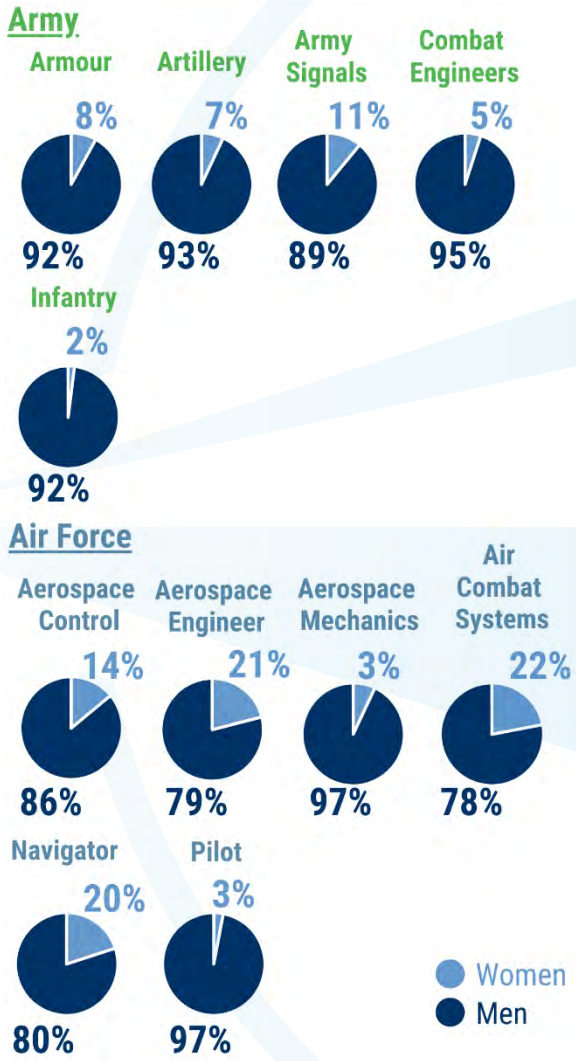


Figure 5: Percentage of Women and Men by Military Occupation in the Army and Air Force in 2019

Portugal has provided data on the representation of women and men across support service military occupations, combining data from each of their military services. In the Summary of National Reports, Support Services is used as a military occupation category rather than a military service.

As shown in *Figure 6*, the representation of military women changed in the following ways across military occupations from 2018 to 2019:

- **+2 percentage points** in submarines (from 0% to 2%)
- **-14%** amongst engineers (from 7% to 6%)
- **+5%** in health care (from 39% to 41%)
- **+4%** in legal (from 50% to 52%)
- **-25%** in logistics (from 20% to 15%)
- **+29%** in military police (from 7% to 9%)
- **+12%** in personnel sections (from 34% to 38%)
- **-32%** in public affairs (from 56% to 38%)
- **+33%** in signals (from 12% to 16%)
- **-23%** in training development (from 13% to 10%)

Whereas, the representation of military men in 2019 changed in the following ways across military occupations:

- **-2%** in submarines (from 100% to 98%)
- **+1%** amongst engineers (from 93% to 94%)
- **-3%** in health care (from 61% to 59%)
- **-4%** in legal (from 50% to 48%)
- **+6%** in logistics (from 80% to 85%)
- **-2%** in military police (from 93% to 91%)
- **-6%** in personnel sections (from 66% to 62%)
- **+43%** in public affairs (from 44% to 63%)
- **-5%** in signals (from 88% to 84%)
- **+3%** in training development (from 87% to 90%)

The representation of women and men in finance, maintenance, communications, meteorology, firefighters, remaining naval specialties, as well as amongst marines, divers, musicians, drivers, firefighters and information technology specialists were reported for the first time in 2019.

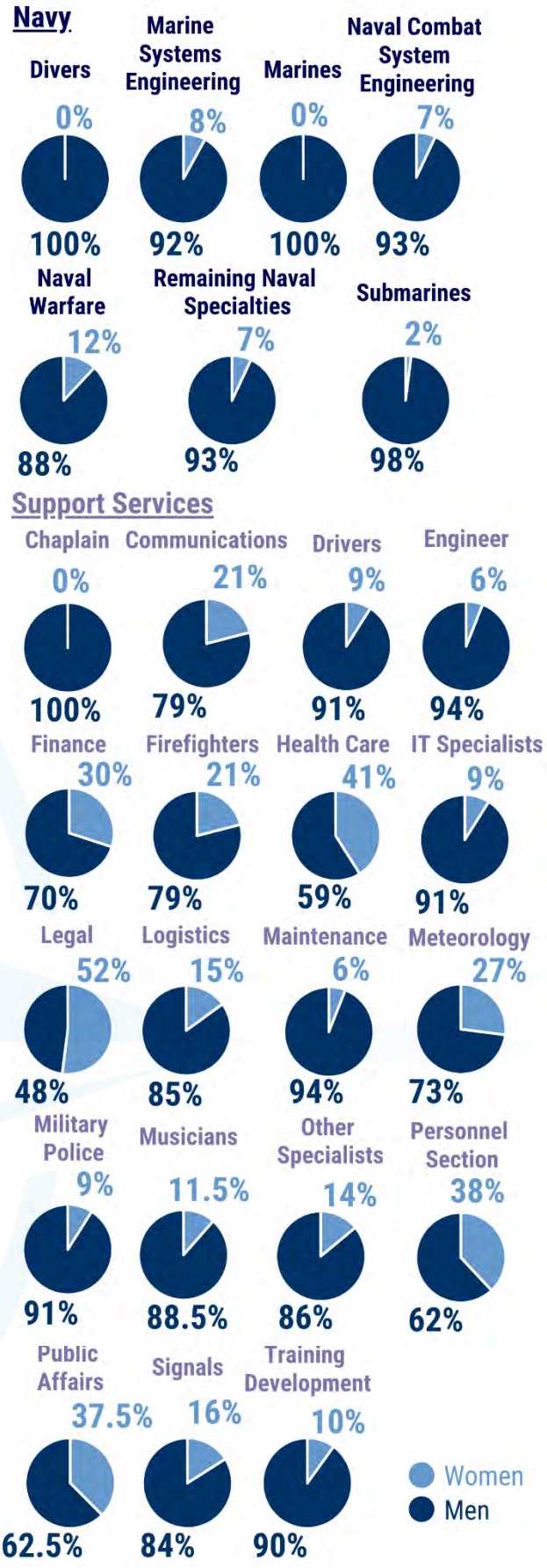


Figure 6: Percentage of Women and Men by Military Occupation in Support Services in 2019

Figure 7 ranks the military occupations for women and men based on their representation.

In 2019, military women had the highest representation in legal, whilst men had the highest representation amongst marines, divers and chaplains. Sex-disaggregated data for 15 military occupations were provided for the first time in 2019. Therefore, a robust comparison including these military occupations cannot be analysed with previous years.

Women	Men
1. Legal (52%)	1. Marines (100%)
2. Health Care (41%)	Divers (100%)
3. Personnel Section (38%)	Chaplains (100%)
4. Public Affairs (37.5%)	2. Submarines (98%)
5. Finance (30%)	Infantry (98%)
6. Meteorology (27%)	3. Pilot (97%)
7. Air Combat Systems (22%)	4. Combat Engineers (95%)
8. Aerospace Engineer (21%)	5. Engineer (94%)
Communications (21%)	Maintenance (94%)
Firefighters (21%)	6. Artillery (93%)
9. Navigator (20%)	Aerospace Mechanics (93%)
10. Signals (16%)	Naval Combat System Engineering (93%)
11. Logistics (15%)	Remaining Naval Specialties (93%)
12. Aerospace Control (14%)	7. Armour (92%)
Other Specialists (14%)	Marine Systems Engineering (92%)
13. Naval Warfare (12%)	8. Military Police (91%)
14. Musicians (11.5%)	Drivers (91%)
15. Army Signals (11%)	IT Specialists (91%)
16. Training Development (10%)	9. Training Development (90%)
17. Military Police (9%)	10. Army Signals (89%)
Drivers (9%)	11. Musicians (88.5%)
IT Specialists (9%)	12. Naval Warfare (88%)
18. Armour (8%)	13. Aerospace Control (86%)
Marine Systems Engineering (8%)	Other Specialists (86%)
19. Artillery (7%)	14. Logistics (85%)
Aerospace Mechanics (7%)	15. Signals (84%)
Naval Combat System Engineering (7%)	16. Navigator (20%)
Remaining Naval Specialties (7%)	17. Aerospace Engineer (79%)
20. Engineer (6%)	Communications (79%)
Maintenance (6%)	Firefighters (79%)
21. Combat Engineers (5%)	18. Air Combat Systems (78%)
22. Pilot (3%)	19. Meteorology (73%)
23. Infantry (2%)	20. Finance (70%)
Submarines (2%)	21. Public Affairs (62.5%)
24. Marines (0%)	22. Personnel Section (62%)
Divers (0%)	23. Health Care (59%)
Chaplains (0%)	24. Legal (48%)

Figure 7: Ranks the Military Occupations for Women and Men Based on Their Representation

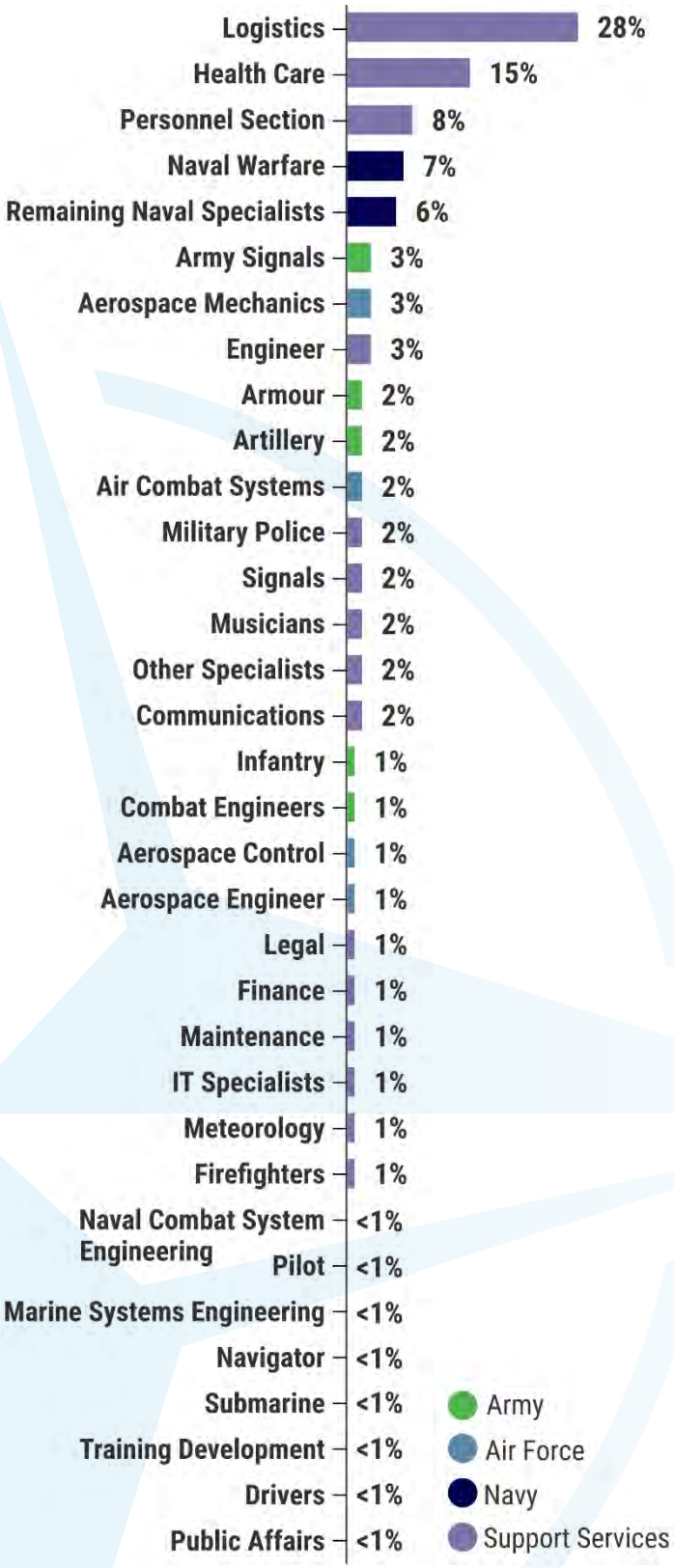


Figure 8: Distribution of Women by Military Occupation

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the PAF.

Figure 8 highlights the distribution of women by military occupation.

In 2019, most women were positioned in logistics, followed by health care and personnel sections.

Sex-disaggregated data for 15 military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of women cannot yet be made.

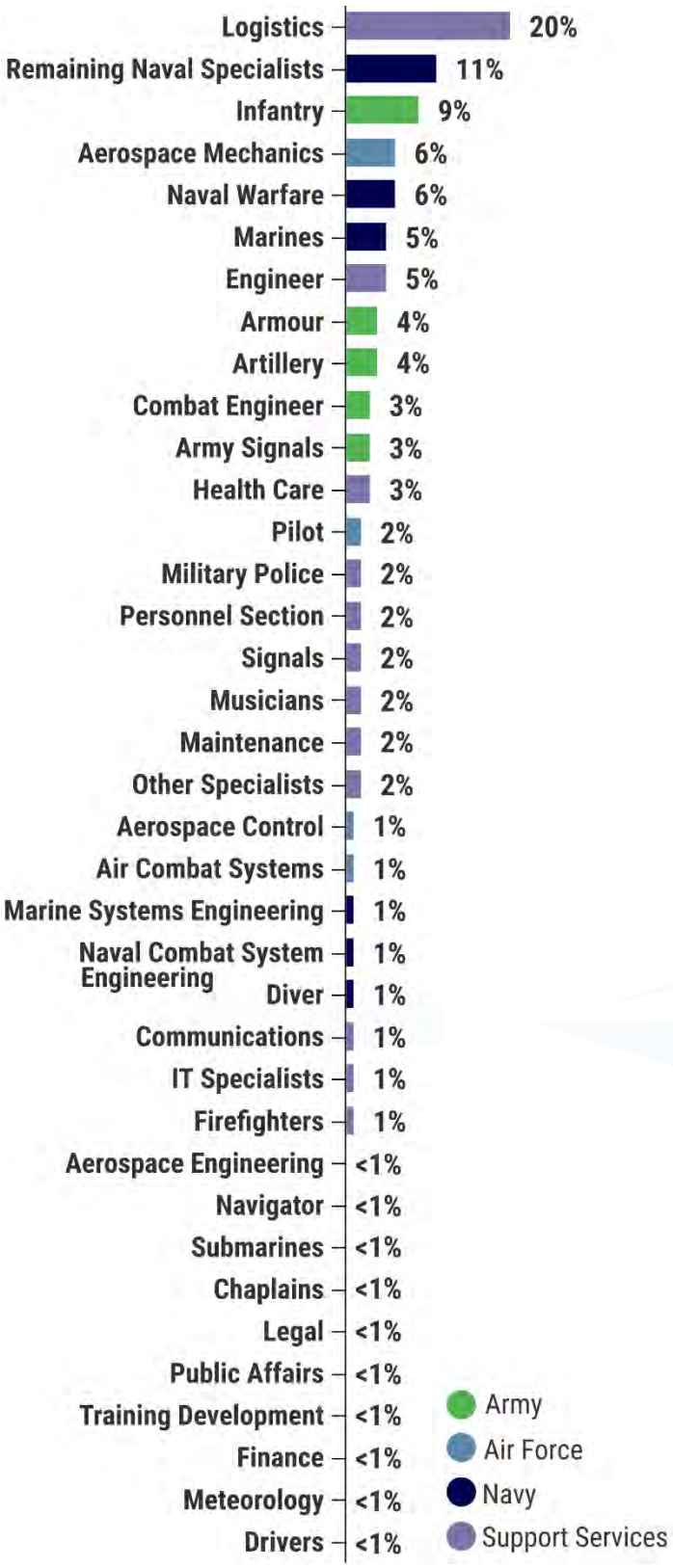


Figure 9: Distribution of Men by Military Occupation

Figure 9 highlights the distribution of men by military occupation.

In 2019, most men were positioned in logistics, followed by remaining naval specialists and the infantry.

Sex-disaggregated data for 15 military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of women cannot yet be made.

As illustrated in *Figure 10*, the overall representation of women engaged in All Operations increased by **25%** (from 4% to 5%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 96% to 95%). As shown in *Figure 11*, the representation of women changed in the following ways across military services engaged in All Operations:

- **+67%** in the Army (from 3% to 5%)
- **+40%** in the Air Force (from 5% to 7%)

In comparison, the representation of men in 2019 changed in the following ways across military service engaged in All Operations:

- **-2%** in the Army (from 97% to 95%)
- **-2%** in the Air Force (from 95% to 93%)

The representation of Navy women and men engaged in All Operations remained relatively the same compared to the previous year.

As illustrated in *Figure 12*, the overall representation of women engaged in NATO Operations increased by **20%** (from 5% to 6%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 95% to 94%). As outlined in *Figure 13*, the representation of women changed in the following ways across military services engaged in NATO Operations from 2018 to 2019:

- **+67%** in the Army (from 3% to 5%)
- **-14%** in the Navy (from 7% to 6%)

Whereas, the representation of men in 2019 changed in the following ways across military services engaged in NATO Operations:

- **-2%** in the Army (from 97% to 95%)
- **+1%** in the Navy (from 93% to 94%)

The representation of Air Force women and men engaged in NATO Operations remained the same from 2018 to 2019.



Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

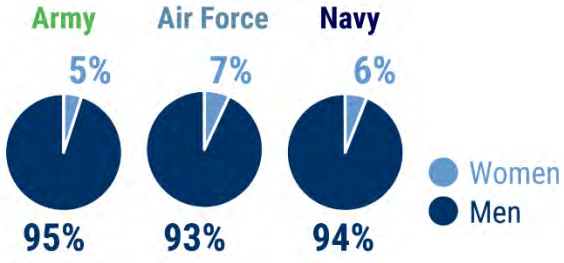


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations by Military Service in 2019



Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

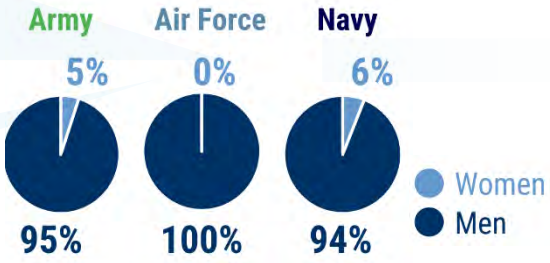


Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Service in 2019

Policies to Support Entry into the Reserve Forces

Portugal does not have a Reserve Force. However, the PAF use Reserve status to describe their pre-retirement stage. The PAF's pre-retirement stage is when military personnel belonging to the permanent staff are required to transition due to reaching the mandatory retirement age or maximum length in service at a certain rank.

Once in this stage, military personnel can apply for or be invited by their respective Chiefs of Staff to remain in active duty for a period of five more years, after which they are legally obliged to retire from the military.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Portuguese Armed Forces

Enlistment requirements in the PAF are different for women and men.

Enlistment Requirements for the Physical Fitness Test

In the PAF, the physical fitness exercises are the same women and men. However, the grading scale is different for women and men in the following ways across military services:

- **Army:** Grading scale is the same for non-permanent staff but different for permanent staff based on gender;
- **Air Force:** Grading scale is different based on age and gender;
- **Navy:** Grading scale is different based on gender.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Minimum height requirement to enter military academies and become full-time commissioned officers:

- **Women:** 1.60 metres (5 feet and 2 inches);
- **Men:** 1.64 metres (5 feet and 4 inches).

Minimum height requirement for all other military candidates:

- **Women:** 1.56 metres (5 feet and 1 inches);
- **Men:** 1.60 metres (5 feet and 2 inches).

The PAF do not have policies that promote women in the military.

Figures 14, 15 and 16 compare the representation of women and men amongst applicants, successful recruitment and completion of basic training.

In 2019, the representation of women decreased across all stages of the recruitment process. Since 2018, the representation of women out of all candidates changed in the following ways throughout the recruitment process:

- **-9%** of all applicants were women (from 23% to 21%)
- **-6%** of all successfully recruited were women (from 16% to 15%)
- **-13%** of all recruits successfully completing basic training were women (from 16% to 14%)

Average Age of Enlistment

Women	21-25
Men	18-20

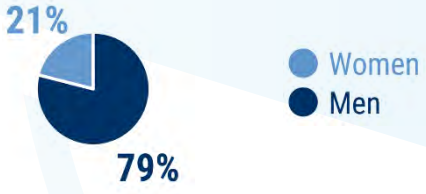


Figure 14: Percentage of Women and Men Applicants for Full-Time Service



Figure 15: Percentage of Women and Men Successfully Recruited Out of All Applicants

In comparison, the representation of men increased across all stages of the recruitment process in 2019. Since 2018, the representation of men out of all candidates changed in the following ways throughout the recruitment process:

- **+3%** of all applicants were men (from 77% to 79%)
- **+1%** of all successfully recruited were women (from 84% to 85%)
- **+2%** of all recruits successfully completing basic training were women (from 84% to 86%)

The raw data indicates that fewer women and men applied to the PAF and completed basic training in 2019 compared to 2018.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Trends indicate that that women have a lower success rate in all recruitment stages in 2019 compared to the previous year. As shown in *Figures 17 and 18*, the success rate of women changed in the following ways across the recruitment process from 2018 to 2019:

- **-5%** of women were successfully recruited out of all women who applied (from 20% to 19%)
- **-20%** of women who successfully completed basic training out of all women who were recruited (76% to 61%)

As highlighted in *Figures 19 and 20*, the success rate of men compared to 2018 changed in the following ways across the recruitment process:

- **-10%** of men were successfully recruited out of all men who applied (from 31% to 28%)
- **-8%** of men who successfully completed basic training out of all men who were recruited (76% to 70%)

Similar to women, the success rate of men decreased across all recruitment stages from 2018 to 2019.



Figure 16: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

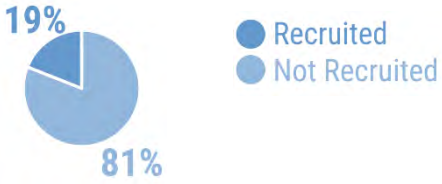


Figure 17: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019

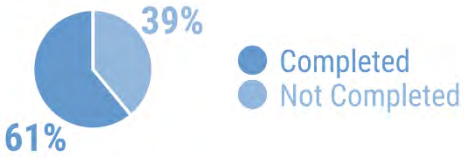


Figure 18: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

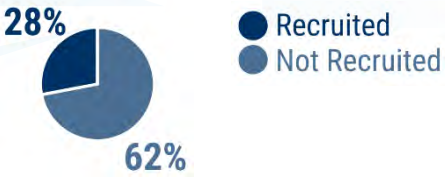


Figure 19: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

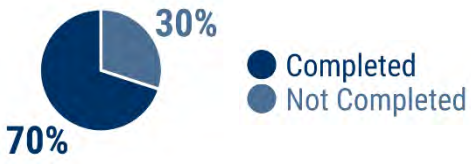


Figure 20: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The PAF do not have retention policies specific for women. However, each military service had networks to support women in the military in 2019.

For instance, the Portuguese Navy has had a permanent advisory team to the Chief of Naval Personnel working on matters related specifically to women in the military, as well as the integration of gender perspective since 2008. This advisory team provided information and support to both women and men in regards to parental leave, working conditions, gender-based discrimination and other gender-related matters.

Whilst the Army has a gender network that consists of points of contact in all main bodies of the Command Structure.

Whereas, the Air Force created the Air Force Women Networking Group in 1993.

The PAF have the following general retention measures:

- Career progression both horizontally and vertically;
- Salary;
- Access to training based on length of service;
- Assignment incentives that are only available after a certain period of service in the armed forces;
- Higher education tuition subsidies after serving a minimum of 5 years;
- When possible, assign personnel to military units near their area of residences;
- Financial compensation for the completion of fixed-term contracts;
- Financial penalty for terminating contracts prior to completion;
- Priority access for 2.5% of the vacancies in the national competition for access to public higher education;
- Access to 5% of the vacancies in public and select private pre-education establishments for children and/or underage dependents of military personnel;
- MoD is implementing a project to improve the living conditions for military personnel on military bases.

Figures 21 and 22 indicate the overall percentage of full-time women and men in Officer Ranks and Other Ranks.

Since 2018, the overall representation of women and men in Other Ranks remained the same. However, the overall representation of women in Officer Ranks increased by **7%** (from 15% to 16%), whilst the representation of men decreased by **1%** (from 85% to 84%) in 2019.

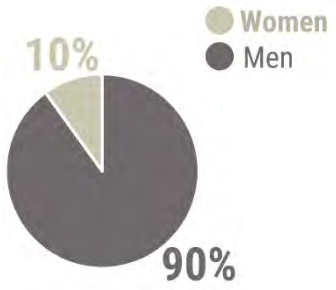


Figure 21: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

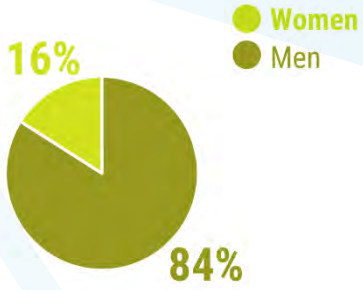


Figure 22: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

In 2019, the representation of women increased across all military ranks. Notably, the Portuguese Air Force gained a woman within the OF-6 and higher ranks for the first time.

As shown in *Figures 23 and 24*, the representation of women changed in the following ways across military ranks from 2018 to 2019:

- **+9%** in OR 1-4 (from 11% to 12%)
- **+13%** in OR 5-9 (from 8% to 9%)
- **+5%** in OF 1-2 (from 22% to 23%)
- **+14%** in OF 3-5 (from 7% to 8%)
- **+1 percentage point** in OF-6 and higher (from 0% to 1%)

Compared to 2018, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 89% to 88%)
- **-1%** in OR 5-9 (from 92% to 91%)
- **-1%** in OF 1-2 (from 78% to 77%)
- **-1%** in OF 3-5 (from 93% to 92%)
- **-1%** in OF-6 and higher (from 100% to 99%)

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across the PAF.

As highlighted in *Figure 25*, the distribution of women indicates that the majority of women were in Other Ranks (**64.5%**) compared to Officer Ranks (**35.5%**) in 2019. Since 2018, the distribution of full-time military women across military ranks changed in the following ways:

- **-10%** in OR 1-4 (from 43% to 38.5%)
- **+8%** in OR 5-9 (from 24% to 26%)
- **+7%** in OF 1-2 (from 26% to 28%)
- **+7%** in OF 3-5 (from 7% to 7.5%)
- **+0.03 percentage points** (from 0% to 0.03%)

The change in distribution of women within OR 1-4 could be partly due to the decrease of women entering the PAF in 2019. Compared to 2018, the raw data indicates that the number of women decreased by 10% in OR 1-4.

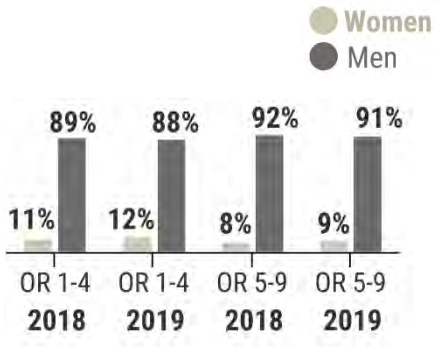


Figure 23: Percentage of Full-Time Women and Men in Other Ranks

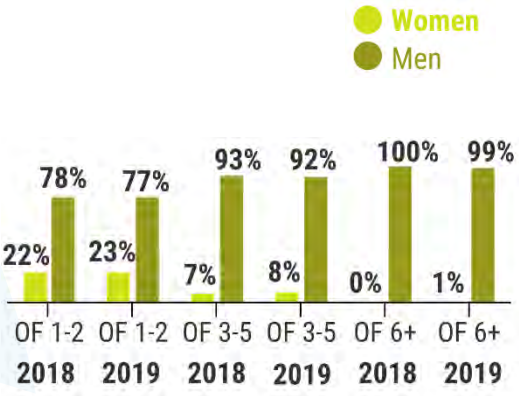


Figure 24: Percentage of Full-Time Women and Men in Officer Ranks

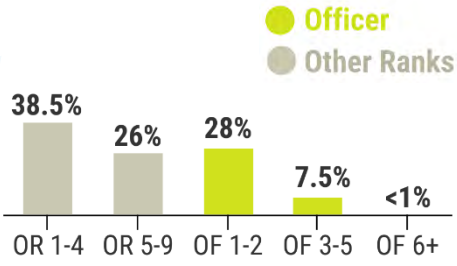


Figure 25: Distribution of Full-Time Women by Military Ranks in 2019

As illustrated in *Figure 26*, the distribution of men indicates that the majority of men were in Other Ranks (**76%**) compared to Officer Ranks (**24%**) in 2019. Since 2018, the distribution of full-time men across military ranks changed in the following ways:

- **-9%** in OR 1-4 (from 44% to 40%)
- **+6%** in OR 5-9 (from 34% to 36%)
- **+9%** in OF 1-2 (from 11% to 12%)
- **+10%** in OF 3-5 (from 10% to 11%)

The distribution of men in OF-6 and higher remained the same in 2018 and 2019. The change in distribution of men in OR 1-4 could be partly due to the decrease of men entering the PAF in 2019. Compared to 2018, the raw data indicates that the number of men decreased by 14% in OR 1-4 in 2019.

As shown in *Figure 27*, **10%** of the total military members who left the PAF were women in 2019, whilst women represented **9%** of exiting service members in 2018.

In 2019, the representation of women leaving the military (**10%**). Compared to 2018, the raw data indicates that the number of women who left increased by **49%** and the number of men who left increased by **29%**.

The table demonstrates the main reasons for women and men leaving the PAF in 2019, which were the same for both genders. In 2019, limited leadership opportunities became one of the main reasons for women and men leaving the military, which was not the case in 2018.

Each military service is autonomous in conducting their own exit surveys. In order to consolidate and compare data from all three military services, the MoD is preparing a study on women and men who leave the military. This survey will be launched in 2020.

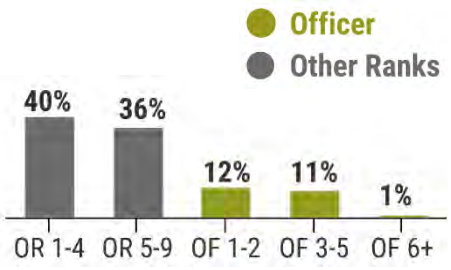


Figure 26: Distribution of Full-Time Men by Military Ranks in 2019

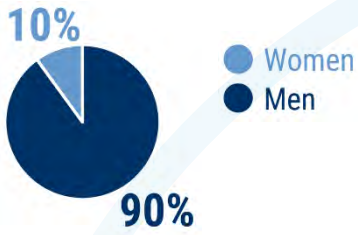


Figure 27: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	✓	✓
Dissatisfaction with Military Salaries	✓	✓
Injury	✓	✓
Lack of Stability	✓	✓
Limited Leadership Opportunities	✓	✓
Personal Undisclosed Reasons	✓	✓
Pursue a Different Career and/or Educational Opportunity	✓	✓
Retirement	✓	✓

Military Equipment, Facilities and Uniforms

The PAF have not adapted military equipment for women and men.

However, military facilities have been adapted for both women and men across all military services to meet their respective needs.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	6
Paternity Leave	3.5
Parental Leave	26

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Administrative and/or Medical Support Systems

The Armed Forces provide medical support through their Health Military System. This system consists of both military hospitals and private hospitals.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The PAF's three military services each have internal Directives that provide measures to support military personnel with children.

The Gender Equality Defence Action Plan has one pillar exclusively dedicated to work-life balance. Both the General Staff and all three military services have coordinated the development of a common Directive dedicated to promoting protective measures for military personnel with children. These measures include support for dual service couples, single parents, divorced parents and widows/widowers with children.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ 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

Average Age of Military Personnel

In 2019, the PAF had an older force compared to 2018. Men tend to be older than women in the PAF. Since 2018, the average age of women changed in the following ways:

- +1 year amongst All Military Personnel (from 30 to 31)
- -1 year amongst Non-Commissioned Officers (from 30 to 29)
- +1 year amongst Officers (from 33 to 34)
- -1 year amongst Deployed Personnel (from 29 to 28)

The average age of men changed in the following way:

- +3 years amongst All Military Personnel (from 33 to 36)

Average Age

	Women	Men
All Military Personnel	31	36
NCOs	29	34
Officers	34	39
Deployed Personnel	28	33

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☐	☐	☐
Programmes and/or Training for Prevention	☑	☑	☐
Appointed Personnel Overseeing Allegations	☐	☐	☐
Formal Procedures in Place For Reporting an Incident	☐	☐	☐
Reported Incidents in the National Armed Forces in 2019	☐	☑	☐

The Navy has a Gender Perspective Office that advises and directs cases to the appropriate authorities. The Army provides training to all units and deployed personnel.

In 2019, one military woman reported an attempted rape. In Portugal, there is no legal definition of sexual assault. Therefore, the PAF identified this incident as sexual abuse rather than sexual assault.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment
- Gender in Terrorism

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 15 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Navy Basic Course Training

Description

This training provides for the definition of important concepts related to gender perspective, gender equality, and UNSCR 1325 and related resolutions.

Target: OR 1-4
Phase: Standard National Training

2. Navy Enlisted Personnel Promotion Course

Description

This training provides for the definition of important concepts related to gender perspective, gender equality, and UNSCR 1325 and related resolutions.

Target: OR 1-4
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

3. Navy Petty Officers Training Course

Description

This training provides for the definition of important concepts related to gender perspective, gender equality, and UNSCR 1325 and related resolutions.

Target: OR 5-9 and OF 3-5
Phase: Standard National Training

4. Navy Master Sergeant Course

Description

This training provides for the definition of important concepts related to gender perspective, gender equality, and UNSCR 1325 and related resolutions.

Target: OR 5-9
Phase: Standard National Training

5. Air Force Academy Training Course

Description

This training teaches on Women in the Military, concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolutions, as well as the operational environment.

Target: OF 1-2
Phase: Standard National Training

6. Air Force Captain's Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OF 1-2
Phase: Standard National Training

7. Air Force Master Sergeant Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OR 5-9
Phase: Standard National Training

8. Air Force Officers Training Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OF 1-2 (serving under fixed-term contracts)
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

9. Air Force Sergeant Training Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OR 5-9 (serving under fixed-term contracts)
Phase: Standard National Training

10. Air Force Enlisted Personnel Training Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OR 1-4 (serving under fixed-term contracts)
Phase: Standard National Training

11. Air Force Sergeant Training Course

Description

This training teaches on concepts related to gender perspective, relevant legislation, UNSCR 1325 and related resolution, as well as the operational environment.

Target: OR 5-9 (permanent staff only)
Phase: Standard National Training

12. Army Commander's Course

Description

This training teaches definitions, doctrines/regulations and the integration of gender perspective in military operations.

Target: OR 3-5
Phase: Standard National Training

13. Army Majors (OF-3) Promotion Course

Description

This training teaches definitions, doctrines/regulations, conflict-related sexual and gender-based violence (CR-SGBV) and the integration of gender perspective in military operations.

Target: OF 3-5
Phase: Standard National Training

14. Army Master Sergeant Training Course

Description

This training teaches definitions, doctrines/regulations, CR-SGBV and the integration of gender perspective in military operations.

Target: OR 5-9
Phase: Standard National Training

National Gender Perspective Related Education/Training Programmes

15. Army Training for All Units Deployed

Description

This training teaches definitions, doctrines/regulations, sexual exploitation and abuse (SEA), CR-SGBV and the integration of gender perspective in military operations.

Target: OR 1-9 and OF 1-5
Phase: Pre-deployment Training

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

In the Air Force, gender perspective were integrated in all promotion and training courses for officers, sergeants and enlisted personnel. Approved in 2019, one measure in the Defence Action Plan mandates that all basic training and promotion courses integrate gender perspective.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate**

Actions Taken

The Portuguese Chief of Defence (CHOD) was accepted into the WPS CHOD Network.

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

Actions Taken

The General Staff and all three military services have coordinated to develop a joint document regarding the Gender Advisor (GENAD) job description, as well as the GENAD's position to the CHODs (General Staff, Navy, Army and Air Force). In March 2020, this document is expected to be approved and implemented.

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

Actions Taken

On 24 January 2019, Portugal implemented its third NAP for the integration of the UNSCR 1325 for the period of 2019-2022. Furthermore, in March 2019, the PAF approved the Gender Equality Defence Action Plan (2019-2021).

Gender Advisors and Gender Focal Points

In 2019, the PAF had the following number of GENADs and Gender Focal Points (GFPs):

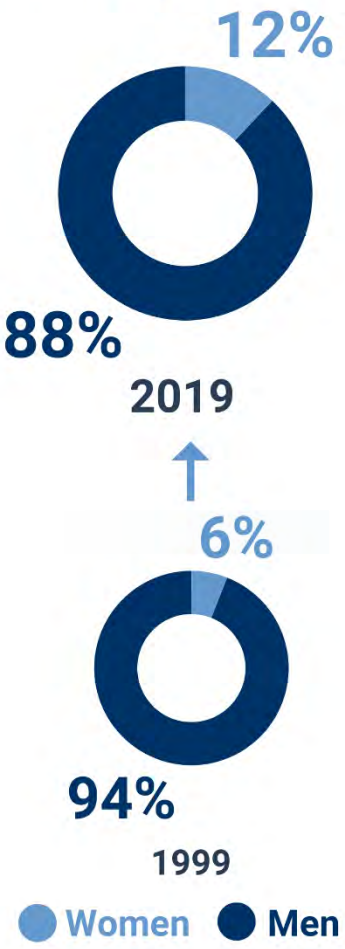
- One NATO certified GENAD at the General Staff;
- Two non-NATO certified GENADs in the MoD;
- Three non-NATO certified GENADs in the National Armed Forces; and
- 26 non-NATO certified GFPs in the National Armed Forces.

In 2019, one GENAD trained at the Nordic Centre for Gender in Military Operations (NCGM) and one GENAD trained at the Allied Command Transformation (ACT) Advanced Distance Learning (ADL) Courses. Furthermore, 21 GFPs received training from National Programmes.

In 2019, Portugal deployed 6 non-NATO certified GFPs. Over the years, 12 GFPs have deployed.

SUMMARY

Percentage of Women and Men in the Full-time Portuguese Armed Forces



2018	2019
11% Representation of women in full-time armed forces	**12%** Representation of women in full-time armed forces
4% Representation of women across All Operations	**5%** Representation of women across All Operations
5% Representation of women across NATO Operations	**6%** Representation of women across NATO Operations
15% Representation of women overall in Officer Ranks	**16%** Representation of women overall in Officer Ranks
0% Representation of women in OF-6 and higher	**1%** Representation of women in OF-6 and higher



Slovak Republic

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Slovak Armed Forces (SVKAF) did not have specific policies or legislation related to the implementation of gender perspective in 2019.

Quotas

The SVKAF do not have a quota system for women or men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is no military entity that oversees integrating gender perspective in the SVKAF.

Since 2018, the representation of women increased by **9%** (from 11% to 12%) in 2019 as indicated in *Figure 1*. Notably, the representation of women in the SVKAF has reached the NATO Member Nation average (12%). Women represent approximately **1** out of every 10 military personnel on average in 2019, whilst men represent **9** out of every 10 military personnel in the SVKAF.



Figure 1: Percentage of Women and Men in the Full-Time Slovak Armed Forces in 2019

Since 2018, the representation of women increased by **9%** in the Land Forces (from 11% to 12%) in 2019, whilst the representation of men decreased by **1%** (from 89% to 88%) as indicated in *Figure 2*. The representation of women and men in the Air Force did not change in 2019. The SVKAF do not have a Navy.

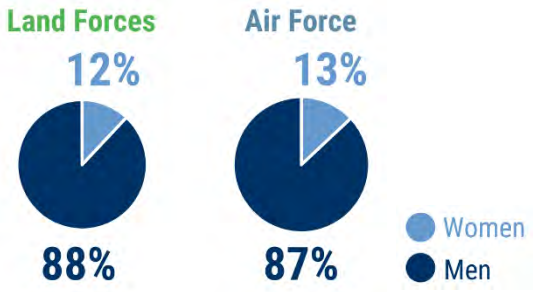


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across components.

In 2019, most military women served in Land Forces. Since 2018, the distribution of women experienced changes across the following military components as shown in *Figure 3*:

- **+1%** in Land Forces (from 73% to 74%)
- **-4%** in the Air Force (from 27% to 26%)

Figure 4 indicates that most military men served in Land Forces in 2019. The distribution of men across Land Forces and Air Force remained the same from 2018 to 2019.

Since 2018, the representation of SVKAF military women in 2019 changed in the following ways across military occupations as illustrated in *Figure 5*:

- **+14%** in the infantry (from 7% to 8%)
- **+1150%** in aerospace control (from 2% to 25%)
- **+100%** amongst engineers (from 6% to 12%)
- **-3%** in health care (from 35% to 34%)
- **-20%** in intelligence (from 5% to 4%)
- **-9%** in legal (from 34% to 31%)
- **-7%** in personnel sections (from 41% to 38%)
- **-6%** in signals (from 16% to 15%)

In 2019, women notably had a significant increase in aerospace control and amongst engineers.

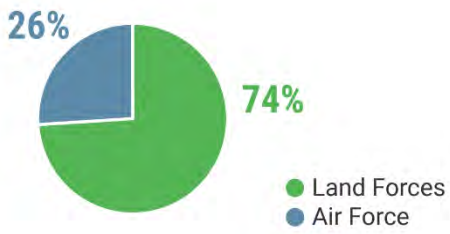


Figure 3: Distribution of Women by Military Component in 2019

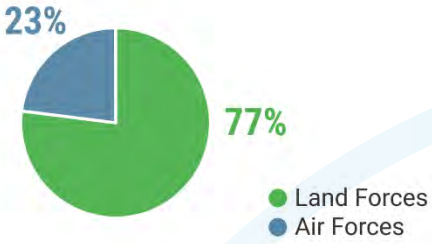


Figure 4: Distribution of Men by Military Component in 2019

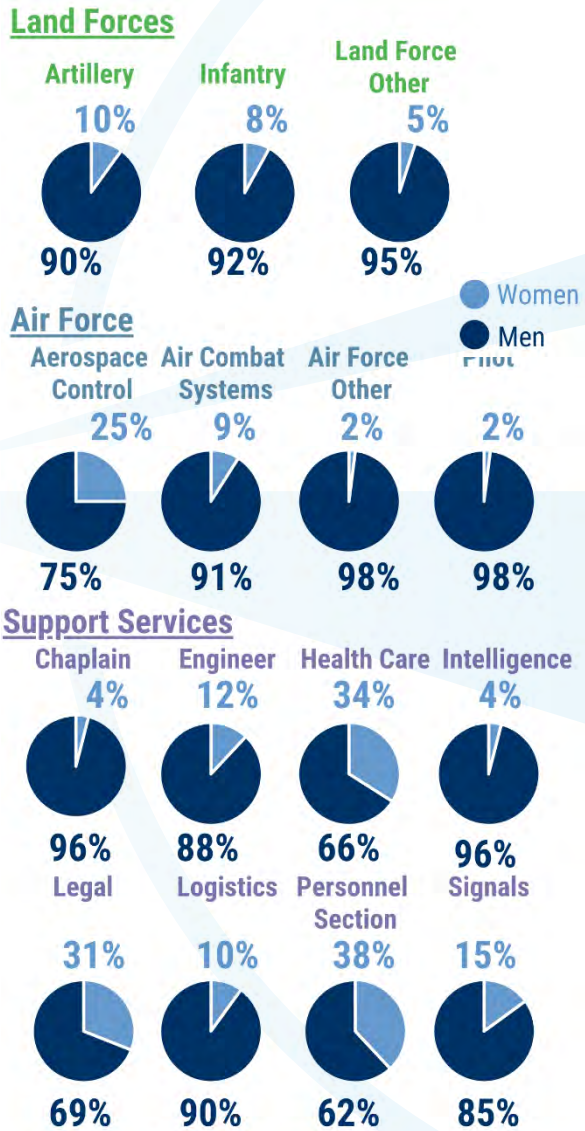


Figure 5: Percentage of Women and Men by Military Occupation in 2019

Since 2018, the representation of SVKAF military men changed in 2019 in the following ways across military occupations:

- **-1%** in the infantry (from 93% to 92%)
- **-23%** in aerospace control (from 98% to 75%)
- **-6%** amongst engineers (from 94% to 88%)
- **+2%** in health care (from 65% to 66%)
- **+1%** in intelligence (from 95% to 96%)
- **+5%** in legal (from 66% to 69%)
- **+5%** in personnel sections (from 59% to 62%)
- **+1%** in signals (from 84% to 85%)

Men had an increase in representation across more military occupations compared to women in 2019.

Figure 6 shows that women had the most representation in personnel sections, whilst men had the most representation amongst pilots and in Air Force Other in 2019. Since 2018, the top three ranked military occupations with the highest representation of women remained the same (personnel sections, health care and legal) in 2019. Whereas, the top three ranked military occupations with the highest representation of men changed in 2019.

In 2018, the top three ranked military occupations for men were aerospace control, pilots and Air Force Other. With the significant increase in the representation of women in aerospace control, this particular military occupation gained one of the highest representations of women and one of the lowest representations of men.



Figure 6: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the SVKAF.

In 2019, most women were positioned in logistics. Since 2018, the distribution of women has changed in the following ways across military occupations as illustrated in *Figure 7*:

- **-8%** in infantry (from 13% to 12%)
- **-13%** in personnel sections (from 8% to 7%)
- **+100%** amongst engineers (3% to 6%)
- **+900%** in aerospace control (from 0.2% to 2%)
- **-50%** in intelligence (from 2% to 1%)
- **-80%** amongst pilots (from 1% to 0.2%)

Since 2018, the number of women engineers nearly doubled. Whereas, the number of women in aerospace control multiplied by nearly 15 times in 2019.

In 2019, most men were positioned in logistics. Since 2018, the distribution of men has changed in the following ways across military occupations as illustrated in *Figure 8*:

- **+6%** in logistics (from 33% to 35%)
- **-5%** in infantry (from 20% to 19%)
- **+11%** in signals (9% to 10%)
- **+20%** amongst engineers (from 5% to 6%)
- **+20%** in Air Force Other (from 5% to 6%)
- **+25%** in artillery (from 4% to 5%)
- **+25%** in intelligence (from 4% to 5%)
- **+33%** in health care (from 3% to 4%)
- **+33%** in Land Force Other (from 3% to 4%)

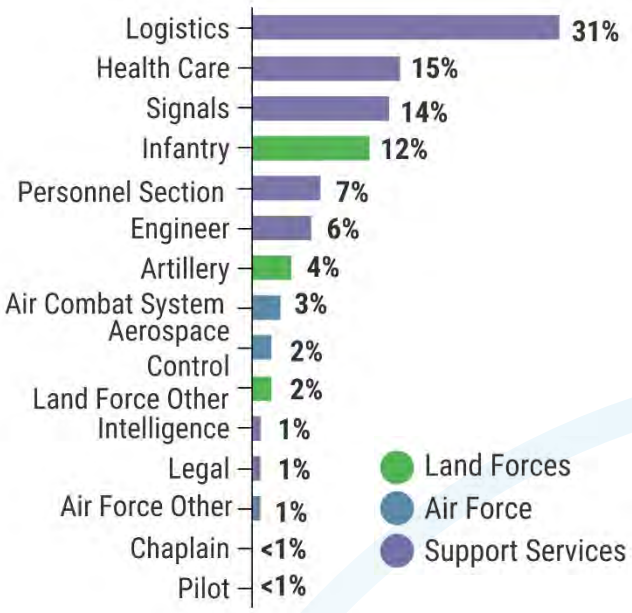


Figure 7: Distribution of Women by Military Occupation in 2019

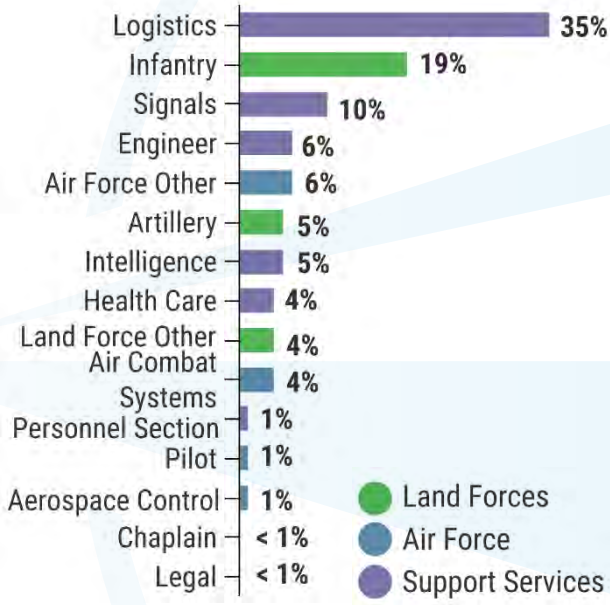


Figure 8: Distribution of Men by Military Occupation in 2019

Figure 9 shows that the overall representation of women engaged in All Operations increased by **17%** (from 6% to 7%) in 2019. *Figure 10* illustrates that the representation of Air Force women remained the same and that the representation of Land Force women engaged in All Operations increased by **133%** (from 3% to 7%) in 2019.

Since 2018, the overall representation of women engaged in NATO Operations increased by **67%** (from 3% to 5%) in 2019 as shown in *Figure 11*. The representation of Land Force women engaged in NATO Operations increased by **67%** (from 3% to 5%) as illustrated in *Figure 12*.

Due to limited size of the Slovak Armed Forces, military operations are assigned to either an Air Force or Land Force commander. The Land Force commander is usually designated as the NATO Operations force provider. Therefore, Air Force personnel deployed to NATO Operations are often considered as Land Force personnel. Whereas in previous reports the data on military personnel deployed to NATO Operations combined Land Force and Air Force personnel, this data was disaggregated in 2019.



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

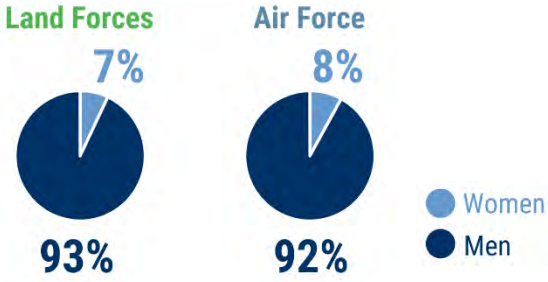


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

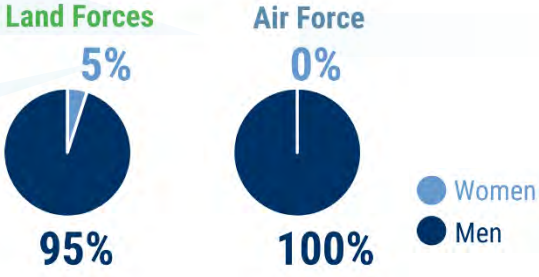


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

National Act 378/2015: Voluntary Military Training (VTM)

- Successful VMT graduates will have easier access to join the SVKAF, Police Forces and Firefighting and Rescue Services
- Financial reward of over 1,100 euros

National Act 570/2005: Conscription

- Salary reimbursement for employees but also for the self-employed
- Repayment of the costs incurred by employers for the payment of premiums for social and public health insurance
- Active Reservist is entitled to a commensurate part of rank-based pay only for the period of time spent on regular training or when performed tasks in favour of the SVKAF.

Policies to Compensate Civilian Employers of Reserve Personnel

The SVKAF allot a budget to compensate civilian employers.

Incentives or Bonuses for Civilians to Enter the Reserves

Reserve personnel are paid each time they are engaged in training. Additionally, they receive an annual bonus of 600 euros.

Enlistment Requirements

Enlistment Requirements for the Slovakian Armed Forces

The physical fitness test is different for women and men.

Enlistment Requirements for the Physical Fitness Test

Women and men have different evaluation criteria and disciplines.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men

Average Age of Enlistment

Women	21-25
Men	21-25

The SVKAF do not have policies that promote the recruitment of women in the military.The representation of women across all stages of the recruitment process was notably higher than the overall representation of women in the SVKAF in 2019.

Since 2018, the representation of women out of all candidates changed in 2019 in the following ways throughout the recruitment process as illustrated in *Figures 13*, *14*, and *15*:

- **-5%** of all applicants were women (from 22% to 21%)
- **-5%** of all successfully recruited were women (from 20% to 19%)
- **-10%** of all basic training completions were women (from 20% to 18%)

Whilst the representation of women decreased across each recruitment stage, the raw data indicates that more women applied and completed basic training in 2019 compared to 2018. Similarly, more men applied and completed basic training in 2019 compared to 2018.

Since 2018, the representation of men out of all candidates changed in 2019 in the following ways throughout the recruitment process:

- **+1%** of all applicants were men (from 78% to 79%)
- **+1%** of all successfully recruited were men (from 80% to 81%)
- **+3%** of all basic training completions were men (from 80% to 82%)

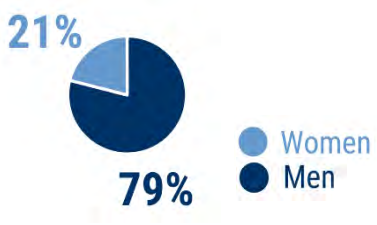


Figure 13: Percentage of Women and Men Applicants for Full-Time Service

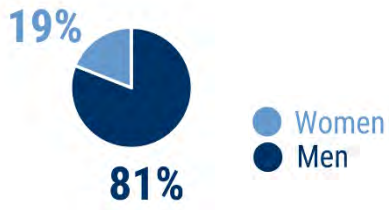


Figure 14: Percentage of Women and Men Successfully Recruited Out of All Applicants

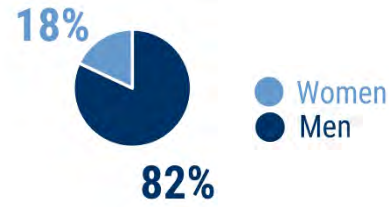


Figure 15: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

In 2019, women had a lower success rate compared to men during the recruitment process. Since 2018, the success rate of women changed in the following ways as indicated in *Figures 16* and *17*:

- **-10%** of women were successfully recruited out of all women who applied (from 30% to 27%
- **-12%** of women who successfully completed basic training out of all women who were recruited (97% to 85%)

Notably, the success rate of women decreased across all stages of the recruitment process in 2019.

In 2019, men had a higher success rate compared to women during the recruitment process. Since 2018, the success rate of men changed in the following ways as shown in *Figures 18* and *19*:

- **-9%** of men were successfully recruited out of all men who applied (from 33% to 30%
- **-2%** of men who successfully completed basic training out of all men who were recruited (96% to 94%)

The success rate of men decreased across all stages of the recruitment process in 2019, however, the success rate of women decreased at a higher rate.

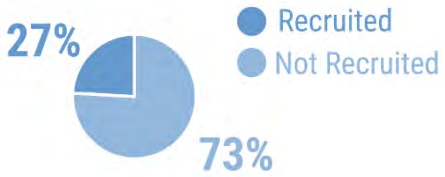


Figure 16: Percentage of Women Successfully Recruited Out of Women who Applied

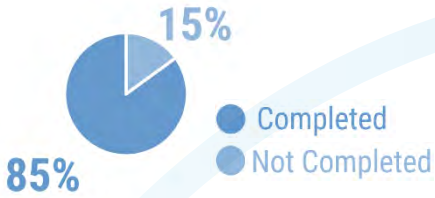


Figure 17: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

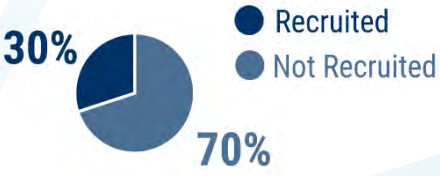


Figure 18: Percentage of Men Successfully Recruited Out of Men who Applied

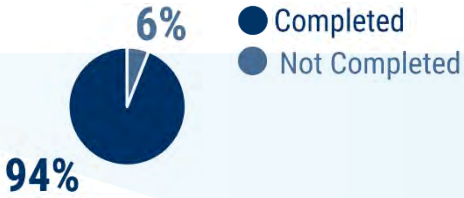


Figure 19: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The SVKAF did not have general retention policies for military service members nor specific retention policies for women in 2019. However, the SVKAF have the Association of Women in the Military which is a support network for women.

Since 2018, the representation of women and men amongst Other Ranks remained the same. The representation of women amongst Officer Ranks increased by **6%** (from 17% to 18%) in 2019, whilst the representation of men amongst Officer Ranks decreased by **1%** (from 83% to 82%).

The representation of women changed in 2019 in the following ways across military ranks as illustrated in *Figures 20, 21, 22 and 23*:

- **+11%** in OR 1-4 (from 9% to 10%)
- **+5%** in OF 1-2 (from 22% to 23%)
- **+20%** in OF 3-5 (from 5% to 6%)

Whereas, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 91% to 90%)
- **-1%** in OF 1-2 (from 78% to 77%)
- **-1%** in OF 3-5 (from 95% to 94%)

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

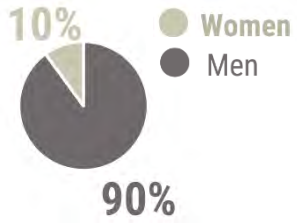


Figure 20: Overall Percentage of Full-Time Women and Men in Other Ranks

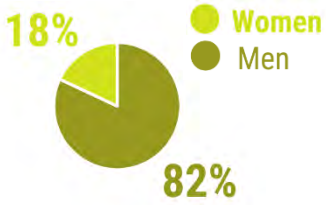


Figure 21: Overall Percentage of Full-time Women and Men in Officer Ranks

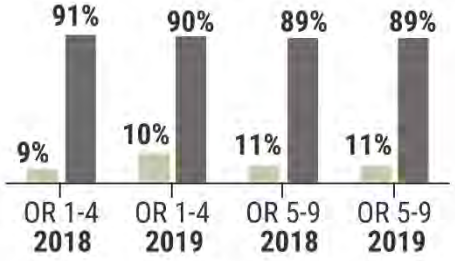


Figure 22: Percentage of Full-time Women and Men in Other Ranks

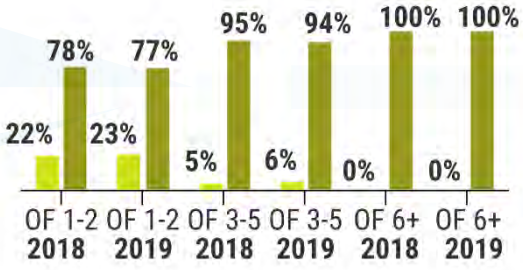


Figure 23: Percentage of Full-time Women and Men in Officer Ranks

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**66%**) compared to Officer Ranks (**34%**). Since 2018, the distribution of women has changed in the following ways as shown in *Figure 24*:

- **+6%** in OR 1-4 (from 32% to 34%)
- **-3%** in OR 5-9 (from 33% to 32%)
- **-3%** in OF 1-2 (from 32% to 31%)

Compared to 2018, the number of women increased across all ranks in 2019, except for OF-6 and higher. H the increase of women in OR 1-4 nearly doubled the increase of women in OR 5-9 and OF 1-2.

The distribution of men indicates that the majority of men are in Other Ranks (**79%**) compared to Officer Ranks (**21%**) in 2019. Since 2018, the distribution of men has changed in the following ways as indicated in *Figure 25*:

- **-1%** in OR 1-4 (from 43.5% to 43%)
- **+3%** in OR 5-9 (from 35% to 36%)
- **-3%** in OF 1-2 (from 14.5 to 14%)

In 2019, there was a significant increase of men in OR 5-9, whereas there was only a slight increase of men in OR 1-4 and OF 3-5. However in 2019, the number of men in OF 1-2 slightly decreased compared to 2018.

Figure 26 shows that **8%** of the total military members who left the SVKAF were women in 2019, whilst women represented **6%** of personnel who left in 2018. In 2019, the representation of women out of all service members who left is less than the representation of women who entered the SVKAF. In comparison to 2018, less women and men left the SVKAF in 2019.

The table demonstrates the main reasons women and men left the SVKAF in 2019. The main reasons for why women and men left the SVKAF have remained the same from 2018 to 201

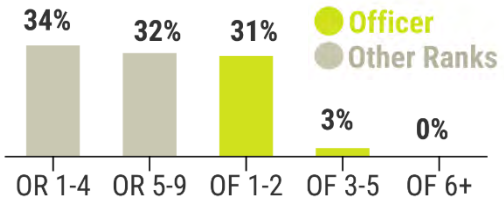


Figure 24: Distribution of Full-Time Women by Military Rank

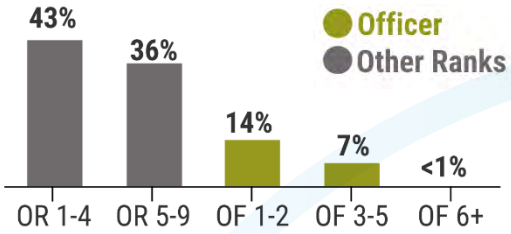


Figure 25: Distribution of Full-Time Men by Military Rank

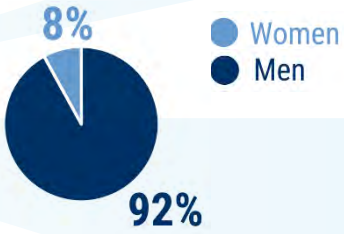


Figure 26: Percentage of Women and Men Who Left the Armed Forces

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Personal Undisclosed Reasons	✓	✓
Retirement	✓	✓

Military Equipment, Facilities and Uniforms

Military equipment was not adapted for women and men in 2019. Accommodation and restroom facilities were adapted for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	34
Paternity Leave	28
Parental Leave	

*Parental leave is transferable between parents and permitted upon request for children until three years old. In the case of a child's serious health issue, parental leave is granted up for children until six years old.

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Administrative and/or Medical Support Systems

Maternity, paternity and parental leave is provided. Additionally, the following policies provide support:

- Act No. 311/2001 - Labour Code;
- Act No. 281/2015 - Service of Professional Soldiers; and
- Act No. 328/2002 - Social Support Policemen and Soldiers.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Dual service couples cannot be deployed at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

There are measures to support parents when both are members of the armed forces, as well as a single parents, divorced parents or a widow/widower with a child.

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Provision protecting parent from deployment
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

The average age of military women and men was not reported in 2019.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Strategies: National Action Plan for Gender Equality
Programmes: National strategy for Gender Equality, Code of Contact, Sexual Exploitation and Abuse
Appointed Personnel: Any allegations of sexual abuse are to be reported through chain of command or General Inspectorate, which is the department of complaints solution and analysis.
Formal Procedures: There are internal procedures of General Inspectorate defining the process of reporting an incident.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

This information was not provided.

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 0 national programmes for education/training on gender perspective

Gender Advisors and Gender Focal Points

In 2019, the SVKAF did not have Gender Advisors (GENADs) or Gender Focal Points (GFPs).

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

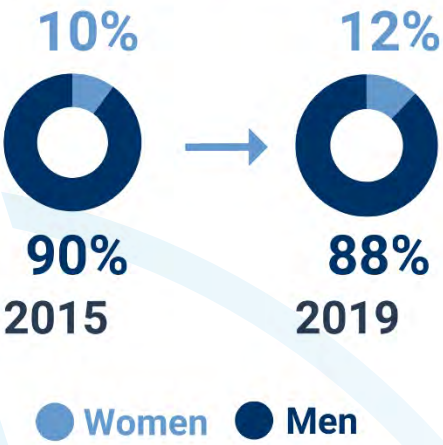
The SVKAF did not consider or take actions towards any draft MC/PS 2019 NCGP recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

The SVKAF did not take actions towards any 2018 NCGP recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Slovak Armed Forces



2018	2019
11% Representation of women in full-time armed forces	**12%** Representation of women in full-time armed forces
2% Representation of women in the aerospace control	**25%** Representation of women in the aerospace control
6% Representation of women in amongst engineers	**12%** Representation of women in amongst engineers
6% Representation of women in All Operations	**7%** Representation of women in All Operations
3% Representation of women engaged in NATO Operations	**5%** Representation of women engaged in NATO Operations
9% Representation of women in OR 1-4	**10%** Representation of women in OR 1-4
22% Representation of women in OF 1-2	**23%** Representation of women in OF 1-2
5% Representation of women in OF 3-5	**6%** Representation of women in OF 3-5



Republic of Slovenia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Slovenian Armed Forces (SAF) did not enforce any new policies related to the implementation of gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Since June 2015, there is a full-time Gender Advisor (GENAD) at the General-Staff of the SAF. The SAF have established a Gender Advisors Network at the strategic, operational and tactical levels (General Staff, Military Schools Center, Force Command and at the Brigades). Furthermore, the SAF have appointed a National Representative and Deputy National Representative to the NATO Committee on Gender Perspectives (NCGP).

As shown in *Figure 1*, the representation of military women was **15%** in 2019, which is higher than the NATO Member average (12%). Since 2018, the represe

ntation of military women and men in the SAF has remained relatively the same.

Whilst the representation of military women continues to increase gradually, military women represent approximately **1.5** out of every 10 military personnel on average in 2019. In contrast, men represent **8.5** out of every 10 military personnel in SAF.



Figure 1: Percentage of Military Women and Men in the Full-Time Slovenian Armed Forces in 2019

The SAF only have a Land Force component. Air and Sea related military occupations are positioned within their Land Forces. The representation of women and men in the men in the SAF has remained approximately the same in 2019 compared to 2018.

Aside from military personnel, the SAF provided sex-dissaggregated data on their civilian personnel. As highlighted in *Figure 2*, the representation of women amongst civilian personnel decreased by **2%** (from 43% to 42%) from 2018 to 2019, whilst the representation of men increased by **2%** (from 57% to 58%) in 2019.

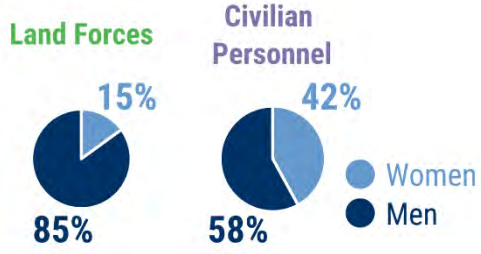


Figure 2: Percentage of Military Women and Men by Military Component in 2019

As illustrated in *Figure 3*, the representation of military women changed in the following ways across military occupations from 2018 to 2019:

- **+6%** in aerospace control (from 17% to 18%)
- **-33%** amongst pilots (from 3% to 2%)
- -**60%** amongst chaplains (from 20% to 8%)

The representation of women and men in aerospace engineering and the Headquarters (HQ) of the 430th Naval Division were reported for the first time in 2019. Since data for these two SAF military occupations are new, a comparative analysis from 2018 to 2019 cannot be made.

Conversely, the representation of military men changed in the following ways across military occupations:

- **-1%** in aerospace control (from 83% to 82%)
- **+1%** amongst pilots (from 97% to 98%)
- **+15%** amongst chaplains (from 80% to 92%)

Notably, Slovenia is one of only seven NATO Member Nations that reported having women chaplains. Amongst those 7 nations, the SAF had the fifth highest representation of women amongst chaplains. Whilst the representation of women and men across all other military occupations remained relatively the same in 2019.

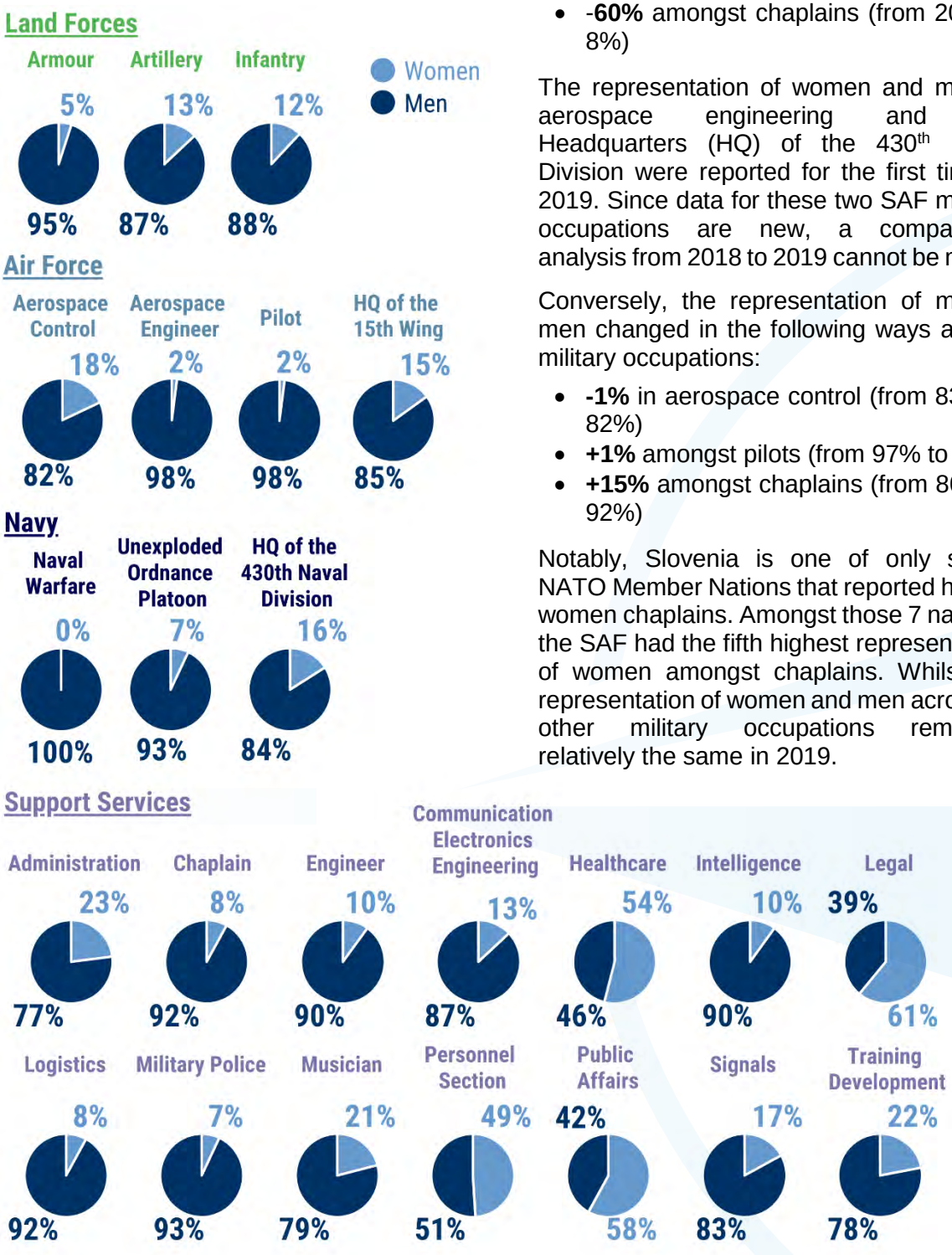


Figure 3: Percentage of Women and Men by Military Occupation in 2019

Figure 4 ranks military occupations for full-time women and men based on their representation.

In 2019, women had the highest representation in legal, whilst men had the highest representation in naval warfare. Notably, women had a higher representation than men in the following three military occupations: legal, public affairs and healthcare. Whereas, the representation of men was higher than 50% in all other military occupations in *Figure 5*.

Women	Men
1. Legal (61%)	1. Naval Warfare (100%)
2. Public Affairs (58%)	2. Aerospace Engineer (98%)
3. Healthcare (54%)	Pilot (98%)
4. Personnel Section (49%)	3. Armour (95%)
5. Administration (23%)	4. Military Police (93%)
6. Training Development (22%)	Unexploded Ordnance Platoon (93%)
7. Musicians (21%)	5. Chaplain (92%)
8. Aerospace Control (18%)	Logistics (92%)
9. Signals (17%)	6. Engineer (90%)
10. HQ of the 430th Naval Division (16%)	Intelligence (90%)
11. HQ of the 15th Wing (15%)	7. Infantry (88%)
12. Artillery (13%)	8. Artillery (87%)
Communication Electronics Engineering (13%)	Communication Electronics Engineering (87%)
13. Infantry (12%)	9. HQ of the 15th Wing (85%)
14. Engineer (10%)	10. HQ of the 430th Naval Division (84%)
Intelligence (10%)	11. Signals (83%)
15. Chaplain (8%)	12. Aerospace Control (82%)
Logistics (8%)	13. Musicians (79%)
16. Military Police (7%)	14. Training Development (78%)
Unexploded Ordnance Platoon (7%)	15. Administration (77%)
17. Armour (5%)	16. Personnel Section 51%)
18. Aerospace Engineer (2%)	17. Healthcare (46%)
Pilot (2%)	18. Public Affairs (54%)
19. Naval Warfare (0%)	19. Legal (39%)

Figure 4: Ranking of Women and Men by their Representation in Military Occupations

In 2019, the SAF engaged in the following EU military operations:

- European Union Training Mission Mali (EUTM) in Mali; and
- Operation Sophia[1].

The SAF engaged in the following NATO military operations:

- Kosovo Force (KFOR);
- Resolute Support Mission (RSM);
- NATO Liaison Office (NLO) in Belgrade;
- NATO Headquarters (HQ) Skopje; and
- Other NATO Enhanced Forward Presence (eFP).

The SAF engaged in the following UN military operations:

- United Nations Interim Force in Lebanon (UNIFIL); and
- United Nations Truce Supervision Organisation (UNTSO).

[1] Operation Sophia is formerly known as European Union Naval Force Mediterranean (EUNAVFOR MED)

Additionally, the SAF engaged in the US-led Combined Joint Task Force-Operation Inherent Resolve (CJTF-OIR) military operation.

As shown in *Figure 5*, the overall representation of women engaged in All Operations increased by **11%** (from 9% to 10%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 91% to 90%). In addition to Land Forces, the SAF deployed civilian personnel to a NATO mission. The SAF refers to their deployed civilian personnel as Civil Functional Experts. *Figure 6* indicates that the representation of civilian women and men deployed remained relatively the same from 2018 to 2019.



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations

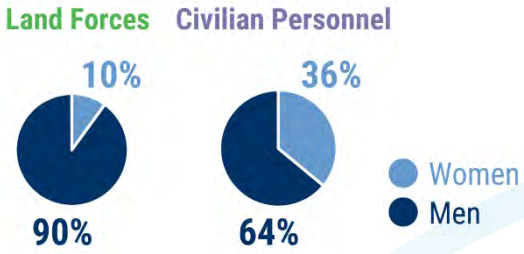


Figure 6: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component

As highlighted in *Figure 7*, the overall representation of women engaged in NATO Operations increased by **33%** (from 9% to 12%), whilst the representation of men decreased by **3%** (from 91% to 88%) from 2018 to 2019.

In addition to Land Forces, *Figure 8* indicates that the representation of civilian women deployed increased by **16%** (from 43% to 50%) from 2018 to 2019, whilst the representation of civilian men decreased by **12%** (from 57% to 50%).



Figure 7: Percentage of Full-Time Women and Men Engaged in NATO Operations



Figure 8: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component

Policies to Support Entry into the Reserve Forces

The SAF have the following policies to support entry into the Reserves:

- The Decree on the military service in the Reserve units of the SAF by contract;
- The Personal Income Tax Act;
- The Health Care and Health Insurance Act; and
- The Employment Relationships Act.

Policies to Compensate Civilian Employers of Reserve Personnel

The SAF have the following policies to compensate civilian employers of Reserve personnel:

- The Decree on the military service in the Reserve units of the SAF by contract;
- The Decree on the reimbursement for loss of income during certain military duties; and
- The Rules on the military-service payment of costs and compensations.

If Reservists are injured during their military duties that result in absence from their civilian occupation, then the Health Insurance Fund will provide civilian employers with financial compensation.

Incentives or Bonuses for Civilians to Enter the Reserves

Incentives or bonuses for civilians to enter the Reserves are:

- Salary for military duties;
- Compensation for unemployment benefits;
- Reimbursement for travel expenses to military duties;
- Standby payments when waiting for possible military duties;
- Right to be absent from civilian employment when on military duty;
- Accident insurance when traveling to and from military training, as well as compensation in the event of permanent disability or death;
- Continuity allowance upon contract extension;
- Special monetary reward for former active service members joining the SAF Contract Reserve;
- Free legal aid for employment matters;
- Right to use the MoD's holiday facilities; and
- Suspension from the rights and duties of Contract Reserve members in the following situations:
  - Medical treatment exceeding 30 days but not more than one year;
  - Duties abroad for over 30 days but not more than three months; and
  - Parental leave.

As shown in *Figure 9*, the representation of Reserve women and men in the SAF remained relatively the same from 2018 to 2019. Reservists did not deploy in military operations in either 2018 or 2019.

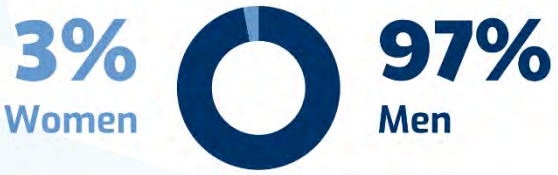


Figure 9: Percentage of Reserve Women and Men in the Slovenian Armed Forces

Recruitment

Enlistment Requirements

Enlistment Requirements for the Slovenian Armed Forces

Same for women and men.

Enlistment Requirements for the Physical Fitness Test

Standards for physical performance differ based on gender and age.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men.

When conducting research on SAF military personnel, Slovenian PhD researcher Lt Col Suzana Tkavc found that Body Mass Index (BMI) results can fall into the "overweight" classification due to muscle mass rather than fat tissue. Therefore, she argues, it is not a relevant criteria for enlistment. As a consequence, the SAF increased the maximum allowed BMI.

Article 92 of the Slovenian Defence Act specifies that women and men have equal opportunities ensured by their employment contract. The Slovenian Armed Forces Act extends the principle of equal access to recruitment, appointments and assignments to formative military duties.

As shown in *Figures 10, 11 and 12*, the representation of women changed in the following ways throughout the recruitment process from 2018 to 2019:

- **+18%** of all applicants were women (from 11% to 13%)
- **+67%** of all successful recruits were women (from 9% to 15%)
- **+67%** of all recruits successfully completing basic training were women (from 9% to 15%)

In contrast, the representation of men changed in the following ways within the same period:

- **-2%** of all applicants were men (from 89% to 87%)
- **-7%** of all successfully recruits were men (from 91% to 85%)
- **-7%** of all recruits successfully completing basic training were men (from 91% to 85%)

In 2019, more women and men applied to the SAF compared to 2018. In addition, more women completed basic training in 2019 compared to 2018, whereas fewer men completed basic training.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Overall these trends show that women had a higher success rate compared to men in the recruitment process during 2019. However, fewer women applied to the SAF compared to men. *Figures 13 and 14* indicate that the success rate of women being successfully recruited increased by **20%** (from 50% to 60%) from 2018 to 2019, whilst the success rate of women successfully completing basic training remained relatively the same

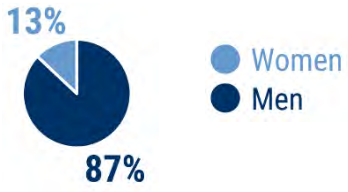


Figure 10: Percentage of Women and Men Applicants for Full-Time Service

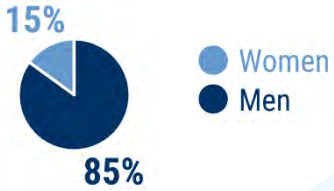


Figure 11: Percentage of Women and Men Successfully Recruited Out of All Applicants

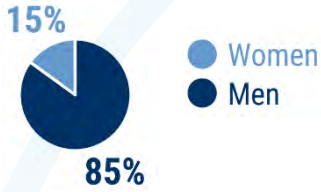


Figure 12: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits



Figure 13: Percentage of Women Successfully Recruited Out of Women Who Applied



Figure 14: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

Figures 15 and 16 reflect that the success rate of men being successfully recruited decreased by **21%** (from 66% to 52%) from 2018 to 2019, whilst the success rate of men successfully completing basic training remained relatively the same in 2019.



Figure 15: Percentage of Men Successfully Recruited Out of Men Who Applied



Figure 16: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The SAF do not have specific retention policies for women, nor a network that supports women in the military.

The SAF's general retention policies include the following:

- Financial reward for a 10-year contract extension;
- Military awards for each 5 years of service;
- Retirement plan;
- Low-cost rent for military apartments upon request;
- Access to military recreational facilities at a lower cost; and
- Organised sport camps for children of military personnel.

Additionally, a working group was tasked to evaluate the SAF's recruitment of military personnel. Measures to improve entry into the SAF will focus on accelerating procedures, strengthening the promotion of the profession and employment, scholarship opportunities and gaining education during employment. Measures to improve retention of military personnel include appropriate remuneration, housing regulation and integrated care for service members.

Regarding the promotion of service members, the Minister of Defence proposed the following measures and activities:

- Upgrading promotion standards for military personnel;
- Upgrading recruitment standards;
- Increasing competitiveness of the military profession in the labour market;
- Increasing military service effectiveness through paying particular attention to the employment status, working conditions, career development, integrated care of SAF members, rewards and bonuses, leadership and motivation; and
- Improving the transitions for military personnel exiting the military, whether transitioning military personnel to state administration systems or entering retirement.

As highlighted in *Figure 17*, the overall representation of women and men in Other Ranks remained relatively the same from 2018 to 2019. However, *Figure 18* indicates that the overall representation of women in Officer Ranks decreased by **5%** (from 19% to 18%), whilst the overall representation of men increased by **1%** (from 81% to 82%).

As illustrated in *Figures 19 and 20*, the representation of women changed in the following ways across military ranks from 2018 to 2019:

- **+6%** in OR 1-4 (from 16% to 17%)
- **-9%** in OR 5-9 (from 11% to 10%)
- **-5%** in OF 1-2 (from 22% to 21%)
- **-17%** in OF-6 and higher (from 6% to 5%)

In 2019, the raw data indicates that there were a fewer number of women across all military ranks compared to 2018, with the exception of OF-6 and higher.

Conversely, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 84% to 83%)
- **+1%** in OR 5-9 (from 89% to 90%)
- **+1%** in OF 1-2 (from 78% to 79%)
- **+1%** in OF-6 and higher (from 94% to 95%)

The representation of women and men in OF 3-5 remained relatively the same from 2018 to 2019.

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across all rank structures within the SAF.

As shown in *Figure 21*, the distribution of women indicates that the majority of women were in Other Ranks (**74%**) compared to Officer Ranks (**26%**) in 2019. Since 2018, the distribution of full-time military women in military ranks changed in the following ways:

- **+2%** in OR 1-4 (from 47% to 48%)
- **-4%** in OR 5-9 (from 27% to 26%)

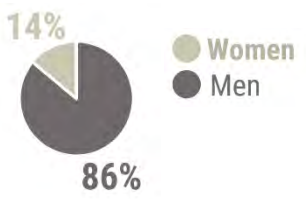


Figure 17: Overall Percentage of Full-Time Women and Men in Other Ranks

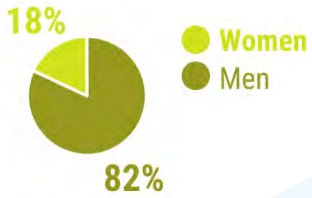


Figure 18: Overall Percentage of Full-Time Women and Men in Officer Ranks

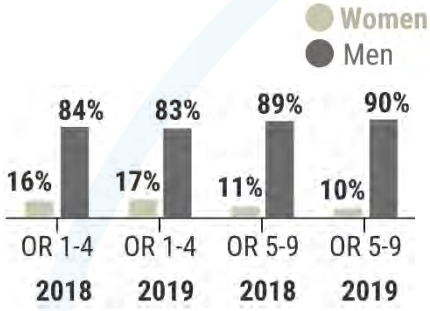


Figure 19: Percentage of Full-Time Women and Men in Other Ranks

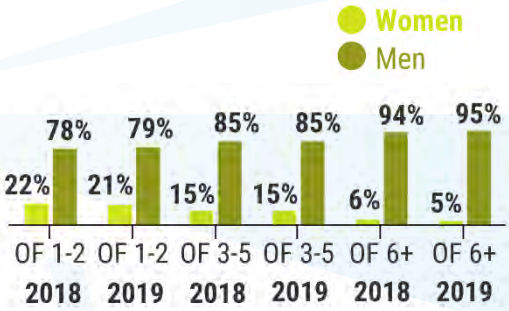


Figure 20: Percentage of Full-Time Women and Men in Officer Ranks

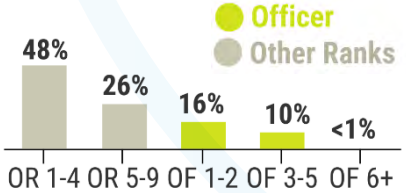


Figure 21: Distribution of Full-Time Women by Military Ranks in 2019

As illustrated in *Figure 22*, the distribution of men indicates that the majority of men were in Other Ranks (**79%**) compared to Officer Ranks (**21%**) in 2019. Since 2018, the distribution of full-time military men in military ranks changed in the following ways:

- **-4%** in OR 1-4 (from 42.5% to 41%)
- **+1%** in OR 5-9 (from 37.5% to 38%)
- **+10%** in OF 1-2 (from 10% to 11%)

Figure 23 indicates that the representation of women out of military personnel who left decreased by **6%** (from 18% to 17%) from 2018 to 2019. Notably, the representation of women out of service members who left the military in 2019 was higher than the representation of women amongst applicants (13%). Additionally, the representation of women leaving (17%) is higher than the overall representation of women in the SAF (15%).

The raw data indicates that fewer women and men left in 2019 compared to the 2018. However, the raw data also indicates that more women left compared to women entering the SAF in 2019.

In the SAF, the Department of Personnel Affairs within the General-Staff monitors exiting military personnel. All service members leaving the military may complete an anonymous survey on a voluntary basis, stating their reasons for leaving the military.

Whilst the SAF did not report the main reasons why women and men left, they listed the following examples of why some military personnel leave:

- End of contract;
- Dissatisfaction with the salary;
- Dissatisfaction with promotions;
- The possibility of additional education and training;
- Relationships with colleagues and/or superiors;
- Working conditions;
- Billeting/housing support;
- Mental health-related reasons;
- Career opportunities; and
- Distance from the place of work.

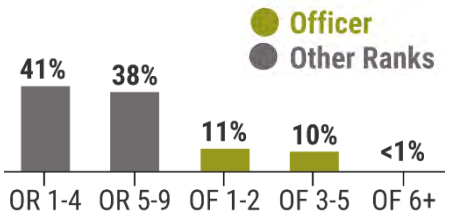


Figure 22: Distribution of Full-Time Men by Military Ranks in 2019

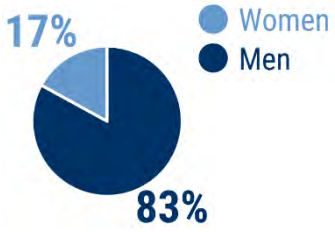


Figure 23: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces

Military Equipment, Facilities and Uniforms

Helmets are available in smaller sizes. Accommodation facilities and bathrooms are separate for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

Number of Weeks	
Maternity Leave	53
Paternity Leave	13
Parental Leave	N/A

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support Systems

The SAF following the Republic of Slovenia's federal regulations. This includes maternity leave, paternity leave, parental leave, compensation deriving from parental protection insurance and the right to work part-time.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

Provisions in the Labor Relations Act and Collective Agreements provide regulation on work-life balance. This includes the protection of the following categories of personnel:

- Children (prohibition of individual work);
- Older personnel; and
- Personnel during pregnancy and parenthood.

In accordance with the decision accepted by the Department of Personnel Affairs within the General Staff, it is possible for a member of the SAF to perform work at another location for a certain period of time by teleworking. In accordance with a provision in the Defense Act, the Chief of General Staff could decide that a member of the SAF may work from home for a maximum of three hours per day.

Special Programmes or Measures to Support Dual Service Couples, Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

(e.g. do not deploy both serving parents at same time)

The SAF do not have special programmes or measures to support dual service couples, single parents, divorced parents or widows/widowers looking after their children.

However as an employer, the MoD is obliged to follow provisions of the Labor Relations Act to facilitate work-life balance for its personnel. Furthermore, the MoD abide by the Parental Protection and Family Benefits Act and the Labor Relations Act. Therefore, dual service parents are not simultaneously deployed to an international operation or mission at the same time.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ 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

Average Age of Military Personnel

In 2019, the average ages for women and men in the SAF remained unchanged compared to 2018.

In general, the overall average age of women and men is the same. However amongst Officers and deployed personnel, men tend to be older compared to women.

	Average Age	
	Women	Men
All Military Personnel	41	41
NCOs	46	46
Officers	43	46
Deployed Personnel	38	39

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Strategies and/or Policies for Prevention

- SAF Statement on Zero Tolerance to Sexual Harassment (2006);
- Standard Operating Procedure (SOP) for protecting dignity to include preventing Sexual Harassment and Mobbing (2007; revised in 2009 and 2018);
- Appointment of Advisors for the Protection of Dignity in SAF (2009; revised in 2013 and 2018); and
- Military Code of Ethics of SAF (2009).

Appointed Personnel Overseeing Allegations

The Decree of the Chief of General Staff of SAF allows for the appointment of Dignity Advisers, which are advisers for personnel in order to help and support victims of sexual harassment and abuse.

Programmes and/or Training for Prevention

Training related to the prevention of misconduct, mobbing and sexual harassment is carried out on an annual basis at the command and unit-level. This training is obligatory for all personnel of the SAF.

Formal Procedures in Place For Reporting an Incident

Cases can be reported to the military police. The perpetrator can be brought to pre-trial proceedings or be subjected to possible disciplinary procedures within the SAF. For criminal proceedings, the perpetrator can be brought before the civilian court.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-deployment

Feedback on the NATO Gender Education and Training Package

For improving the pre-deployment training phase, the SAF recommended to add general information on Women, Peace and Security (WPS) for the situational awareness relevant to all operations and mission areas to include the following:

- Women Key Leaders;
- Women non-governmental Organisations (NGOs) and governmental organisations (GOs);
- Legislation on gender equality and gender perspective;
- National Action Plans (NAP);
- Inclusion of women in the peace processes; and
- Data on women in security and defence forces.

Education and Training Programmes Related to Gender Perspective

NATO-Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- Gender Advisor Course
- Gender Training of Trainers Course

In addition to NATO materials, the SAF used the following alternative materials for gender-related training:

- UN materials on WPS and gender perspective (e.g. Secretary General's reports);
- European Security and Defence College (ESDC) training on the integration of gender perspective in Common Security and Defence Policy (CSDP) missions;
- Geneva Centre for Security Sector Governance (DCAF) teaching Gender in the Military;
- Literature from the Nordic Center for Gender in Military Operations (NCGM);
- Practical examples by the Swedish Defence Research Agency (FOI) and the Folke Bernadotte Academy (FBA);
- Research studies, articles and other accessible materials.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 9 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Pre-deployment Training for International Operations and Missions

Description

Pre-deployment training includes a lecture on gender perspective in Operations. This lecture teaches about gender roles and perceptions, the WPS Agenda and United Nations Security Council Resolution (UNSCR) 1325, military guidelines on the Conflict-Related Sexual and Gender-Based Violence (CR-SGBV), Concept of the gender perspective in Operations, gender awareness and gender specifics in the Area of Responsibility (AOR).

Target: OR 1-9 and OF 1-6 and higher
Phase: Pre-deployment Training

2. Liaison Monitoring Teams (LMTs) Lecture and Pre-Deployment Specialist Training

Description

Gender perspective is integrated into the LMTs lecture. Practical training is incorporated into the pre-deployment specialist training. These training sessions teach about documents and regulations for the integration of gender perspective into the work of LMTs, as well as the implementation of UNSCR 1325 and the WPS agenda through the work of LMTs. Furthermore, it teaches about survivors of CR-SGBV in the LMTs area.

Target: OR 1-9 and OF 1-5
Phase: Pre-deployment Training

3. Annual Training for the Service of Personnel in International Organisations

Description

This annual training includes a lecture on the WPS agenda and gender perspective. In particular, it teaches about UNSCRs on WPS, gender roles and perceptions, gender concepts within international organisations, concepts of Gender Perspectives in operations and about gender within the SAF.

Target: OR 1-9 and OF 1-6 and higher
Phase: Standard National Training and Pre-deployment training

National Gender Perspective Related Education/Training Programmes

4. Advanced Non-Commissioned Officer (NCOs) Course

Description

The curriculum of this course includes a lecture on the WPS agenda and gender perspective. It also includes gender roles, perceptions and stereotypes, as well as gender equality and gender awareness.

Target: OR 1-9
Phase: Standard National Training

5. Officers School

Description

The curriculum of this education includes a lecture on the WPS agenda and gender perspective. It also teaches about gender roles, perceptions and stereotypes, as well as gender equality and gender awareness.

Target: OF 1-2
Phase: Standard national training

6. Command and Staff School - Staff Officer Course

Description

The curriculum of the Command and Staff School includes a lecture on the WPS agenda and gender perspective in its Staff Officer Course. In particular, it teaches about UNSCRs on WPS, and the integration of gender perspective. It also incorporates education on gender awareness, gender roles, perception and stereotypes, gender equality and the integration of gender perspective.

Target: OF 1-2
Phase: Standard National training

7. Command and Staff School - Senior Staff Course

Description

The curriculum of the Command and Staff School includes a lecture on the WPS agenda and gender perspective in its Senior Staff Course. In particular, it teaches about UNSCRs on WPS, and the integration of gender perspective. It also incorporates education on gender awareness, gender roles, perception and stereotypes, gender equality and the integration of gender perspective.

Target: OF 3-5
Phase: Standard National Training

8. Command and Staff School - General Staff Course

Description

The curriculum of the Command and Staff School includes a lecture on the WPS agenda and gender perspective in its General Staff Course. In particular, it teaches about UNSCRs on WPS, and the integration of gender perspective. It also incorporates education on gender awareness, gender roles, perception and stereotypes, gender equality and the integration of gender perspective.

Target: OR 1-9
Phase: Standard National Training

9. SAF's Commands and Units Annual Individual Training on the General Military Regulations

Description

The curriculum of SAF's Commands and Unit Annual Individual Training includes the topic on Equal Opportunities (including gender), harassment and prevention of misconduct. The course teaches about leadership and accountability, equal opportunities, behaviour, professionalism, standards, prevention of misconduct, dignity, and the zero tolerance for harassment.

Target: OR 1-9 and OF 1-6 and higher
Phase: Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the SAF had the following number of GENADs and Gender Focal Points (GFPs):

- One NATO certified GENAD at the General Staff;
- Five non-NATO certified GENADs in the National Armed Forces; and
- One non-NATO certified GFP in the MoD.

Information on GENADs and GFPs that were trained in 2019 was not provided.

In 2019, Slovenia did not deploy GENADs or GFPs, nor were any GENADs or GFPs deployed over the years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

The SAF continue to integrate gender perspective in all military education programmes for all ranks and positions.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

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

Actions Taken

The SAF continue to develop mutual respect among SAF members in their daily work. The SAF supplemented the Standard Operating Procedure (SOP) with the protection of dignity from sexual harassment, mobbing and other forms of violence. It now contains a provision requiring the Chief of General Staff to be informed of all related procedures and reports.

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

Actions Taken

The full-time permanent position of the GENAD was established at the General Staff in 2015. In 2016 and 2017, the position of a full-time GENAD was established at the Force Command within the Chief of Staff office. Furthermore, GENADs became dual-hatted positions at the Centre of Military Schools and at the Brigade-level within the SAF. All GENAD positions in the Command Group have direct access to Commanders.

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

Actions Taken

The content of the NATO Military Guidelines on Prevention of, and Response to, CR-SGBV was included in the education and training (education and training at Military Schools Center and pre-deployment trainings).

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

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

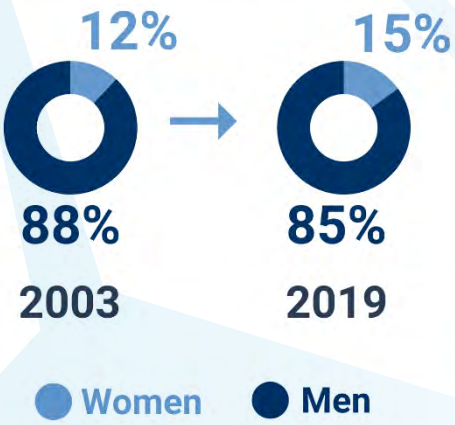
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

The implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspective were included in the Medium-term Defence Programme of the Republic of Slovenia 2018-2023 (April 2018). In 2009, the Directive on the implementation of the UNSCRs 1325 and 1820 on WPS as was adopted by the Chief of General Staff of the SAF, which is currently under review. Furthermore, on 15 November 2018, the Government of the Republic of Slovenia adopted the second NAP for the implementation of UNSCR on WPS for the period of 2018-2020.

SUMMARY

Percentage of Women and Men in the Full-time Slovenian Armed Forces



2018	2019
9% Representation of women in All Operations	**10%** Representation of women in All Operations
9% Representation of women in NATO Operations	**12%** Representation of women in NATO Operations
11% Representation of women amongst applicants	**13%** Representation of women amongst applicants
9% Representation of women amongst successful recruits	**15%** Representation of women amongst successful recruits
50% Success rate of women being recruited	**60%** Success rate of women being recruited
18% Representation of women amongst military personnel that left	**17%** Representation of women amongst military personnel that left



Kingdom of Spain

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Spanish Armed Forces (SAF) enforced the following policies related to the implementation of gender perspective:

1. Royal Decree (RD) 38/2019 (1 February 2019), which modifies the regulation on the acquisition and loss of military status and other administrative issues for military personnel;
2. RD 44/2019 (8 February 2019), which modifies regulations on the future of military personnel; and
3. Order DEF 111/2019 (8 February 2019), which regulates the structure and operation of the Military Observatory for Equality between Women and Men.

Quotas

The SAF do not have a quota system for women or men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Established in 2005 by Ministerial Order 51/2011, the Military Observatory for Equality between Women and Men promotes gender equality. Acting as an advisory body to the Under Secretary of Defence, it aims to analyse and report on the impact of access, military education, work-life balance and the careers of women and men serving in the SAF. The Military Observatory is composed of a Secretary and 16 members, including representatives from the Chief of Defence (CHOD), Army, Navy, Air Force, Joint Corps and Directive Offices of the Ministry of Defence (MoD) of the Kingdom of Spain. Additionally, the Military Observatory has a permanent secretariat to provide technical and administrative support. Furthermore, the Equality and Staff Support Division supervises and advises on policies related to gender equality in the SAF.

As shown in *Figure 1*, the SAF's representation of women and men has remained relatively the same from 2018 to 2019. Women represent approximately **1.5** out of every 10 military personnel on average in the SAF, whilst men represent **8.5** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Spanish Armed Forces in 2019

In 2019, the representation of women was higher in the Air Force compared to Land Forces and the Navy. As illustrated in *Figure 2*, the representation of women increased by **7%** (from 28% to 30%) in the Common Bodies from 2018 to 2019, whilst the representation of men decreased by **3%** (from 72% to 70%) in 2019. The Common Bodies consist of military personnel in legal, health care and the military band. The representation of women and men in Land Forces, the Air Force and the Navy has remained relatively the same.

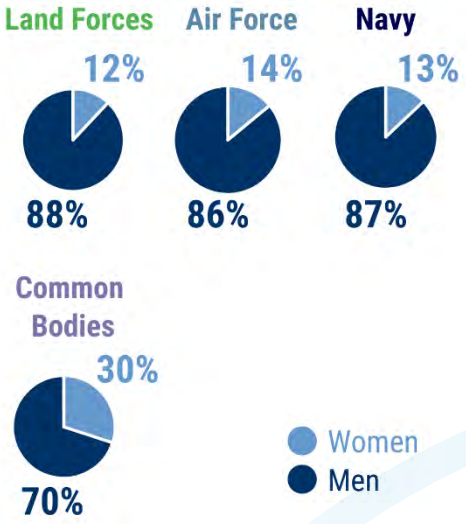


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

Figure 3 highlights that most military women served in Land Forces in 2019, followed by the Air Force and the Navy. Since 2018, the distribution of women remained the same across the military components.

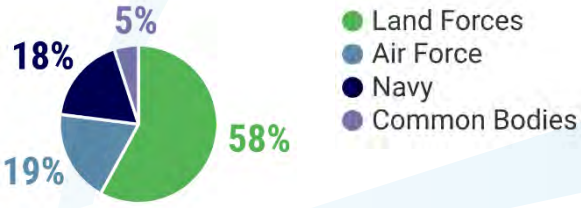


Figure 3: Distribution of Women by Military Component in 2019

Figure 4 indicates that most military men served in Land Forces in 2019, followed by the Air Force and the Navy. Since 2018, the distribution of men remained the same across the military components.

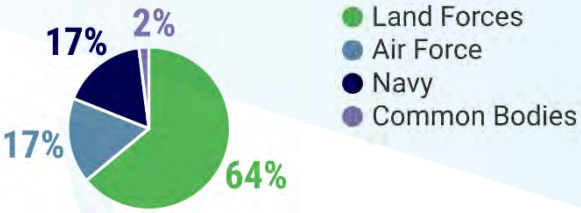


Figure 4: Distribution of Men by Military Component in 2019

Figure 5 indicates the percentage of women and men in the full-time SAF by military occupation. Since 2018, the representation of military women in 2019 changed in the following ways across military occupations:

- **+14%** amongst aerospace engineers (from 7% to 8%)
- **+33%** in air combat systems (3% to 4%)
- **+11%** in marine systems engineering (from 9% to 10%)
- **+100%** in naval warfare (from 1% to 2%)
- **+6%** in healthcare (from 35% to 37%)
- **+8%** in legal (from 34% to 37%)

In comparison, the representation of military men in 2019 changed in the following ways across military occupations:

- **-1%** amongst aerospace engineers (from 93% to 92%)
- **-3%** in air combat systems (93% to 96%)
- **-1%** in marine systems engineering (from 91% to 90%)
- **-1%** in naval warfare (from 99% to 98%)
- **-3%** in healthcare (from 65% to 63%)
- **-5%** in legal (from 66% to 63%)

In 2019, the representation of women and men musicians were reported for the first time.

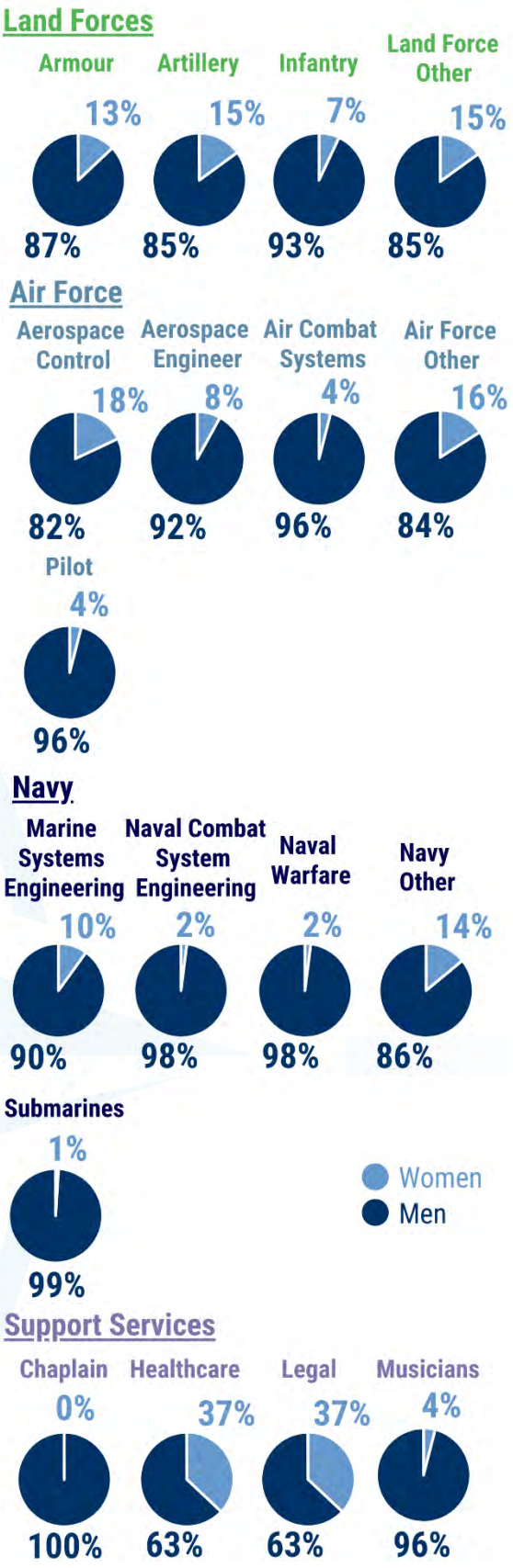


Figure 5: Percentage of Women and Men by Military Occupation in 2019

Figure 6 indicates that women had the highest representation in healthcare and legal in both 2018 and 2019, whilst men had the highest representation amongst chaplains and submariners.

Women	Men
1. Healthcare (37%)	1. Chaplain (100%)
Legal (37%)	2. Submarine (99%)
2. Aerospace Control (18%)	3. Naval Combat System Engineering (98%)
3. Air Force Other (16%)	Naval Warfare (98%)
4. Artillery (15%)	4. Musicians (96%)
Land Force Other (15%)	Air Combat Systems (96%)
5. Navy Other (14%)	Pilot (96%)
6. Armour (13%)	5. Infantry (93%)
7. Marine Systems Engineering (10%)	6. Aerospace Engineer (92%)
8. Aerospace Engineer (8%)	7. Marine Systems Engineering (90%)
9. Infantry (7%)	8. Armour (87%)
10. Musicians (4%)	9. Navy Other (86%)
Air Combat Systems (4%)	10. Artillery (85%)
Pilot (4%)	Land Force Other (85%)
11. Naval Combat System Engineering (2%)	11. Air Force Other (84%)
Naval Warfare (2%)	12. Aerospace Control (82%)
12. Submarine (1%)	13. Healthcare (63%)
13. Chaplain (0%)	Legal (63%)

Figure 6: Ranks the Military Occupations for Women and Men Based on Their Representation

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the SAF.

Figure 7 indicates that most women were positioned in Land Force Other in 2019. Since 2018, the distribution of women changed in the following ways across military occupations:

- **-3%** in Land Force Other (from 29% to 28%)
- **-8%** in Artillery (from 13% to 12%)

The raw data in 2019 indicates that there were fewer women in Land Force Other and artillery compared to 2018.

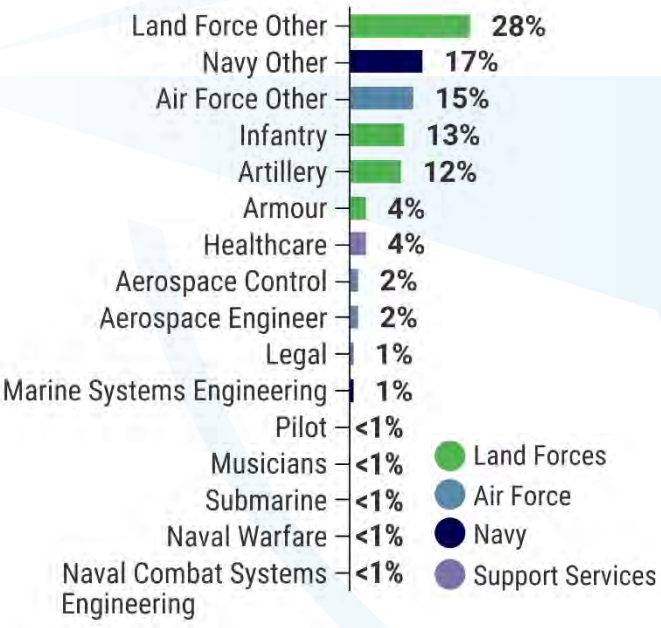


Figure 7: Distribution of Women by Military Occupation in 2019

Figure 8 shows that most men were positioned in the infantry in 2019. Since 2018, the distribution of men remained the same.

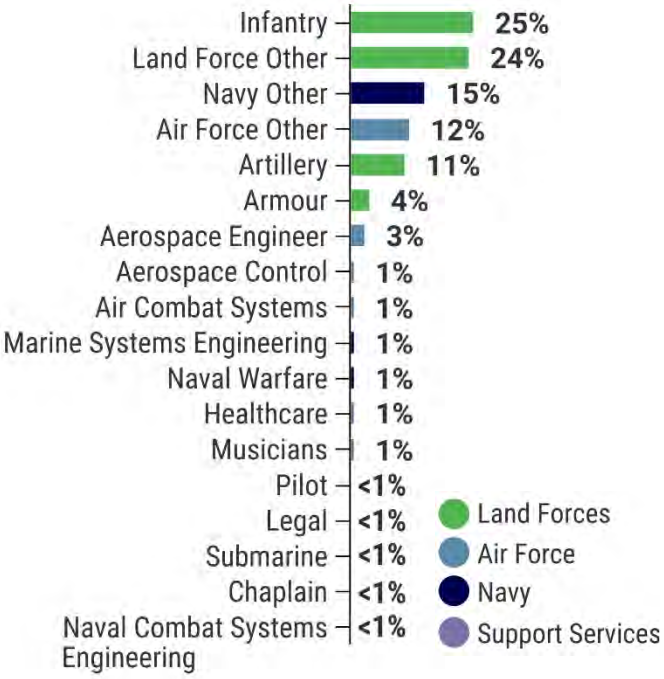


Figure 8: Distribution of Men by Military Occupation in 2019

In 2019, the SAF engaged in EU, UN and NATO operations. The SAF have achieved reaching the UN target (15%) in 1 out of 4 of their military components in All Operations. As shown in *Figure 9*, the overall representation of women and men engaged in All Operations remained relatively the same from 2018 to 2019.



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

As illustrated in *Figure 10*, the representation of women engaged in All Operations changed in the following ways within the same period:

- **+20%** in Land Forces (from 5% to 6%)
- **+14%** in the Air Force (from 7% to 8%)
- **-10%** in the Navy (from 10% to 9%)
- **+20%** in Common Bodies (from 30% to 36%)

Whereas the representation of men in 2019 changed in the following ways across military components engaged in All Operations:

- **-1%** in Land Forces (from 95% to 94%)
- **-1%** in the Air Force (from 93% to 92%)
- **+1%** in the Navy (from 90% to 91%)
- **-10%** in Common Bodies (from 70% to 63%)

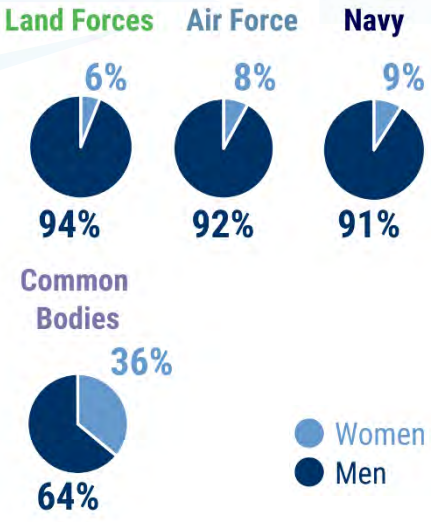


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

In 2019, the SAF reached the UN target (15%) in 1 out of 4 of their military components in NATO Operations. *Figure 11* indicates that the overall representation of women and men engaged in NATO Operations remained relatively the same from 2018 to 2019. As shown in *Figure 12*, the representation of women engaged in NATO Operations changed in the following ways within the same time period:

- **+20%** in Land Forces (from 5% to 6%)
- **+350%** in the Air Force (from 2% to 9%)
- **+10%** in the Navy (from 10% to 11%)
- **-20%** in Common Bodies (from 44% to 35%)

Conversely, the representation of men changed in the following ways across military components engaged in NATO Operations:

- **-1%** in Land Forces (from 95% to 94%)
- **-7%** in the Air Force (from 98% to 91%)
- **-1%** in the Navy (from 90% to 89%)
- **+16%** in Common Bodies (from 56% to 65%)



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

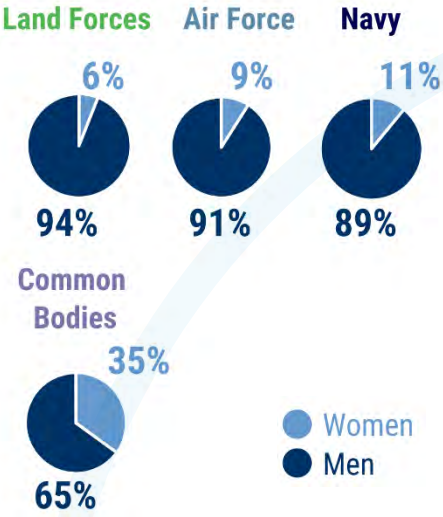


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The SAF's Reserve Forces is voluntary service. Upon entry, Reservists are given the following rights in regards to their civilian employment:

1. Right not to be discriminated against because of their Reservist status by employers;
2. Right to paid leave in order to carry out military training for a maximum of 30 days per year; and
3. Right to re-entry into the company if their contract is suspended because of Reserve duty.

Policies to Compensate Civilian Employers of Reserve Personnel

Civilian Employers of Reserve Personnel have the following rights:

1. Right to agree in advance with the Reservists the dates in which they will be involved in military service or training;
2. Right to suspend employment contracts with the Reservists. However they must reserve the Reservist's job position if they request to return; and
3. Right to enjoy special status as Defence contributors.

Incentives or Bonuses for Civilians to Enter the Reserves

As agreed in RD 383/2011, Reservists can earn the right to transition into active duty based on their time in service. Additionally, they can enter the selection process for Civil Service.

Figure 13 indicates that the representation of Reserve women increased by **6%** (from 16% to 17%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 84% to 83%).

As shown in *Figure 14*, the representation of Reserve women in 2019 changed in the following ways across military components from 2018 to 2019:

- **-6%** in Land Forces (from 18% to 17%)
- **+8%** in the Air Force (from 12% to 13%)

In comparison, the representation of Reserve men changed in the following ways across military components:

- **+1%** in Land Forces (from 82% to 83%)
- **-1%** in the Air Force (from 88% to 87%)

The representation of Reserve women and men in the Navy and Common Bodies remained relatively the same in 2019.

Figure 15 illustrates that the overall representation of Reserve women engaged in All Operations decreased by **58%** (from 19% to 8%) from 2018 to 2019, whilst the representation of Reserve increased by **14%** (from 81% to 92%).

As highlighted in *Figure 16*, Reserve women and men in Land Forces, the Air Force and the Navy were engaged in All Operations in 2019, which was not the case in 2018.

In 2019, Reserve women in the Air Force and the Navy did not participate in military operations. The representation of Reserve women in Common Bodies decreased by **37%** (from 19% to 12%), whilst the representation of Reserve men increased by **9%** (from 81% to 88%) in 2019.



Figure 13: Percentage of Women and Men in the Reserve Spanish Armed Forces in 2019

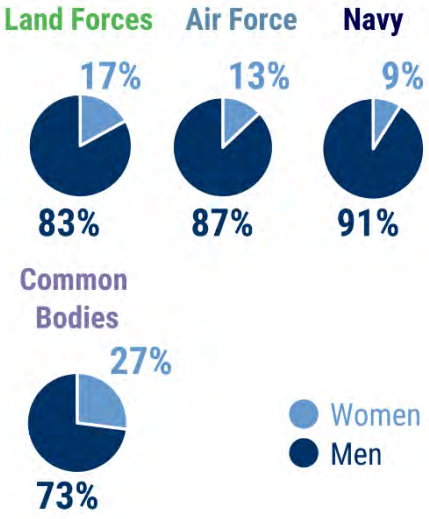


Figure 14: Percentage of Reserve Women and Men by Military Component in 2019



Figure 15: Percentage of Reserve Women and Men Engaged in All Operations in 2019

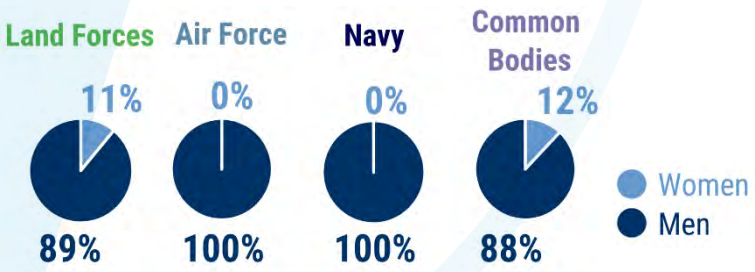


Figure 16 : Percentage of Reserve Women and Men Engaged in All Operations by Military Component

As shown in *Figure 17*, the overall representation of Reserve women engaged in NATO Operations decreased by **100%** (from 29% to 0%) from 2018 to 2019, whilst the representation of Reserve men increased by **41%** (from 71% to 100%).



Figure 17: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Spanish Armed Forces
Height requirements and the physical fitness test are different for men and women entering the SAF. However, enlistment requirements are the same for special units.

Enlistment Requirements for the Physical Fitness Test
Physical fitness test exercises are the same for women and men. However, women and men are evaluated differently.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Height requirements are different for women and men.

The SAF do not have any specific policies to promote the recruitment of women in the military. However, the SAF conducted recruitment campaigns through an outreach strategy called Defence Culture in 2019.

As highlighted in *Figures 18 and 19*, the representation of women out of all candidates changed in the following ways throughout the recruitment process from 2018 to 2019:

- **-40%** of all applicants were women (from 25% to 15%)
- **-38%** of all successfully completing basic training were women (from 16% to 10%)

In contrast, the representation of men out of all candidates in 2019 changed in the following ways throughout the recruitment process:

- **+13%** of all applicants were men (from 75% to 85%)
- **+7%** of all successfully completing basic training were men (from 84% to 90%)

Average Age of Enlistment

Women	21-25
Men	18-20

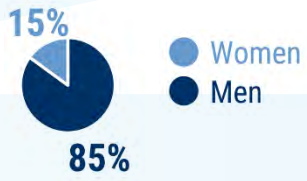


Figure 18: Percentage of Women and Men Applicants for Full-Time Service

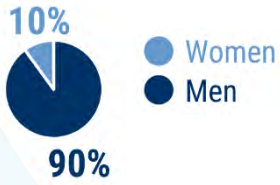


Figure 19: Percentage of Women and Men Successfully Completing Basic Training Out of All Applicants

Whilst the section above compares the representation of women and men throughout the recruitment process this section looks at the success rates of women and men completing basic training.

As shown in *Figure 20*, the success rate of women applicants completing basic training decreased by **20%** (from 10% to 8%) from 2018 to 2019.

Figure 21 highlights that the success rate of men applicants completing basic training in 2019 decreased by **24%** (from 17% to 13%).

Retention

The SAF have specific retention policies for women. Military women retain their salary during pregnancy. Additionally quotas are used during evaluation boards.

In the SAF, there are networks to support women in the military. One of these networks is The Gender Network, which aims to enhance equality between women and men in the armed forces.

In regards to general retention policies that impact both women and men, the SAF have policies that aim to improve work-life balance.

Figure 22 reflects that the representation of women in Officer Ranks increased by **11%** (from 9% to 10%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 91% to 90%). As highlighted in *Figure 23*, the representation of women and men in Other Ranks remained relatively the same.

As outlined in *Figures 24 and 25*, the representation of women in 2019 changed in the following ways across military ranks:

- **+8%** in OF 1-2 (from 13% to 14%)
- **+20%** in OF 3-5 (from 5% to 6%)
- **+0.5 percentage points** in OF-6 and higher (from 0% to 0.5%)

Notably, the SAF gained a woman in OF-6 and higher in 2019, whereas there were no women in this rank in 2018.



Figure 20: Percentage of Women Successfully Completing Basic Training Out of Women Applicants



Figure 21: Percentage of Men Successfully Completing Basic Training Out of Men Applicants

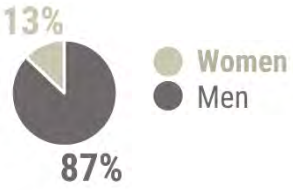


Figure 22: Overall Percentage of Full-Time Women and Men in Other Ranks

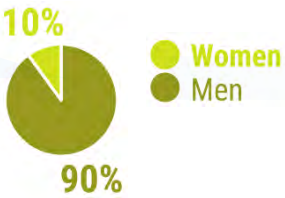


Figure 23: Overall Percentage of Full-Time Women and Men in Officer Ranks

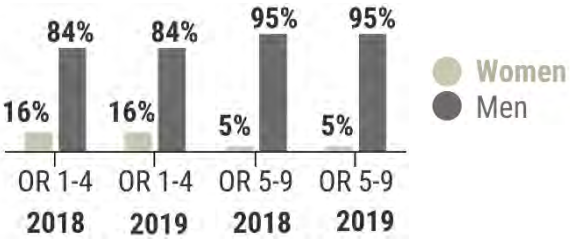


Figure 24: Percentage of Full-time Women and Men in Other Ranks

In contrast, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OF 1-2 (from 87% to 86%)
- **-1%** in OF 3-5 (from 95% to 94%)
- **-0.5%** in OF-6 and higher (from 100% to 99.5%)

The representation of women and men across Other Ranks remained the same in 2019.

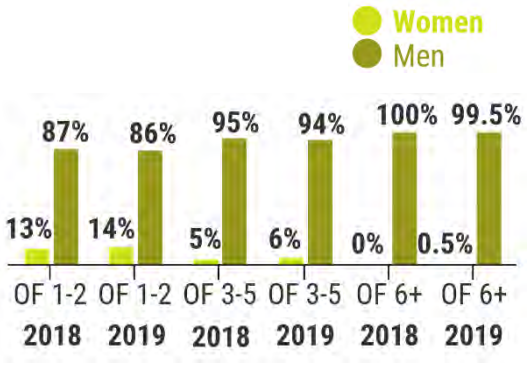


Figure 25: Percentage of Full-time Women and Men in Officer Ranks in 2019

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

Figure 26 indicates that the distribution of women indicates that majority of women were in Other Ranks (**90%**) compared to Officer Ranks (**10%**) in 2019. Since 2018, the distribution of women has changed in the following ways:

- **-1%** in OR 1-4 (from 81% to 80%)
- **+11%** in OR 5-9 (from 9% to 10%)

The distribution of women across Officer Ranks remained relatively the same in 2019.

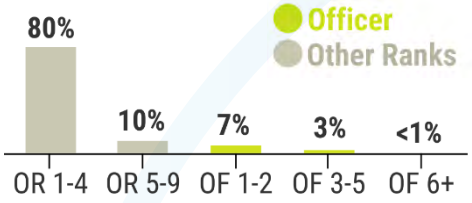


Figure 26: Distribution of Full-Time Women by Military Rank in 2019

Figure 27 shows that distribution of men indicates that the majority of men in the SAF were in Other Ranks (**87%**) compared to Officer Ranks (**13%**). Since 2018, the distribution of men also remained relatively the same.

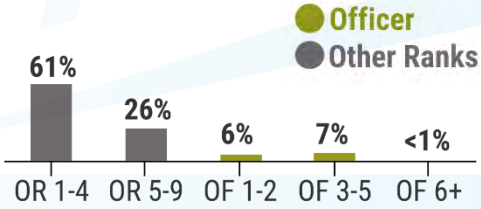


Figure 27: Distribution of Full-Time Men by Military Rank in 2019

As shown in *Figure 28*, **9%** of the total military members who left the SAF were women in both 2018 and 2019. In 2019, the representation of women out of all service members who left is less than the representation of women who entered the SAF. The raw data indicates that slightly less women left in 2019 compared to 2018. Whereas slightly more men left in 2019 compared to 2018.

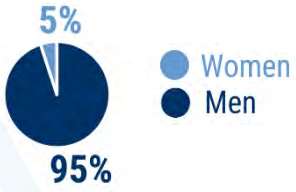


Figure 28: Percentage of Women and Men Who Left the Armed Forces

The table demonstrates the main reasons women and men left the SAF in 2019. In 2018, the only main reason for women and men leaving the military was retirement. However in 2019, there were additional reasons for women in men leaving, such as lack of stability and personal undisclosed reasons. Specifically for women, balancing work and family life was difficult. Whereas, poor performance or disciplinary offences became one of the main reasons for men leaving the military in 2019.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☐
Dismissed Due to Poor Performance or Disciplinary Offences	☐	☑
Lack of Stability	☑	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Anti-fragment vests for Combat Units are adapted for women. Service and combat uniforms include special sizes and designs for women, including maternity uniforms. Military facilities are adapted for both women and men, such as separate toilets and cabins.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	8
Parental Leave	24

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support Systems

Legal social support is provided for mothers during pregnancy, as well as for both parents of a newborn child. Additionally, new positions are adapted for pregnant personnel so that women do not lose wages.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

A strong legal framework allows flexible working hours, reduced working hours and postponement of missions. When one or both parents are deployed, flexible hours or part-time employment is allowed to care for elderly or sick family members.

Parental Rights

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

To support dual service couples, one can postpone a mission to prevent both from being deployed at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Single-parents can request reduced working hours.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finishing times of working days
- ☑ Policy on duties assignments, night duties and/or overtime work
- ☑ Provision protecting parents from deployment

Average Age of Military Personnel

In 2019, men in the SAF tend to be older than women. Since 2018, average age of women changed in the following ways:

- +3 years amongst Officers (from 38 to 41)
- -2 years amongst Deployed Personnel (from 38 to 36)

Average age of men changed in the following ways:

- -1 year amongst Non-Commissioned Officers (NCOs) (from 45 to 44)
- +6 years amongst Officers (from 38 to 44)
- +1 year amongst Deployed Personnel (from 36 to 37)

Average Age

	Women	Men
All Military Personnel	**37**	**38**
NCOs	**38**	**44**
Officers	**41**	**44**
Deployed Personnel	**36**	**37**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Since December 2015, the SAF have been using a protocol against sexual harassment and eight Harassment Protection Units work on outreach. The MoD develops and manages prevention measures including Education and Training (E&T) courses and a dedicated hotline. Furthermore, the Spanish Military Criminal Code specifically includes the crimes of sexual abuse (Art. 49), sexual harassment (Art. 50) and sexual assault (Art. 42).

Education and Training Programmes Related to Gender Perspective

NATO-Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 170
- Gender Advisor Course
- Gender Training of Trainers Course
- Gender Focal Point Training
- Utility of Gender in Peace Support Operations

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There was 1 national programme for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Gender Adviser for Operations

Description

Topics in this training include:

- Gender Concepts;
- Gender perspective in operations;
- Conflict-Related Sexual and Gender Based Violence (CR-SGBV);
- Women, Peace and Security (WPS) agenda;
- Implementation of gender perspective in NATO;
- Gender and Refugee Management;
- Childhood Protection in Armed Conflicts;
- GENAD: Tasks and Planning Processes;
- Development Projects; and
- Gender and Islam.

Target: OR 5-9 and OF 1-6 and higher
Phase: Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the following number of GENADs and GFPs were trained:

- One GENAD was trained at the Nordic Centre for Gender in Military Operations (NCGM);
- Five GENADs were trained through the NCGM and ACT Advanced Distance Learning Courses;
- Five GFPs were trained through the NCGM and ACT Advanced Distance Learning Courses;
- 35 GENADs were trained through national programmes; and
- 15 GENADs were trained at the European Security and Defence College (ESDC).

In 2019, Spain deployed two non-NATO certified GFPs. Over the years, a total of 56 GFPs have deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A The MC recognises gender perspective as a capability and approves the development of an implementation plan

B The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure

C The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same

Actions Taken

In the SAF, there is an implementation plan to integrate gender in every aspect of education and training. UNSCR 1325 is implemented in a NAP that describe actions to be taken within the MoD.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A NATO Members and Partners should pursue an inclusive and respectful working environment

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

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.

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

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

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

H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.

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

Actions Taken

The SAF engaged in gender mainstreaming in Military Education at all levels to include gender in International Humanitarian Law (IHL). In order to assess gender integration in all branches, monthly reports were filed.

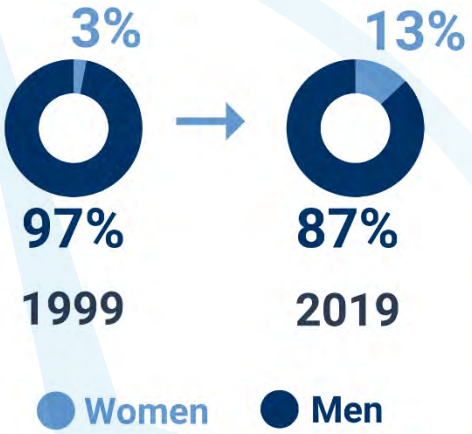
Additional Information Relevant to the Integration of Gender Perspective in the Armed Forces

Spain provides two courses approved by the European Security and Defence College (ESDC). The course 'A Comprehensive Approach to Gender in Operations' and the national course 'Gender Advisor in Operations'.

All Operation Plans include an annex related to gender.

SUMMARY

Percentage of Women and Men in the Full-time Spanish Armed Forces



2018	2019
16% Representation of women in Reserve Forces	**17%** Representation of women in Reserve Forces
9% Representation of women overall in Officer Ranks	**10%** Representation of women overall in Officer Ranks
13% Representation of women in OF 1-2	**14%** Representation of women in OF 1-2
5% Representation of women in OF 3-5	**6%** Representation of women in OF 3-5
0% Representation of women in OF-6 and higher	**0.5%** Representation of women in OF-6 and higher





Republic of Turkey

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The Turkish Armed Forces (TAF) do not have specific policies or legislation related to integrating gender perspective that were enforced during 2019.

Quotas

There is a quota system for women in the TAF. The recruitment of women Officers is fixed at a maximum of 4% out of the total number of annually recruited Officers.

Restrictions on the Incorporation of Women in the Armed Forces

There are restrictions on women serving in the TAF, as well as restrictions that apply only to operations. Not all active duty positions are open to women in the armed forces. Restrictions that apply to Armour, Artillery and Infantry (front-line combat positions), Submarines, Divers, and Special Forces. There are no plans to eliminate such restrictions.

Military Entity Overseeing Gender Perspective

The TAF did not have a military entity that oversees the integration of gender perspective in 2019.

As shown in *Figure 1*, the representation of full-time armed women in the TAF has decreased by **75%** (from 1.2% to 0.3%) from 2018 to 2019. Women represent approximately **0.3** out of every 10 military personnel on average in the TAF. In contrast, men represent **9.7** out of every 10 military personnel in 2019.

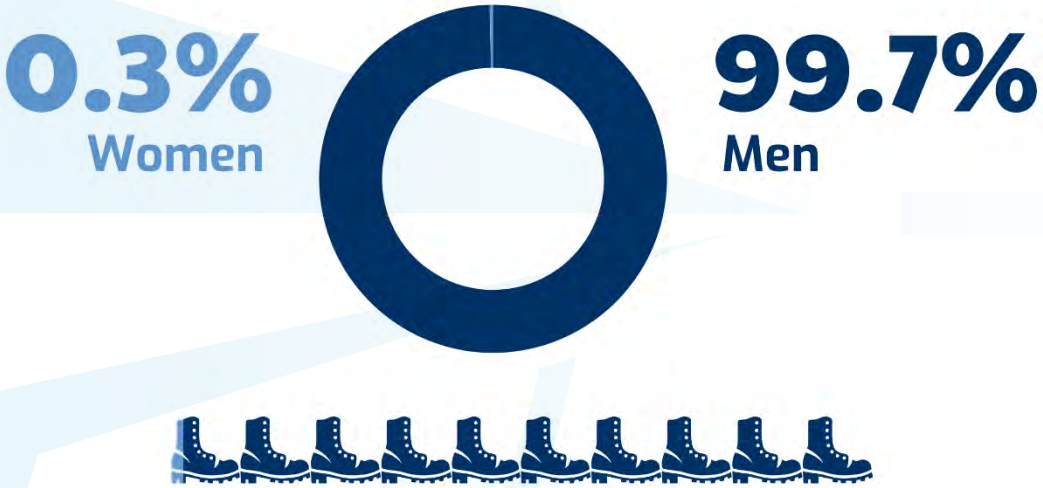


Figure 1: Percentage of Women and Men in the Full-Time Turkish Armed Forces

As shown in *Figure 2*, the representation of women was higher in the Navy compared to the Air Force and Land Forces in 2019. Since 2018, the following changes have occurred in the representation of women across military components:

- **-82%** in Land Forces (from 1.1% to 0.2%)
- **-69%** in Air Force (from 1.6% to 0.5%)
- **-30%** in the Navy (from 1% to 0.7%)

Conversely in 2019, the following changes have occurred to the representation of men across military components:

- **+0.9%** in Land Forces (from 98.9% to 99.8%)
- **+1.1%** in Air Force (from 98.4% to 99.5%)
- **+0.3%** in the Navy (from 99% to 99.3%)

The data shows that the number of women decreased across all military components, whilst the number of men increased across all military components in 2019.

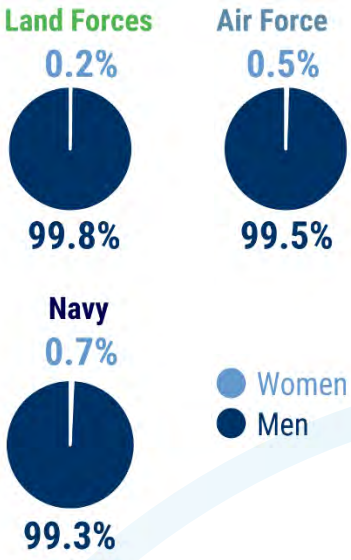


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

As indicated in *Figure 3*, most military women served in Land Force in 2019, followed by the Air Force and the Navy. Since 2018, the distribution of women experienced the following changes in 2019 across the military components:

- **+2%** in Land Forces (from 50% to 51%)
- **-4%** in the Navy (from 24% to 23%).

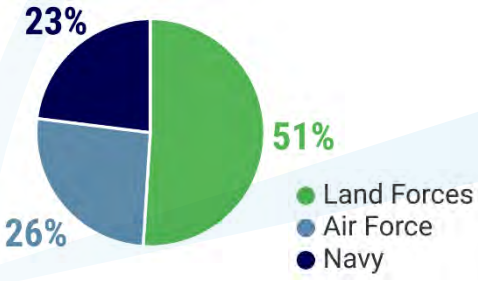


Figure 3: Distribution of Women by Military Component in 2019

As shown in *Figure 4,* most military men served in Land Forces, followed by the Air Force and the Navy in 2019. Since 2018, the distribution of men experienced the following changes across the military components as:

- **+44%** in Land Forces (from 54% to 78%)
- **-32%** in the Navy (from 19% to 13%)
- **-67%** in the Air Force (from 27% to 9%)

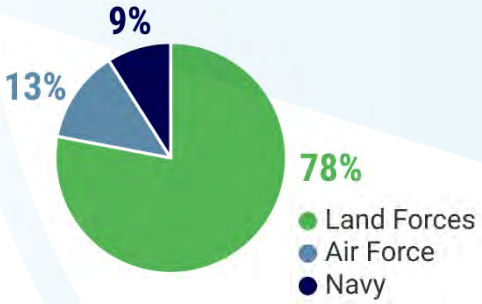


Figure 4: Distribution of Men by Military Component in 2019

Since 2018, the representation of military women in the TAF changed in the following ways across military occupations as shown in *Figure 5*:

- **-71%** in artillery (from 0.7% to 0.2%)
- **-67%** in aerospace control (from 3% to 1%)
- **-93%** in aerospace engineer (from 4% to 0.3%)
- **-95%** in air combat systems (from 2% to 0.1%)

In comparison, the representation of military men in the TAF changed in 2019 in the following ways across military occupations:

- **+0.5%** in artillery (from 99.3% to 99.8%)
- **+2%** in aerospace control (from 97% to 99%)
- **+4%** in aerospace engineer (from 96% to 99.7%)
- **+2%** in air combat systems (from 98% to 99.9%)

With the exception of legal, the representation of men in 2019 increased across all military occupations.

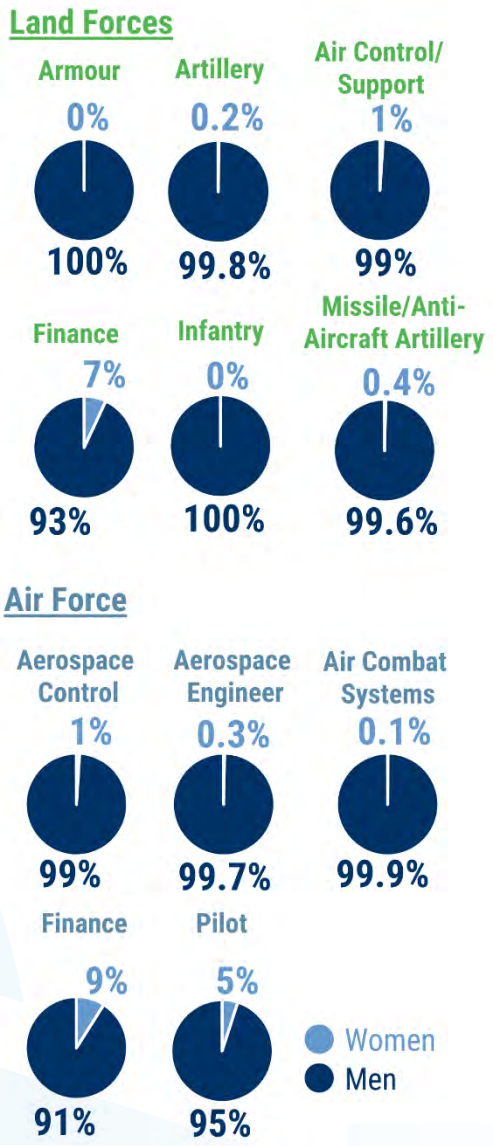


Figure 5: Percentage of Women and Men by Military Occupation Across Land Forces, the Air Force and the Navy

Since 2018, the representation of military women in the TAF changed in the following ways across Support Service occupations as indicated in *Figure 6*:

- **-33%** amongst engineers (from 3% to 2%)
- **-38%** in health care (from 8% to 5%)
- **+50%** in legal (from 6% to 9%)
- **-50%** in signal (from 1% to 0.5%)
- **-47%** in training development (from 17% to 9%)

In 2019, the representation of women decreased across all military occupations, with the exception of legal.

In comparison, the representation of military men in the TAF changed in 2019 in the following ways across military occupations:

- **+0.5%** in artillery (from 99.3% to 99.8%)
- **+2%** in aerospace control (from 97% to 99%)
- **+4%** in aerospace engineer (from 96% to 99.7%)
- **+2%** in air combat systems (from 98% to 99.9%)
- **+1%** amongst engineers (from 97% to 98%)
- **+3%** in health care (from 92% to 95%)
- **-3%** in legal (from 94% to 91%)
- **+0.5%** in signal (from 99% to 99.5%)
- **+10%** in training development (from 83% to 91%.

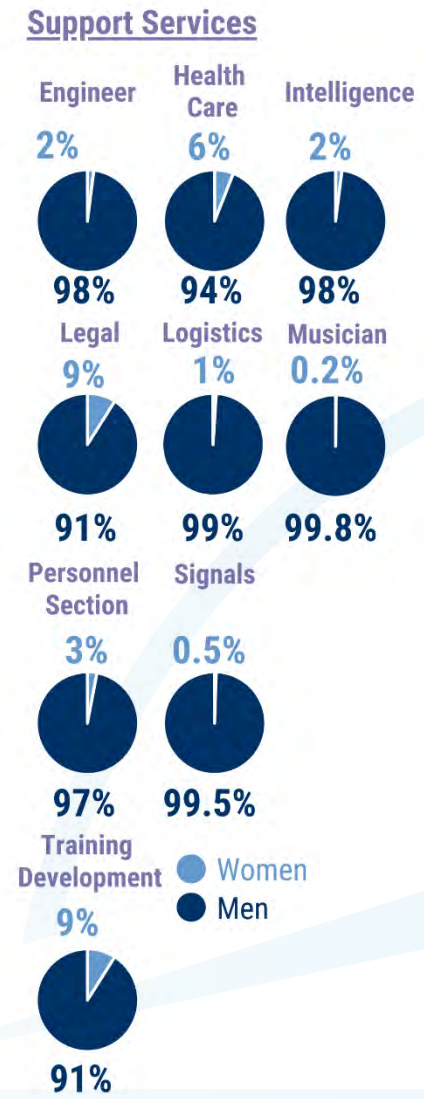


Figure 6: Percentage of Women and Men by Military Occupation Across Support Services

As indicated in *Figure 7*, women had the most representation in training development and legal in 2019. Whereas, in 2018, women had the highest representation in training development and health care. Conversely, men had the most representation in armour and the infantry in both 2018 and 2019. Many military occupations in *Figure 7* were reported for the first time in 2019. Therefore, a robust comparison cannot yet be made.

Women	Men
1. Training Development (9%)	1. Infantry (100%)
Legal (9%)	Armour (100%)
Air Force Finance (9%)	2. Air Combat Systems (99.9%)
2. Land Force Finance (7%)	3. Artillery (99.8%)
3. Health Care (5%)	Musician (99.8%)
Pilot (5%)	4. Aerospace Engineer (99.7%)
4. Personnel Section (3%)	5. Missile/Anti-Aircraft Artillery (99.6%)
5. Intelligence (2%)	6. Signal (99.5%)
Engineer (2%)	7. Air Control/Support (99%)
6. Aerospace Control (1%)	Logistics (99%)
Logistics (1%)	Aerospace Control (99%)
Air Control/Support (1%)	8. Intelligence (98%)
7. Signals (0.5%)	Engineer (98%)
8. Missile/ Anti-Aircraft Artillery (0.4%)	9. Personnel Section (97%)
9. Aerospace Engineer (0.3%)	10. Health Care (95%)
10. Artillery (0.2%)	Pilot (95%)
Musician (0.2%)	11. Land Force Finance (93%)
11. Air Combat Systems (0.1%)	12. Air Force Finance (91%)
12. Armour (0%)	Legal (91%)
Infantry (0%)	Training Development (91%)

Figure 7: Ranking of Women and Men by their Representation in Military Occupations

Whilst the previous section compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the TAF.

As shown in *Figure 8,* most women were positioned in health care in 2019. Many of these military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of women cannot yet be made.

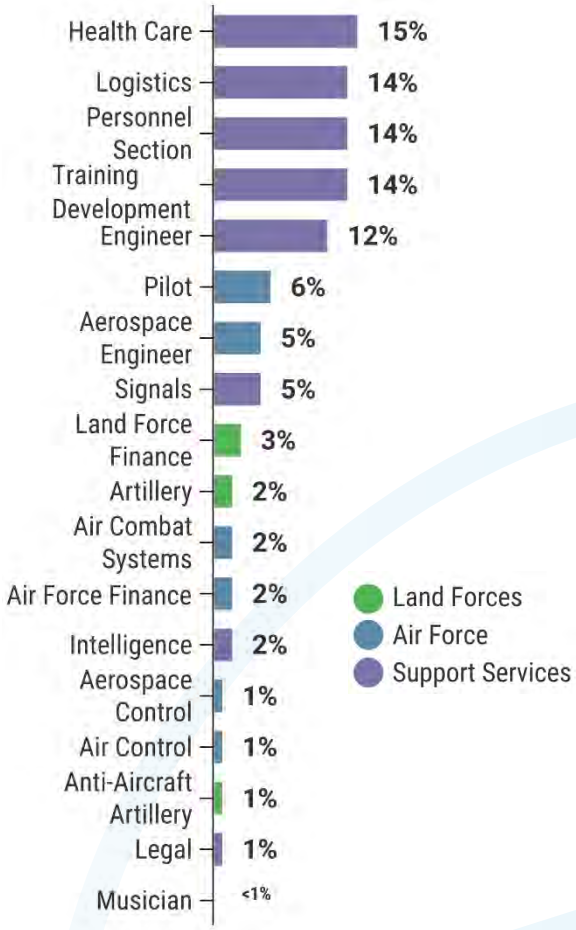


Figure 8: Distribution of Women by Military Occupation

As shown in Figure 9, most men were positioned in the infantry in 2019. Many of these military occupations were reported for the first time in 2019. Therefore, a comparison in the distribution of men cannot yet be made.

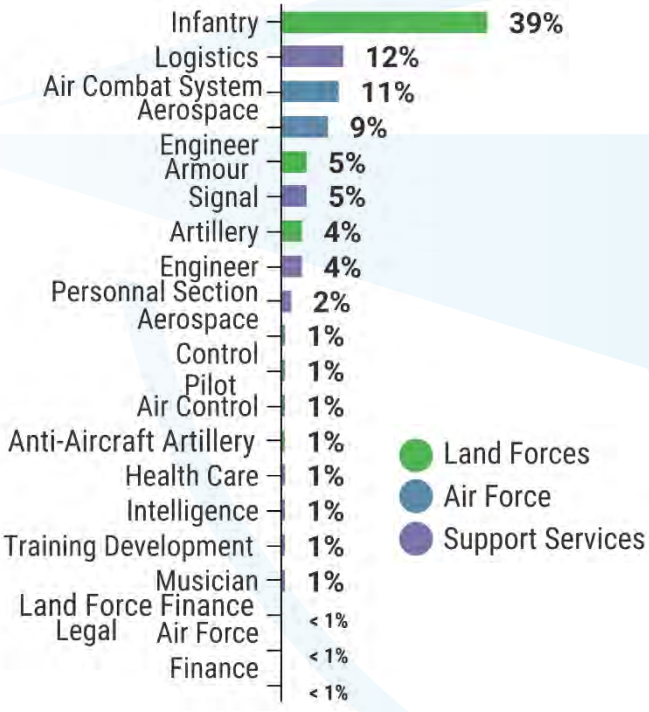


Figure 9: Distribution of Men by Military Occupation

Recruitment

Enlistment Requirements

Enlistment Requirements for the Turkish Armed Forces
The physical fitness test is different for women and men.

Enlistment Requirements for the Physical Fitness Test
The physical fitness test activities are the same for both women and men. However, women are graded differently in regards to the run-time requirements and push-up scores.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
The enlistment requirements related to physical characteristics are different for women and men.

Retention

The TAF Personnel Law consists of retention mechanisms. In 2019, there was no network to support women in the military.

Since 2018, the overall representation of women and men across Other Ranks and Officer Ranks remained the same in 2019, as well as across military ranks, as shown in *Figures 10, 11, 12 and 13*.

Average Age of Enlistment

Women	26-30
Men	26-30

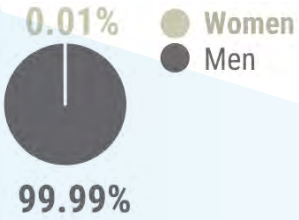


Figure 10: Overall Percentage of Full-Time Women and Men in Other Ranks

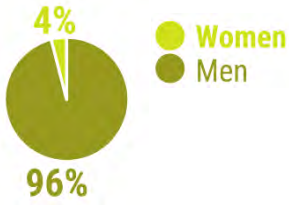


Figure 11: Overall Percentage of Full-Time Women and Men in Officer Ranks

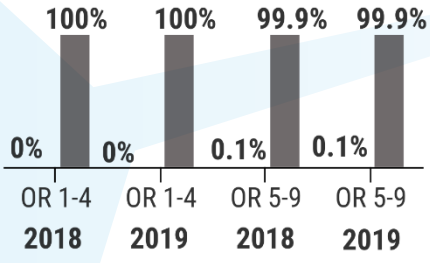


Figure 12: Percentage of Full-time Women and Men in Other Ranks

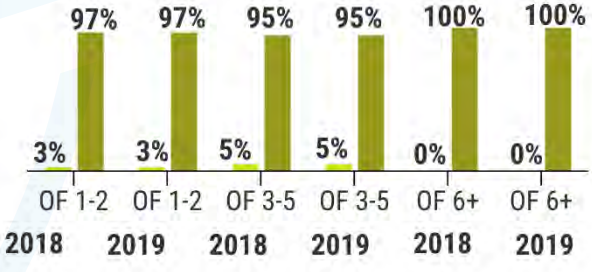


Figure 13: Percentage of Full-time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women are in Officer Ranks (**95%**) compared to Other Ranks (**5%**) as indicated in *Figure 14*. Since 2018, the distribution of women has changed in the following ways:

- **-6%** in OF 1-2 (from 49% to 46%)
- **+7%** in OF 3-5 (from 46% to 49%)

The 2019 data showed that there was a significant increase in the number of women in OF 3-5 within the Air Force. This may reflect an increase in the retention and promotion of women particularly in the Air Force.

The distribution of men in 2019 indicates that the majority of men are in Other Ranks (**94%**) compared to Officer Ranks (**6%**) as shown in *Figure 15*. Since 2018, the distribution of men has remained the same.

The table demonstrates the main reasons women and men left the TAF in 2019. Personal undisclosed reasons and retirement were the main motives for women and men leaving the military in 2018 and 2019. Medical reasons not related to service injuries was added to the 2019 Summary of National Reports questionnaire. Following this addition, Turkey reported that this was an additional main reason for women and men leaving the military in 2019.

Furthermore, injury and death were main reasons for the loss of men in 2018 and 2019. Also, poor performance or disciplinary offences were cited as another reason why men left the military in 2019.

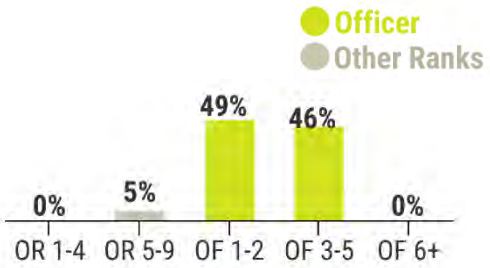


Figure 14: Distribution of Full-Time Women by Military Rank

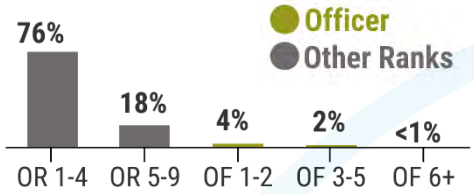


Figure 15: Distribution of Full-Time Men by Military Rank

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death		☑
Dismissed Due to Poor Performance or Disciplinary Offences		☑
Injury		☑
Medical Reasons (other than service injuries)	☑	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Personal protective equipment (e.g. CBRN suits & goggles), masks and helmets have been adapted for both women and men. The TAF have adapted facilities for women and men to include dressing rooms, sanitary rooms, lodging and gyms. Whilst military maternity uniforms are not available, women are allowed to wear civilian maternity clothing during pregnancy.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	1.5
Parental Leave	N/A

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☑

Administrative and/or Medical Support Systems Provided

Women have paid maternity leave before and after birth for 16 weeks. In case of multiple pregnancy, this duration can increase up to 20 weeks. Upon request, women can take leave up to 2 years without salary. Men have paternity leave only after the birth of the child.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

The TAF have specific assignment policies. Details on these policies were not provided.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The TAF have child care centres on military bases, as well as schools on some military bases.

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Policy on duties assignments, night duties and/or overtime work

Average Age of Military Personnel

Information on this data was not provided in 2019.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Information on this data was not provided in 2019.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There is 1 national programmes for education/training on gender perspective

1. **Gender Awareness in Peace Support Operations**

   Description

   This training aims to increase awareness for personnel that will be deployed in Peace Support Operations, exercises or planning.

   Target: OR 5-9 and OF 1-5
   Phase: Pre-deployment Training

Gender Advisors and Gender Focal Points

In 2019, the TAF deployed two non-NATO certified Gender Advisors (GENADs) for the first time.

Information on the number of GENADs and Gender Focal Points (GFPs), as well as the training that they received in 2019 was not provided.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

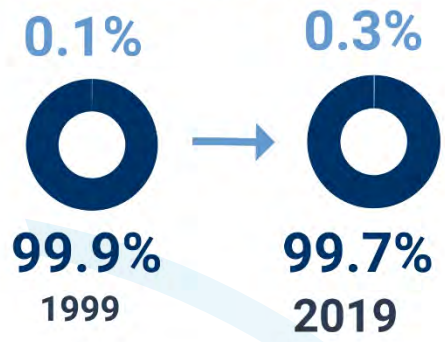
The TAF did not consider or take action towards any draft MC/PS 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

The TAF did not consider or take action towards any 2018 NCGP Recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Turkish Armed Forces



2018	2019
6% Representation of women in legal	**9%** Representation of women in legal
0 Gender Advisors deployed	**2** Gender Advisors deployed
Not Used NATO Gender Education and Training Package for Nations	**Used** Module 3: Pre-deployment
Not Used NATO-Certified Gender Education and Training Products	**Used** ADL 168 and ADL 169



United Kingdom

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the United Kingdom (UK) did not enforce new specific policies and/or legislation related to integrating gender perspective in the national armed forces.

Quotas

Rather than having a quota, the British Armed Forces (BAF) tend to focus on targets. In the BAF, there are specific Gender as well as Black, Asian and Minority Ethnic Group (BAME) targets. In 2015, the UK Prime Minister put in place recruiting targets relating to race and gender to increase diversity within the armed forces. The Defence target is that women must represent 15% of new recruits by 2020.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The UK Ministry of Defence (MoD) and each of the military components have a dedicated team that is responsible for the integration of gender perspective. From a strategic level, there is a level-one military staff officer for Women, Peace and Security (WPS) positioned within the MoD. The Central Diversity and Inclusion team works very closely with the single Services and the WPS team in the MoD. Furthermore, British legislation demands that an Equality Analysis is conducted when new policies are developed to ensure that each policy is supportive and accessible for women and free from sex discrimination.

All comparisons and trends in this report are based on the last submission received in 2017.

Compared to 2017, the BAF have increased their representation of women by **10%** (from 10% to 11%) in their full-time armed forces as indicated in *Figure 1*. Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel on average in the BAF. In contrast, men represent **9** out of every 10 military personnel in the BAF.



Figure 1: Percentage of Women and Men in the Full-Time British Armed Forces in 2019

In 2019, the representation of women was higher in the Air Force compared to the Land Forces and the Navy. Since 2017, the following changes have occurred in the representation of women across military components as illustrated in *Figure 2*:

- **+11%** in Land Forces (from 9% to 10%)
- **+7%** in Air Force (from 14% to 15%)
- **+11%** in the Navy (from 9% to 10%)

Conversely, the following changes have occurred to the representation of men across military components:

- **-1%** in Land Forces (from 91% to 90%)
- **-1%** in Air Force (from 86% to 85%)
- **-1%** in the Navy (from 91% to 90%)

The data shows that the number of women increased across all military components, whilst the number of men decreased in Land Forces and the Air Force.

Whilst the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

Figure 3 shows that most military women served in Land Forces, followed by the Air Force and the Navy in 2019. In comparison to 2017, the distribution of women did not change across military components.

In 2019, most military men served in Land Forces, followed by the Navy and Air Force. In comparison to 2017, the distribution of men experienced the following changes across the military components as indicated in *Figure 4*:

- **+5%** in the Air Force (from 21% to 22%)
- **+5%** in the Navy (from 22% to 23%)
- **-4%** in Land Forces (from 57% to 55%)

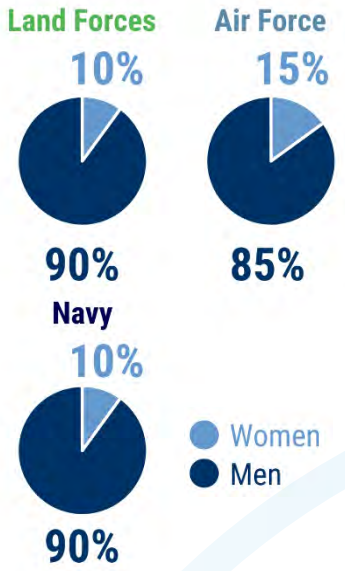


Figure 2: Percentage of Women and Men by Military Component in 2019

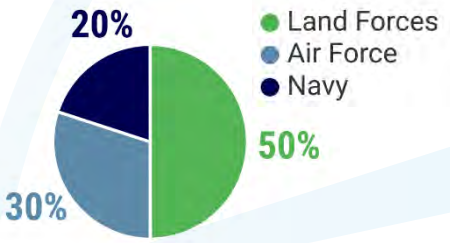


Figure 3: Distribution of Women by Military Component in 2019

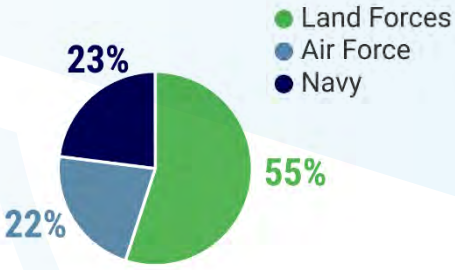


Figure 4: Distribution of Men by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The Reserve Forces Act of 1996 (RFA 96) was amended by the Armed Forces Act of 2006 and the Defence Reform Act of 2014 (DRA 14) to provide further support for entry into the Reserve Forces.

Amendments to the RFA 96 further support the call out on of Reserve Forces for permanent service requirements. This process is also referred to as 'mobilisation' and serves as the primary mechanism for Reservists to undertake military operations or other authorised military tasks.

Policies to Compensate Civilian Employers of Reserve Personnel

In the BAF, Reservists and their employers are entitled to receive financial assistance during periods of mobilisation.

Incentives or Bonuses for Civilians to Enter the Reserves

There are both joining incentives and annual incentives. For example, when joining the Army Reserve, extra payments can be earned on top of tax free bonus and pay:

- **Phase 1:** £1,000 on completion of initial training
- **Phase 2:** £1,000 on completion of trade training

There are also financial bonuses for completing minimum training commitment, ranging from 19 -27 days. Payments for this training varies from £470 in year 1 to £1,862 in year 5.

In 2019, the BAF's representation of women was above the NATO Member average (12%). Compared to 2017, the BAF's representation of Reserve women increased by **+7%** (from 14% to 15%) as illustrated in *Figure 5*, whilst the representation of men decreased by **-1%** (from 86% to 85%. The representation of Reserve military women was **4%** higher than the representation of full-time military women in 2019.



Figure 5: Percentage of Women and Men in the Reserve British Armed Forces in 2019

In comparison to 2017, the representation of Reserve women across military components changed in the following ways as indicated in *Figure 6*:

- **+8%** in Land Forces (from 13% to 14%)
- **+14%** in Air Force (from 21% to 24%)

The representation of Reserve women was significantly higher in the Air Force compared to the Land Forces and the Navy. In 2019, nearly 1 in 4 personnel in the Reserve Air Force was a woman. In comparison to 2017, the representation of Reserve men across military components changed in the following ways:

- **-1%** in Land Forces (from 87% to 86%)
- **-4%** in Air Force (from 79% to 76%)

The representation of Reserve women and men for the Navy remained the same (15% for women and 85% for men). Notably, the representation of Reserve women was higher than the representation of full-time women across all military components in 2019.

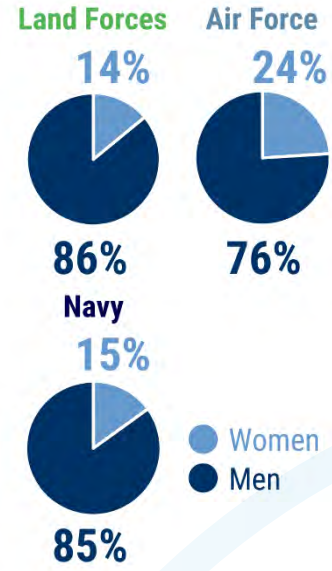


Figure 6: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the British Armed Forces
Same for women and men.

Enlistment Requirements for the Physical Fitness Test
Same for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Different for women and men, depending on Body Mass Index ranges as well as role and Service.

In 2019, the BAF had policies to promote the recruitment of women in their national armed forces. The Chief of Defence People (CDP) in the MoD is responsible for ensuring that the recruitment of women personnel is reported on an annual basis to NATO Headquarters (HQ.) The recruitment and retention of women

Average Age of Enlistment

Women	21-25
Men	21-25

personnel supports the United Nations Security Council Resolution (UNSCR) 1325's mandate to increase the representation of women in the security sector.

There are numerous examples of initiatives and activities that are designed to promote the recruitment of women. The 2015 Strategic Defence and Security Review (SDSR) stated that by 2020, at least 15% of the intake to the UK Regular Forces should be women. Consequently, there has been considerable focus and efforts designed to deliver against this target.

Figure 7 shows that the representation of women out of all applicants successfully recruited was above the overall representation of women in the full-time BAF (11%) in 2019. This could indicate a recruitment trend that could lead to an increase in the representation of women in the BAF, as well to the achievement of the BAF's target of 15%.

Since this is the first time that the BAF reported this particular data, a comparison to prior years cannot be made. Sex-disaggregated data on the number of applicants and candidates successfully completing basic training was not provided.

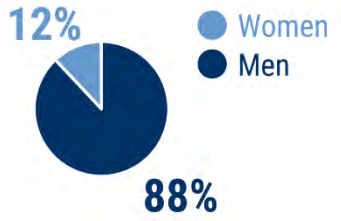


Figure 7: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

Retention

Retention policies are developed and tailored by single services to manage their personnel capabilities and to ensure that they are able to deliver against the Defence Planning Assumptions. In 2019, the BAF had policies specific to the retention of women in the armed forces. The Defence Diversity and Inclusion Strategy, known as *A Force for Inclusion*, sets out the requirement to develop policies and initiatives from 2018-2030 to support the retention of women. Each of the military components has specific policies, interventions, initiatives and actions that are designed to improve the retention of women in the armed forces.

In comparison to 2017, the representation of women and men in Other Ranks has remained the same as indicated in *Figure 8*. The representation of women in Officer Ranks increased by **+8%** (from 13% to 14%), whilst the representation of men decreased by **-1%** (from 87% to 86%) as shown in *Figure 9*. *Figures 10* and *11* indicate that within Officer and Other Ranks since 2017, the representation of women and men has remained the same across all ranks. It is important to note that the British Navy gained three women in the OF-6 and higher category. In 2017, there was no representation of women within this rank level.

Whilst the section above compares the representation of both women and men in each military rank, this section looks at where women and men are positioned across military ranks.

*In 2019, t*he distribution of women indicates that the majority of women are in Other Ranks (**76%**) compared to Officer Ranks (**24%**). The distribution of men indicates that the majority of men are in Other Ranks (**81%**) compared to Officer Ranks (**19%**). This indicates that women tend to be more distributed in Officer Ranks compared to men. Overall, there have been no significant changes in the distribution of women and men across military ranks. In comparison to 2017, the distribution of women has changed in the following ways:

- **+8%** in OF 1-2 (from 12% to 13%)

Minor shifts for military women throughout all ranks resulted in a slight increase of women in the junior Officer Ranks (OF 1-2). Raw data indicates that the number of women increased across all ranks, except within OR 5-9. The number of women in OR 5-9 experienced a decrease compared to 2017.

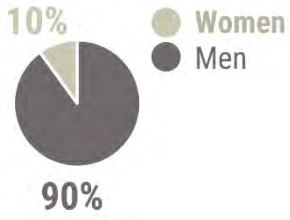


Figure 8: Overall Percentage of Full-Time Women and Men in Other Ranks

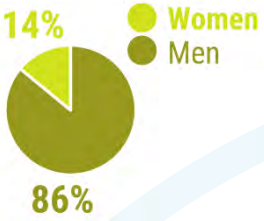


Figure 9: Overall Percentage of Full-time Women and Men in Officer Ranks

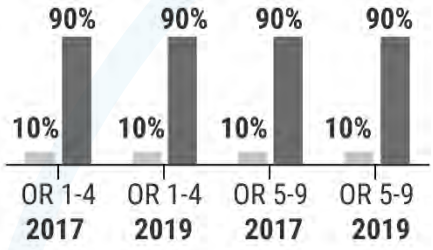


Figure 10: Percentage of Full-time Women and Men in Other Ranks

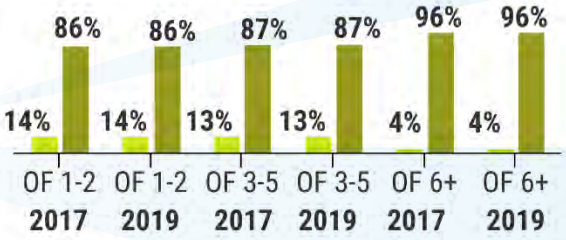


Figure 11: Percentage of Full-time Women and Men in Officer Ranks

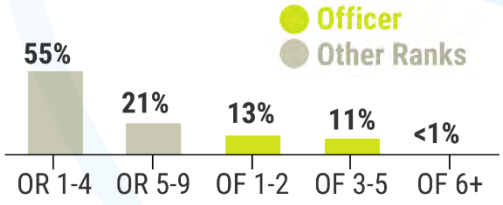


Figure 12: Distribution of Full-Time Women by Military Rank

In comparison to 2017, the distribution of men has changed in the following similar ways as indicated in *Figure 13*:

- **-2%** in OR 1-4 (from 59% to 58%)
- **+11%** in OF 1-2 (from 9% to 10%)

Compared to 2017, raw data indicates that there has been a decrease in the number of men in the junior Other Ranks (OR 1-4), but an increase of men in the junior Officer Ranks (OF 1-2). Changes in the distribution of women and men may be impacted by fluctuations in recruitment, promotions, retirement and retention.

Figure 14 shows that **9%** of the total military members who left the BAF were women in 2019, whilst **10%** of personnel who left in 2017 were women. As a result, there was a **10%** decrease in women exiting compared to 2017. In 2019, the representation of women out of all service members who left is less than the representation of women who entered the BAF (**12%**). If this trend continues, then it could have a positive impact on the overall representation of women.

The table demonstrates the main reasons women and men left the BAF in 2019. Lack of stability and pursuing a different career and/or educational opportunity have become the main reasons for women and men leaving the national armed forces.

Difficulties in balancing work and family life continues to be a key reasons for why both women and men leave the military. Notably in 2017, one of the main reasons for service members leaving the military was retirement, whilst this was not reported as a main reason for leaving the military in 2019

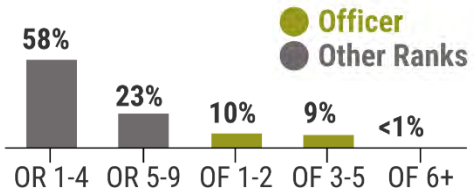


Figure 13: Distribution of Full-Time Men by Military Rank

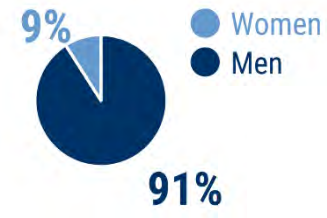


Figure 14: Percentage of Women and Men Who Left the Armed Forces

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Lack of Stability	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑

Military Equipment, Facilities and Uniforms

It was not reported whether military equipment had been adapted for both women and men. However, facilities have been adapted for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	52
Paternity Leave	2
Parental Leave	52

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

There is a spectrum of Flexible Working options available: Remote working, reduction in commitment levels, periods of leave of absence and flexible working hours.

Special Programmes or Measures to Support Dual Service Couples

British policy protects dual service couples from being deployed at the same time. However, in exceptional circumstances, it is possible for both to be deployed at the same time. Service personnel are required to have in place contingency caring arrangements to ensure that protracted childcare is in place if case both parents are concurrently deployed.

Support to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

There are numerous welfare support organisations that can support with child care and advice.

Special Programmes Related to Child Care

- ☑ Extra weeks of subsidized maternity/paternity leave
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ 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
- ☑ Education allowances for child's primary/secondary schooling

Average Age of Military Personnel

In 2019, the BAF appear to be an older force compared to 2017.

Average age for women changed the following way:
- + 3 years for All Military Personnel (from 28 to 31)

Average age for men changed in the following way:
- + 5 years for All Military Personnel (from 26 to 31)

	Average Age	
	Women	Men
All Military Personnel	31	31
NCOs	N/A	N/A
Officers	N/A	N/A
Deployed Personnel	N/A	N/A

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

In 2019, information on incidents, strategies/policies, programmes, appointed personnel and formal procedures were not provided.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-Deployment

NATO Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course
- Gender Focal Point Training
- Commanding Officer Seminar
- Key Leader Seminar
- Senior Leaders Seminar
- Utility of Gender in Peace Support Operations

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

No information on national programmes for education/training on gender perspective was provided in 2019.

Gender Advisors and Gender Focal Points

No information on Gender Advisors (GENADs) and Gender Focal Points (GFPs) was provided for 2019.

Considerations or Initiatives Taken Towards Any Draft MC/PS 2019 NCGP Recommendations

A The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure

B The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same

C The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners.

Actions Taken

Directly supported through the provision of a Voluntary National Contribution (VNC), the UK is providing capacity to address issues in the sphere of the UN Conflict Related Sexual Violence and NATO Conflict Related Sexual Gender Based Violence (CR-SGBV) and is proactively calling for a NATO policy in this area.

Approved in 2016 in support of Human Security, the UK has supported NATO efforts to produce a Protection of Civilians policy. Following from this policy, the NATO military developed guidelines for cultural property protection which was issued in 2019.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the Military Committee

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

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

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.

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

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the Military Committee

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

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

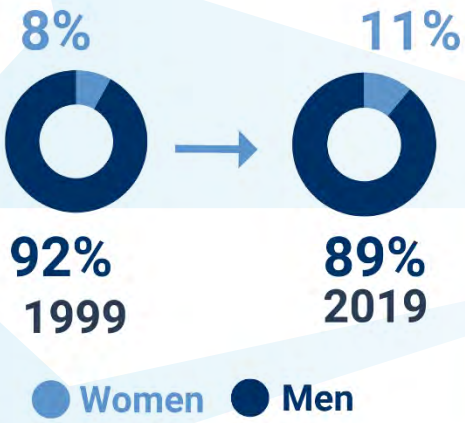
J **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

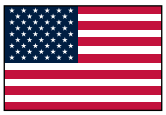
The UK actively supported the NATO approved policy on preventing and responding to Sexual Exploitation and Abuse (SEA) in 2019. The UK continues to lead efforts in this area through the provision of a VNC in the Office of the Secretary General's Special Representative for Women, Peace and Security.

SUMMARY

Percentage of Women and Men in the full-time British Armed Forces



2017	2019
10% Representation of women in full-time armed forces	**11%** Representation of women in full-time armed forces
14% Representation of women in Reserve armed forces	**15%** Representation of women in Reserve armed forces
21% Representation of women in the Reserve Navy	**24%** Representation of women in the Reserve Navy
13% Representation of women in Officer Ranks	**14%** Representation of women in Officer Ranks
10% Representation of women out of all military personnel that left the military	**9%** Representation of women out of all military personnel that left the military
28 Average age of women in the military	**31** Average age of women in the military
26 Average age of men in the military	**31** Average age of men in the military



United States of America

Specific Policies and/or Legislation Related to Integrating Gender Perspective

The United States (US) Armed Forces received and began making preparations to implement the June 2019 US Strategy on Women, Peace, and Security, a whole-of-government approach to integrating gender perspective.

Quotas

In 2019, the US Armed Forces did not have a quota system for women.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Under Secretary of Defense for Personnel and Readiness within the Department of Defense (DoD) oversees the integration of gender perspective.

All comparisons and trends in this report are based on the submission received in 2017.

Since 2017, the US Armed Forces have increased their representation of women by **6%** (from 16% to 17%) in their full-time armed forces as illustrated in *Figure 1*. While the representation of women continues to increase gradually, women represent approximately **1.5** out of every 10 military personnel on average in the US Armed Forces. In contrast, men represent **8.5** out of every 10 military personnel in the US Armed Forces.



Figure 1: Percentage of Women and Men in the Full-Time US Armed Forces in 2019

In 2019, the representation of women was higher in the Air Force compared to other three military components. Notably, the Marines had a significantly lower representation of women compared to the other three military components. In comparison to 2017, the following changes have occurred in the representation of women across military components as shown in *Figure 2*:

- **+5%** in Air Force (from 20% to 21%)
- **+5%** in the Navy (from 19% to 20%)
- **+13%** in the Marines (from 8% to 9%)

In 2019, the representation of men was higher in the Marines compared to the other three military components. In comparison to 2017, the following changes have occurred to the representation of men across military components:

- **-1%** in Air Force (from 80% to 79%)
- **-1%** in the Navy (from 81% to 80%)
- **-1%** in the Marines (from 92% to 91%)

The representation of women and men in the Army remained approximately the same compared to 2017.

Raw data shows that the number of both women and men increased across most military components. However, women had a higher percentage increase compared to men, leading to an increase in the representation of women.

While the section above compares the representation of both women and men in each military component, this section looks at where women and men are positioned across military components.

Figure 3 shows that most military women served in the Army, followed by the Navy and the Air Force in 2019. Notably, there are significantly less women in the Marines compared to the other three military components. It is important to note that the Marines is a smaller military component compared to the Army, Air Force and the Navy. In comparison to 2017, the distribution of women remained relatively the same.

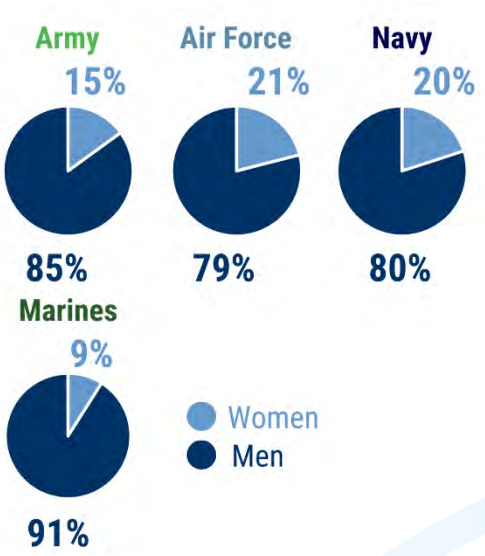


Figure 2: Percentage of Women and Men by Military Component in 2019

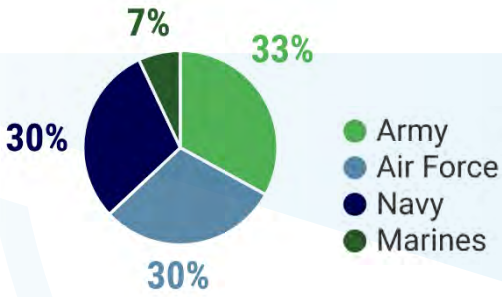


Figure 3: Distribution of Women by Military Component in 2019

Figure 4 illustrates that most military men served in the Army, followed by the Navy and the Air Force in 2019. There are less men in the Marines compared to the other three military components. It is important to note that the Marines is a smaller military component compared to the Army, Air Force and the Navy. In comparison to 2017, the distribution of men did not experience significant changes across military components (Army 37%, Air Force 24%, Navy 24% and Marines 15%).

Figure 5 indicates that since 2018 the overall representation of women engaged in All Operations decreased by **67%** (from 12% to 4%), whilst the overall representation of men engaged in All Operations increased by **9%** (from 88% to 94%).

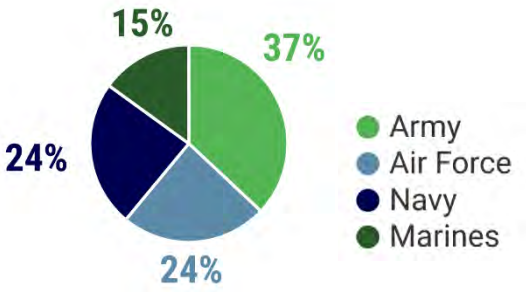


Figure 4: Distribution of Men by Military Component in 2019



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Policies to Support Entry into the Reserve Forces

There are no policies to support entry into the Reserve Forces as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies for compensating civilian employers of Reserve Personnel

Incentives or Bonuses for Civilians to Enter the Reserves

There are recruitment and accession bonuses. There are Selective Reenlistment Bonuses for active Reserve enlisted members. There are also Critical Skill Retention Bonuses for active Reserve enlisted members and officers, as well as accession bonuses for newly recruited officers with critical skills.

In comparison to 2017, the percentage of men and women did not experience significant changes in the US Reserve Air Force and Marines.

The US Armed Forces' representation of Reserve women increased by **5%** (from 22% to 23%) from 2017 to 2019, whilst the representation of men decreased by **1%** (from 78% to 77%).



Figure 6: Percentage of Women and Men in the Reserve US Armed Forces in 2019

The representation of Reserve women changed in the following ways across military components as shown in *Figure 7*:

- **+4%** in the Army (from 23% to 24%)
- **+4%** in the Navy (from 23% to 24%)

In 2019, there were more women in the Reserve Army compared to 2017. Notably, the representation of women is higher in the Reserve Army, Air Force and Navy compared to their full-time counterparts. However, the representation in the Reserve Marines is lower than the representation of women in the full-time Marines. The representation of Reserve men changed in the following ways across military components:

- **-1%** in the Army (from 77% to 76%)
- **-1%** in the Navy (from 77% to 76%)

In terms of the raw data, there were less men in the Reserve Army in 2019 compared to 2017. Additionally, there were more men in the Reserve Navy in 2019 compared to 2017. However, the increase of women in the Reserve Navy was at a higher rate, resulting in an increase in the representation of women in the Reserve Navy. This data does not include the state-based Army National Guard nor the Air Force National Guard.

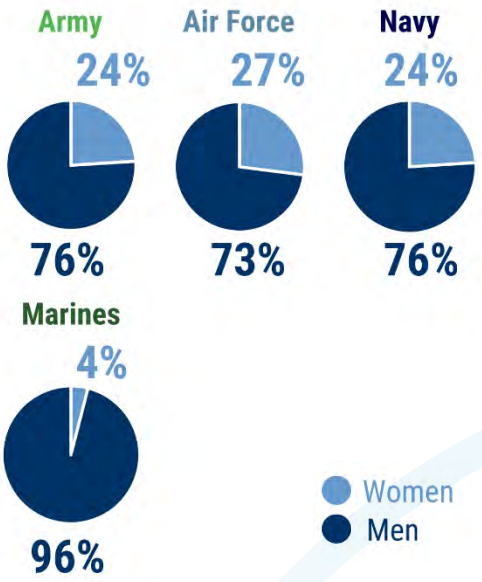


Figure 7: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the US Armed Forces
The enlistment requirements are the same for women and men.

Enlistment Requirements for the Physical Fitness Test
The physical fitness test is the same for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men. Although not gender-based, some military occupations require certain strength, agility and height characteristics associated with the equipment used in those particular occupations.

Title 10 of the US Code provides a general recruitment policy. The DoD recruitment policies apply to both women and men, allowing military departments to develop marketing strategies aimed at recruiting women. These strategies aim to target women across all demographics, incorporating women of different races, ethnicities, military ranks and military occupations. This includes ensuring that women are seen as leaders within the military.

In comparison to 2017, the representation of women out of all candidates changed in the following ways throughout the recruitment process:

- **-4%** of all applicants were women (from 24% to 23%)
- **-24%** of all successfully recruited were women (from 25% to 19%)

Likewise, the representation of men out of all candidates changed in the following ways throughout the recruitment process:

- **+1%** of all applicants were men (from 76% to 77%)
- **+8%** of all successfully recruited were men (from 75% to 81%)

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men being recruited.

In comparison to 2017, the success rate of women being recruited out of all women who applied increased by **391%** (from 11% to 54%) as illustrated in *Figure 10*. In 2017, women applicants had a slightly higher success rate than men applicants. In 2019, men applicants had a significantly higher success rate than women applicants. In comparison to 2017, the success rate of men being recruited out of all men who applied increased by **580%** (from 10% to 68%) as shown in *Figure 11*. These results indicate that men had a higher success rate than women in 2019 and that the success rate of men increased more substantially compared to that of women.



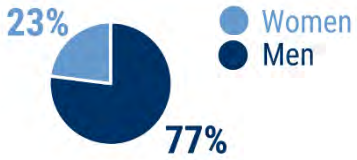


Figure 8: Percentage of Women and Men Applicants for Full-Time Service

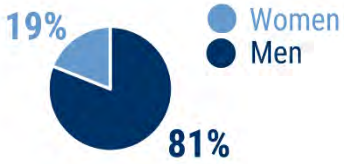


Figure 9: Percentage of Women and Men Successfully Recruited Out of All Applicants

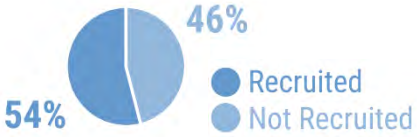


Figure 10: Percentage of Women Successfully Recruited Out of Women Who Applied

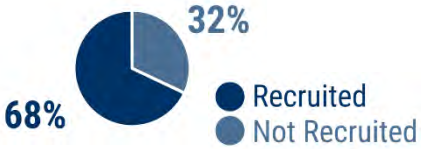


Figure 11: Percentage of Men Successfully Recruited Out of Men Who Applied

Retention

The Department of Defense Directive (DoDD) 1304.21 is the US Armed Forces' retention policy. It covers the following:

- Enlisted bonuses
- Accession bonuses for new officers in critical skills
- Selective reenlistment bonuses
- Critical skills retention bonuses for active service members

The US Armed Forces do not have a specific retention policy for women. However, there are formal and informal groups that military women can join for support to include veteran organisations. The Defense Advisory Committee on Women in the Services provides advice and recommendations to the Secretary of Defense on matters and policies relating to recruitment, retention, integration, well-being, employment, and the treatment of women in the US Armed Forces. Examples of non-Department of Defense networks include:

- Service Women's Action Network
- Women in Military Service for America Memorial
- Final Salute, Inc.
- Protect our Defenders
- Georgia Military Women
- Women Veteran Social Justice
- Women Veterans United Committee, Inc.
- Service: Women Who Serve

Figures 12, 13, 14 and 15 show that women had a higher representation overall amongst Officer Ranks compared to Other Ranks in 2019[1]. Notably, the representation of women is lower amongst senior ranks compared to junior ranks in both Officer and Other Ranks.

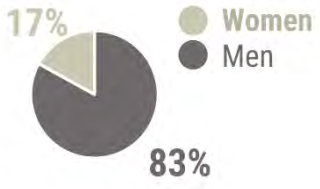


Figure 12: Overall Percentage of Full-Time Women and Men in Other Ranks

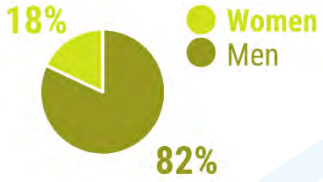


Figure 13: Overall Percentage of Full-time Women and Men in Officer Ranks

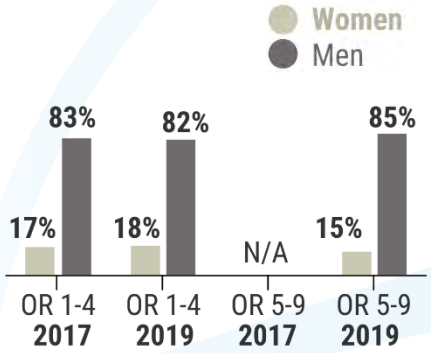


Figure 14: Percentage of Full-time Women and Men in Other Ranks

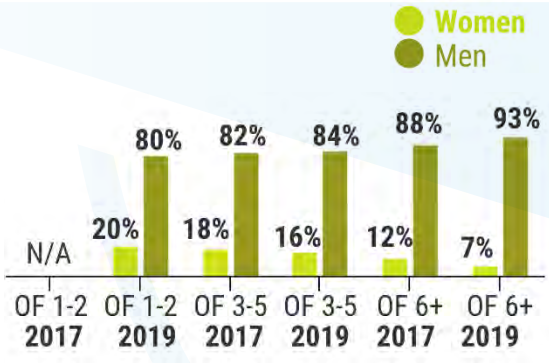


Figure 15: Percentage of Full-time Women and Men in Officer Ranks

[1] N/A stands for Not Available.

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**81%**) compared to Officer Ranks (**19%**) as indicated in *Figure 16*.

The distribution of men indicates that the majority of men are in Other Ranks (**83%**) compared to Officer Ranks (**17%**) as shown in *Figure 17*.

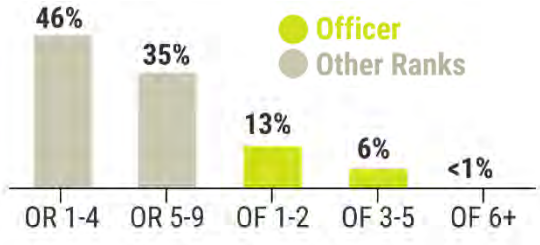


Figure 16: Distribution of Full-Time Women by Military Rank

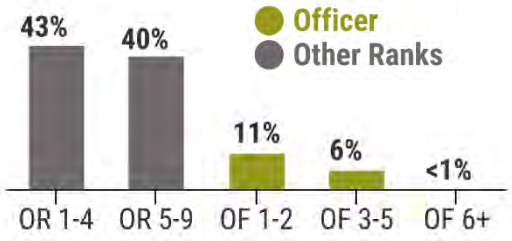


Figure 17: Distribution of Full-Time Men by Military Rank

Each military component has its own exit survey. Army exit surveys are constructed to capture demographic information but do not contain questions specifically tailored for a particular gender. The Navy does not identify reasons for leaving. The US Armed Forces were unable to provide sex-disaggregated data on the number of women and men who left the military in 2019.

The table demonstrates the main reasons women and men left the US Armed Forces in 2019. The 2019 Summary of National Reports is the first time that the US Armed Forces reported this particular data. Therefore, a comparison to previous years cannot yet be made.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Injury	☑	☑
Medical Reasons (other than service injuries)	☑	☑
Personal Undisclosed Reasons	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Personal Protective Equipment (CBRN suits, goggles) have been adapted for both women and men. Facilities have been adapted to the needs of both women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	12
Paternity Leave	2
Parental Leave	6

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Administrative and/or Medical Support System

The Parental Leave policy was initiated on 20 Dec 2019 to be added to the National Defence Authorisation Act for the Fiscal Year 2020.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The DoD's policy is the DoD Instruction 1035.01 Telework Policy. The Military Departments determine the eligibility for teleworking. The departments' leave policies also support work life balance.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

DoD Instruction 1327.07 Career Intermission Programme (CIP) is for military personnel, designed to allow flexibility to manage short-term conflicts between service responsibilities and life priorities. CIP offers the opportunity for a one-time temporary transition from active duty to the Individual Ready Reserve.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents, or Widows/Widowers Looking After Their Children

Single parents are required to have family care plans to ensure family members are cared for during deployments, reserve mobilisations and temporary duty. During separation, the Family Care Plan covers the arrangements to ensure the financial well-being of family members.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Policy on duty assignments, night duties and/or overtime work
- ☑ Flexible working and service hours or variable start/finish times of working day

Average Age of Military Personnel

The 2019 Summary of National Reports is the first time that the U.S. Armed Forces reports this particular data. Therefore, a comparison to previous years cannot yet be made.

	Average Age	
	Women	Men
All Military Personnel	28	28
NCOs	27	27
Officers	34	34
Deployed Personnel	N/A	

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

The U.S. Armed Forces have the following policies, programmes and strategies:

- DoD Harassment Policy
- Military Equal Opportunity Programme
- DoD Instruction 6495.01 Sexual Assault Prevention and Response Programme
- DoD Instruction 6495.02 Sexual Assault Prevention and Response Plan of Action
- Retaliation Prevention and Response Strategy

Detailed information on the incidents reported in 2019 can be found in the Department of Defence's 2019 Sexual Assault Report, released on 29 April 2020.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Gender in Terrorism

Feedback on the NATO Gender Education and Training Package

More lessons on the following: HADR related activities and responses, common vulnerabilities and exposures, regional deep dives other than Afghanistan and Iraq.

NATO-Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- Gender Advisor Course

Gender perspective IS INCLUDED as a topic in operational planning

Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There are 2 national programmes for education/training on gender perspective:

- US Gender Advisor Course
- US Gender Focal Point Course

Genders Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the US Armed Forces had the following number of GENADs and GFPs:

- One NATO-certified GENAD in the MoD
- Four NATO-certified GENADs in the General Staff
- Eight NATO-certified GENADs in the National Armed Forces
- Three non-NATO certified GENADs in the MoD
- Two non-NATO certified GENADs in the General Staff
- 13 non-NATO certified GENADs in the National Armed Forces
- Three non-NATO certified GFPs in the MoD
- 26 non-NATO certified GFPs in the General Staff
- 138 non-NATO certified GFPs in the National Armed Forces

In 2019, one NATO-certified GENAD was deployed. 9 GENADs have deployed over the years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

The US DoD supported the development of a NATO implementation plan.

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

The US DoD has been evaluating existing joint and service training and education to integrate Women, Peace and Security (WPS) principles into the professional and leadership development of their soldiers, sailors and airmen in accordance with the US Congress' "Women, Peace, and Security Act" of 2017.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The US DoD supports dedicated WPS implementation efforts with Congressionally appropriated funding.

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners**

Actions Taken

The US DoD supported the development and implementation of a strategic communications plan to achieve awareness for NATO, Allies and Partners.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

The US Armed Forces' recruitment, employment, development, retention and promotion efforts are informed by WPS initiatives to ensure a diverse and inclusive fighting force. Furthermore, the Department recognises that there is an inherent relationship between the ability to implement the intent of the US Women, Peace and Security Act abroad and how they organise, train and equip the force. To remain credible and build influence abroad, the DoD models and implements the WPS principles as they advise their partner nations around the world.

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

Actions Taken

US DoD acknowledges that sexual and other forms of harassment are detrimental to unit cohesion and mission accomplishment and therefore have a robust Sexual Assault Prevention and Response programme, coordinated across the department and uniformed services.

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate**

Actions Taken

The US acknowledges the value of the WPS Chiefs of Defence (CHOD) Network towards security ends. The US Joint Staff participated in Sweden's 2018 WPS CHOD Conference in Stockholm in October 2018. In November 2019, the US Joint Staff attended the WPS breakfast event on the margins of the United Nations General Assembly in New York, where countries reaffirmed their commitment to WPS and shared best practices and lessons learned.

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

Actions Taken

The US DoD has an active network of WPS Advisors at the Combatant Commands, as well as on the Joint Staff and in the Office of the Secretary of Defense. These personnel advise Commanders and staffs on how to integrate gender perspective into operations and organise engagements with partner nations on WPS principles.

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

Actions Taken

The 2019 US Strategy on WPS declared that the US will promote women's meaningful participation in countering violent extremism and terrorism.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

Actions Taken

The US remains committed to expanding the role of women in the establishment and maintenance of global peace, security and prosperity around the world. The US DoD exemplifies a diverse and inclusive organisation that allows for women's meaningful participation across the development, management and employment of its work force. Leveraging inclusivity and diversity throughout the ranks enhances decision-making space, accelerates multi-national integration of operations and delivers forces capable of winning against any adversary. By recognising the diverse roles women play as agents of change and by incorporating their perspectives throughout plans and operations, the US DoD will be better equipped to promote security, confront near-peer competitors and defeat adversaries.

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

Actions Taken

The US DoD acknowledges the grave impacts of Conflict-Related Sexual and Gender-Based Violence (CR-SGBV) on a population and supports the implementation of NATO's military guidelines in this area.

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

Actions Taken

The US DoD is supportive of NATO developing an Sexual Exploitation and Abuse (SEA) Policy and has participated in this process.

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

Actions Taken

The US DoD is expected to publish a WPS Strategic Framework and Implementation Plan in June 2020, which will implement the 2019 US Strategy on WPS and the 2017 WPS legislation, calling for the most comprehensive whole of government WPS plan in the world. The US DoD currently has an active network of WPS Advisors at the Combatant Commands, as well as on the Joint Staff and in the Office of the Secretary of Defense. These personnel advise Commanders and staffs on how to integrate a gender perspective into operations and organise engagements with partner nations on WPS principles.

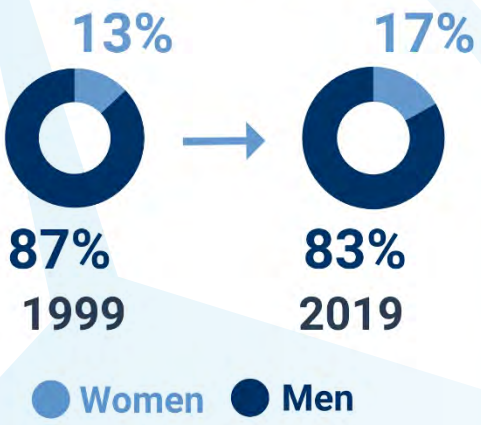
Additional Information Relevant to the integration of Gender Perspective in the Armed Forces

The 20th anniversary of UN Security Council Resolution (UNSCR) 1325, which collectively recognised women's essential contributions to preventing and resolving conflict for the first time. The 2019 US Strategy on WPS declares that the US will take action to promote women's meaningful participation in conflict prevention and resolution, countering violent extremism and terrorism, peacebuilding, justice, disaster recovery and security around the world. In June 2020, the US DoD will release an implementation plan that is a unifying step towards fully incorporating perspectives of women in military activities, operations and investments across the continuum of conflict and crisis.

Advancing the US Strategy on WPS provides a unique engagement opportunity to strengthen bilateral relationships with US allies and partners through collective efforts to reinforce women's empowerment, meaningful participation in decision-making, protection from violence and access to resources.

SUMMARY

Percentage of Women and Men in the Full-time US Armed Forces



2017	2019
16% Representation of women in full-time armed forces	**17%** Representation of women in full-time armed forces
20% Representation of women in the Air Force	**21%** Representation of women in the Air Force
19% Representation of women in the Navy	**20%** Representation of women in the Navy
8% Representation of women in the Marines	**9%** Representation of women in the Marines
22% Representation of women in reserve armed forces	**23%** Representation of women in reserve armed forces
23% Representation of reserve women in the Army	**24%** Representation of reserve women in the Army
23% Representation of reserve women in the Navy	**24%** Representation of reserve women in the Navy
11% Success rate of women being recruited	**54%** Success rate of women being recruited
10% Success rate of men being recruited	**68%** Success rate of men being recruited



2019 National Reports from NATO Partner Nations

This final section incorporates the NATO Partner Nations' national reports, which are voluntarily submitted on an annual basis to the International Military Staff Office of the Gender Advisor (IMS GENAD) at NATO Headquarters (HQ).

The 12 NATO Partner Nations that have provided data for the 2019 Summary of the National Reports are: Australia, Austria, Bosnia and Herzegovina, Finland, Georgia, Ireland, Japan, Moldova, New Zealand, the Republic of North Macedonia, Serbia, and Sweden.

NATO Partner national report chapters provide insight into the same type of data and trends, as shown in the NATO Member national report chapters.

Following the lessons identified and lessons learned processes, the participating NATO Partner Nations have voluntarily provided crucial facts and figures for the 2019 Summary of the National Reports that are now being shared with the Gender Perspective Community of Practice in the military and beyond.





Australian Department of Defence

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Australian Defence Force (ADF) did not introduce any new specific policies/legislation related to integrating gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is a military entity overseeing the integration of gender perspective in the ADF. The Gender, Peace and Security Directorate is responsible for the implementation of United Nations Security Council Resolution (UNSCR) 1325 throughout the armed forces.

As shown in *Figure 1*, the representation of military women in the ADF increased by **5%** (from 18% to 19%) from 2018 to 2019, whilst the representation of military men decreased by **1%** (from 82% to 81%).



Figure 1: Percentage of Women and Men in the Full-Time Australian Defence Force in 2019

In 2019, women represent approximately **2** out of every 10 military personnel in the ADF. In contrast, men represent **8** out of every 10 military personnel.

As illustrated in *Figure 2*, women had a higher representation in the Air Force compared to the Navy and Army in 2019. Since 2018, the representation of women changed in the following ways across military components:

- **+5%** in the Air Force (from 21% to 22%)
- **+4%** in the Navy (from 23% to 24%)

Conversely, the representation of men changed in the following ways across military components:

- **-1%** in the Air Force (from 79% to 78%)
- **-1%** in the Navy (from 77% to 76%)

The representation of women and men in the Army remained relatively the same in 2018 and 2019.

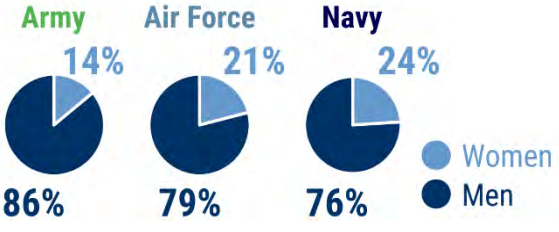


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

As indicated in *Figure 3*, the largest proportion of military women served in the Army in 2019. Since 2018, the distribution of women changed in the following ways across military components:

- **-2%** in the Army (from 41% to 40%)
- **+4%** in the Navy (from 28% to 29%)

The distribution of women in the Air Force remained relatively the same in 2019 compared to 2018.

As highlighted in *Figure 4*, most military men also served in the Army in 2019. Since 2018, the distribution of men changed in the following ways across military components:

- **-2%** in the Army (from 54% to 53%)
- **+4%** in the Navy (from 23% to 24%)

The distribution of men in the Air Force remained relatively the same in 2019 compared to 2018.

In 2017, the ADF reported sex-disaggregated data on military occupations. However, in 2018, this was not the case. Therefore, military occupation comparative data can only be made between 2017 and 2019.

As shown in *Figure 5*, the representation of women increased in 2019 by **64%** (from 0.45% to 0.74%) in the infantry in 2019 compared to 2017, whilst the representation of men decreased by **0.3%** (from 99.55% to 99.26%). All remaining military occupations in *Figure 5* were reported for the first time in 2019. Therefore, a comparison to the previous year cannot be made.

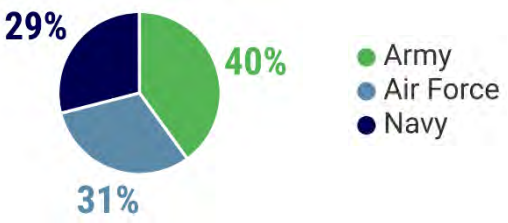


Figure 3: Distribution of Women by Military Component in 2019

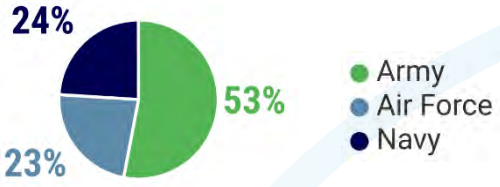


Figure 4: Distribution of Men by Military Component in 2019

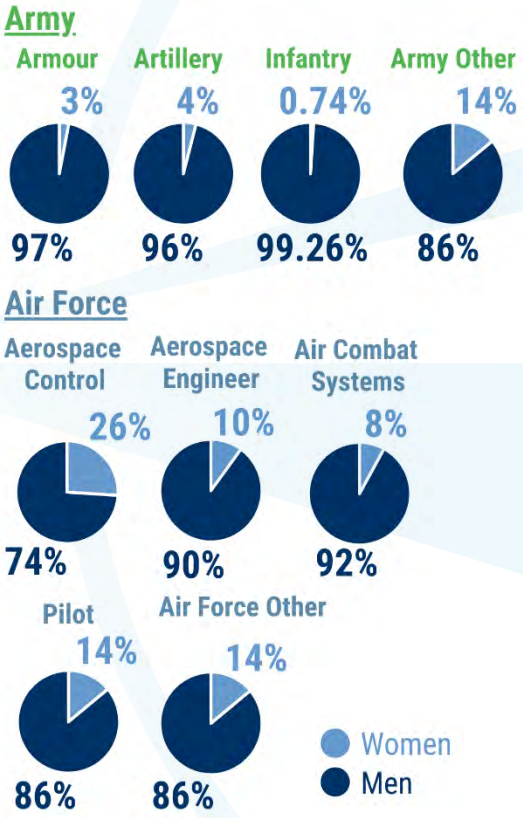


Figure 5: Percentage of Women and Men by Military Occupation Across the Army and Air Force in 2019

As indicated in *Figure 6*, the representation of women and men in reported military occupations in the Navy remained relatively the same in 2019 compared to 2017.

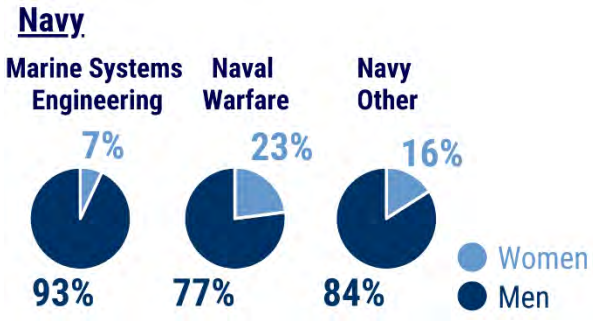


Figure 6: Percentage of Women and Men by Military Occupation Across the Navy in 2019

As highlighted in *Figure 7*, the representation of women changed in the following ways across Support Services in 2019 compared to 2017:

- **+16%** in legal (from 37% to 43%)
- **-37%** in logistics (from 35% to 22%)
- **+21%** in military police (from 28% to 34%)
- **-5%** in public affairs (from 20% to 19%)

Whereas the representation of men in 2019 changed in the following ways across Support Services:

- **-10%** in legal (from 63% to 57%)
- **+20%** in logistics (from 65% to 78%)
- **-8%** in military police (from 72% to 66%)
- **+1%** in public affairs (from 80% to 81%)

The representation of women and men in health care remained relatively the same in 2019. All remaining military occupations in *Figure 6* were reported for the first time in 2019. Therefore, a comparison to the previous year cannot be made.

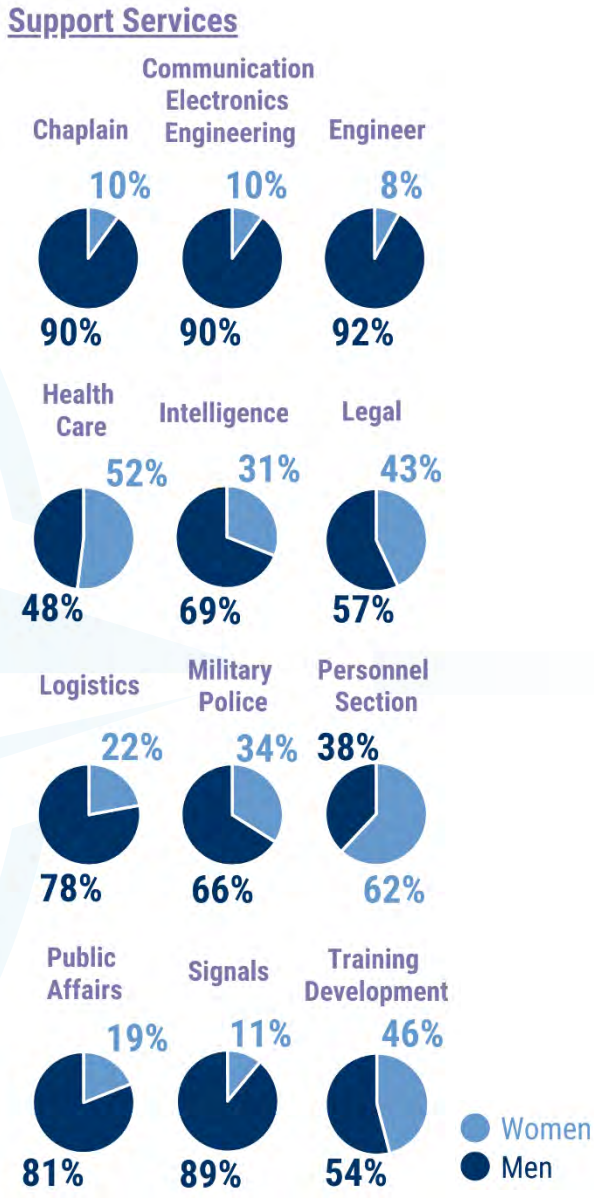


Figure 7: Percentage of Women and Men by Military Occupation Across Support Services in 2019

Figure 8 ranks military occupations for women and men based on their representation.

In 2019, women had the highest representation in personnel sections, whilst men had the highest representation in the infantry. Since sex-disaggregated data on most of these military occupations was reported for the first time in 2019, a comparison to previous years cannot be made.

Women	Men
1. Personnel Section (62%)	1. Infantry (99.26%)
2. Health Care (52%)	2. Armour (97%)
3. Training Development (46%)	3. Artillery (96%)
4. Legal (43%)	4. Marine Systems Engineering (93%)
5. Military Police (34%)	5. Air Combat Systems (92%)
6. Intelligence (31%)	Engineer (92%)
7. Aerospace Control (26%)	6. Aerospace Engineering (90%)
8. Naval Warfare (23%)	Communication Electronics
9. Logistics (22%)	Engineering (90%)
10. Public Affairs (19%)	Chaplain (90%)
11. Navy Other (16%)	7. Signals (89%)
12. Air Force Other (14%)	8. Air Force Other (86%)
Army Other (14%)	Army Other (86%)
Pilot (14%)	Pilot (86%)
13. Signals (11%)	9. Navy Other (84%)
14. Aerospace Engineering (10%)	10. Public Affairs (81%)
Communication Electronics	11. Logistics (78%)
Engineering (10%)	12. Naval Warfare (77%)
Chaplain (10%)	13. Aerospace Control (74%)
15. Air Combat Systems (8%)	14. Intelligence (69%)
Engineer (8%)	15. Military Police (66%)
16. Marine Systems Engineering (7%)	16. Legal (57%)
17. Artillery (4%)	17. Training Development (54%)
18. Armour (3%)	18. Health Care (48%)
19. Infantry (0.74%)	19. Personnel Section (38%)

Figure 8: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the ADF.

Figure 9 highlights the 2019 distribution of women by military occupation.

In 2019, most military women served in logistics. Since sex-disaggregated data on most of these military occupations were reported for the first time in 2019, a comparison to previous years cannot be made.

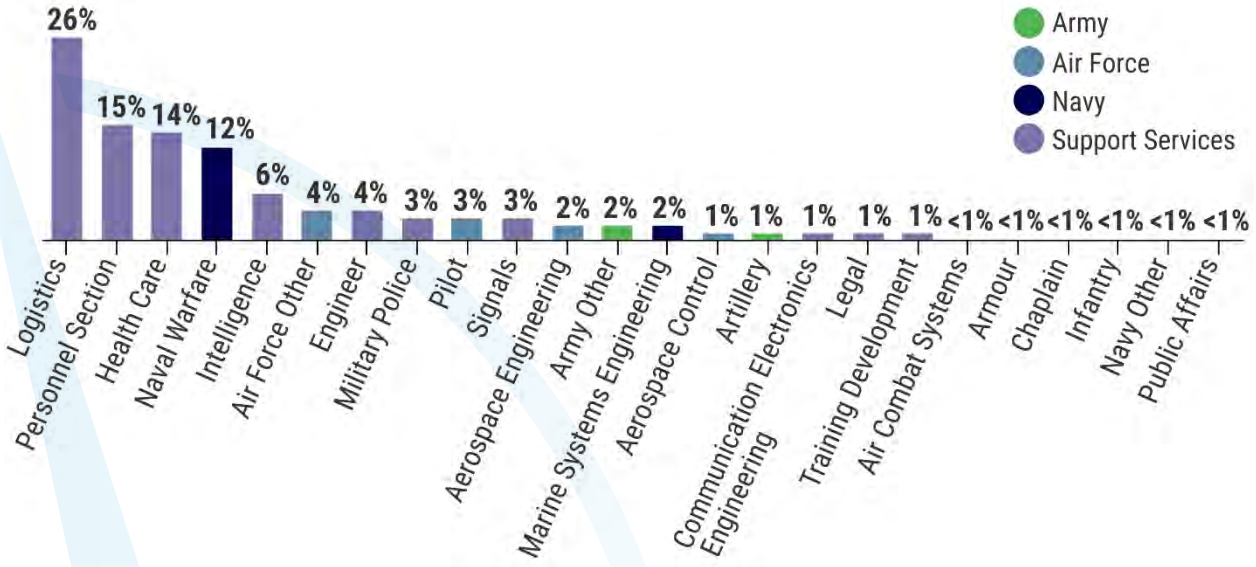


Figure 9: Distribution of Women by Military Occupation in 2019

Figure 10 highlights the 2019 distribution of men by military occupation.

In 2019, most military men served in logistics.

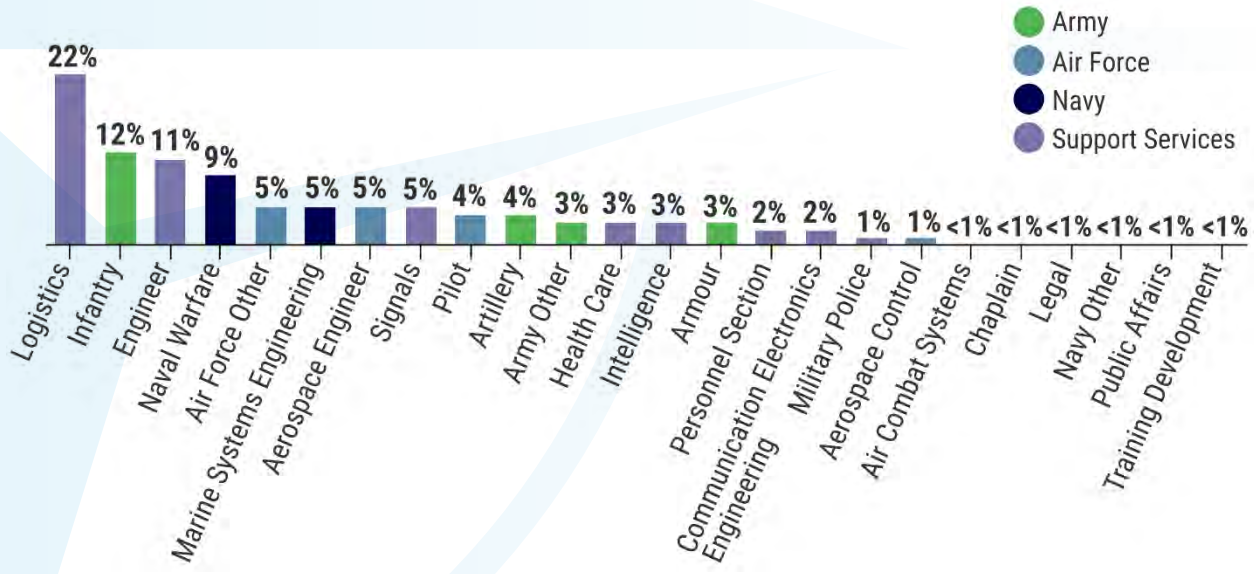


Figure 10: Distribution of Men by Military Occupation in 2019

Comparisons and trends on women and men engaged in military operations are based on the ADF's last sex-disaggregated submission in 2017.

As shown in *Figure 11*, the overall representation of women and men engaged in All Operations remained relatively the same in 2019 compared to 2017.

As indicated in *Figure 12*, the representation of women changed in the following ways across military components in 2019 compared to 2017:

- **+16%** in the Army (from 9.5% to 11%)
- **+6%** in the Air Force (from 17% to 18%)
- **+21%** in the Navy (from 19% to 23%)

Whereas, the representation of men in 2019 changed in the following ways across military components:

- **-2%** in the Army (from 90.5% to 89%)
- **-1%** in the Air Force (from 83% to 82%)
- **-5%** in the Navy (from 81% to 77%)

In All Operations, the ADF had 18% representation of women in the Air Force and 23% in the Navy. Therefore, the ADF reached the UN target (15%) in **2** out of 3 of their military components in All Operations during 2019.

As shown in *Figure 13*, the overall representation of women engaged in NATO Operations increased by **8%** (from 12% to 13%) in 2019 compared to 2017. Whilst the overall representation of men decreased by **1%** (from 88% to 87%) in 2019.

As highlighted in *Figure 14*, the representation of women engaged in NATO Operations changed in the following ways across military components in 2019 compared to 2017:

- **+11%** in the Army (from 9% to 10%)
- **-45%** in the Air Force (from 33% to 18%)
- **+6%** in the Navy (from 23.5% to 25%)

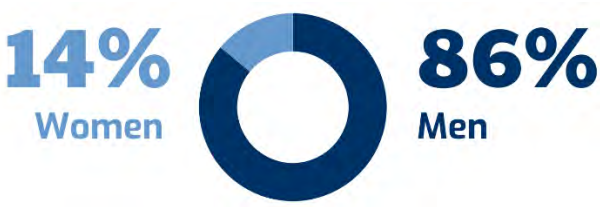


Figure 11: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

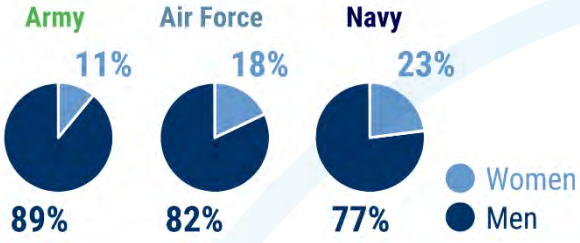


Figure 12: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019



Figure 13: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

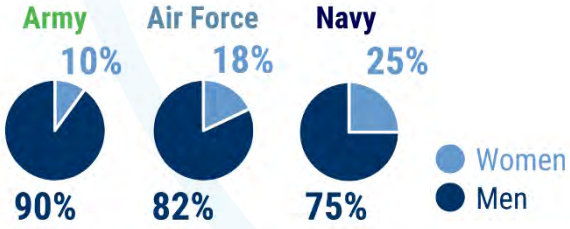


Figure 14: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

In contrast, the representation of men in 2019 changed in the following ways across military components:

- **-1%** in the Army (from 91% to 90%)
- **+22%** in the Air Force (from 67% to 82%)
- **-2%** in the Navy (from 76.5% to 75%)

In NATO Operations, the ADF had 18% representation of women in the Air Force and 25% in the Navy. Therefore, the ADF reached the UN Target (15%) in **2** out of 3 military components engaged in NATO Operations during 2019.

Policies to Support Entry into the Reserve Forces

The ADF have policies to support entry into the Reserves or other military structures as a civilian employee. Direct entry recruitment is possible for the Army and Air Force Reserves, with specific policies to support the recruitment, training, employment and career management of Reservists. The Office of Reserve Service Protection supports all Defence Force Reservists.

Policies to Compensate Civilian Employers of Reserve Personnel

There are policies to compensate the employer when hiring civilians who have joined military structures, such as the Active Reserves. Employers may be eligible for the Defence Employer Support Payment Scheme. The ADF provides a payment to civilian employers of Reserve Personnel for the time employees are absent from their civilian workplace due to military service.

Incentives or Bonuses for Civilians to Enter the Reserves

The ADF have incentives or bonuses for civilian employees to enter the Reserves, or other military structures. Commonwealth legislation protects the civilian employment of Reservists and some employment groups can be compensated for lost income due to Reserve service.

As shown in *Figure 15*, the overall representation of Reserve women and men in 2019 remained the relatively the same compared to 2018. Additionally, *Figure 16* illustrates that the representation of Reserve women and men across military components also remained relatively the same in 2019.



Figure 15: Percentage of Women and Men in the Reserve Australian Defence Force in 2019

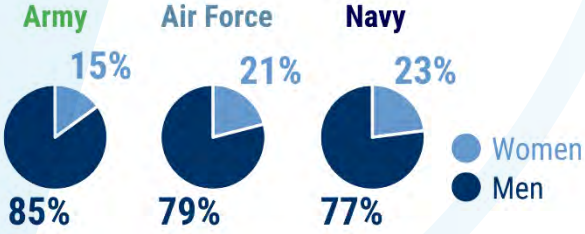


Figure 16: Percentage of Reserve Women and Men by Military Component in 2019

As shown in *Figure 17*, the overall representation of Reserve women engaged in All Operations decreased by **44%** (from 19.5% to 11%) in 2019 compared to 2017, whilst the overall representation of Reserve men increased by **11%** (from 80.5% to 89%).

As illustrated in *Figure 18*, the representation of Reserve women engaged in All Operations in 2019 changed in the following ways across military components in 2019 compared to 2017:

- **-47%** in the Army (from 19% to 10%)
- **+14%** in the Air Force (from 14% to 16%)
- **-65%** in the Navy (from 40% to 14%)

Whereas, the representation of Reserve men engaged in All Operations in 2019 changed in the following ways across military components:

- **-11%** in the Army (from 81% to 90%)
- **-2%** in the Air Force (from 86% to 84%)
- **-43%** in the Navy (from 60% to 86%)

With regards of Reserve personnel in All Operations, the ADF had 16% representation of women in the Reserve Air Force in 2019. Therefore, the ADF has reached the UN Target (15%) in **1** out of 3 of their Reserve military components in All Operations.

As indicated in *Figure 19*, the overall representation of Reserve women engaged in NATO Operations decreased by **20%** (from 10% to 8%) in 2019 compared to 2017. Whilst the overall representation of Reserve men increased by **2%** (from 90% to 92%).

As highlighted in *Figure 20*, the representation of Reserve women engaged in NATO Operations changed from 2017 and 2019 in the following ways across military components:

- **+25%** in the Army (from 4% to 5%)
- **+8%** in the Air Force (from 25% to 27%)
- **-61%** in the Navy (from 33% to 13%)

In contrast, the representation of Reserve men engaged in NATO Operations changed in the following ways across military components:

- **-1%** in the Army (from 96% to 95%)
- **-3%** in the Air Force (from 75% to 73%)
- **+30%** in the Navy (from 67% to 87%)

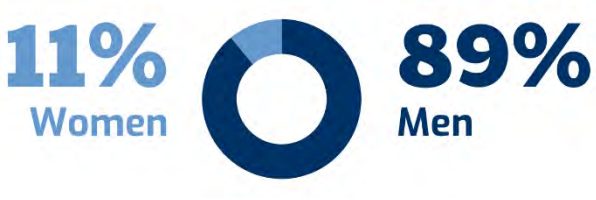


Figure 17: Percentage of Reserve Women and Men Engaged in All Operations in 2019

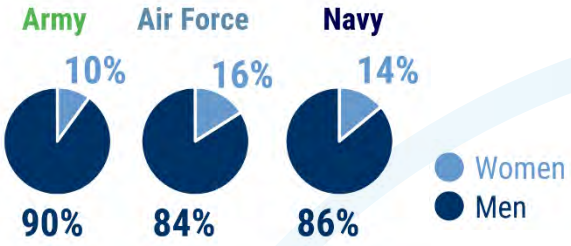


Figure 18: Percentage of Reserve Women and Men Engaged in All Operations by Military Component in 2019



Figure 19: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

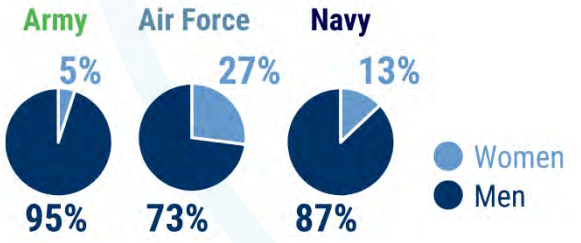


Figure 20: Percentage of Reserve Women and Men Engaged in NATO Operations by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Australian Defence Force

Same for women and men

Enlistment Requirements for the Physical Fitness Test

The enlistment requirements for the physical fitness test are different for women and men. Each of the services have a different fitness standard, amongst which the Army has the highest level of fitness required. To facilitate provisionally enlisted women to reach the required pre-recruit fitness level, the Army developed a pre-recruitment fitness and conditioning programme. The aerobic (shuttle run) and abdominal strength (sit-ups) components are the same for women and men in the respective fitness assessments. The upper body (push-ups) components are different.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

There are no differences in enlistment requirements related to physical characteristics (e.g. height and weight).

Average Age of Enlistment

Women	21-25
Men	21-25

The ADF has the following measures to promote the recruitment of women:

- Specialist Recruiting Teams in the Defence Force Recruiting engage with specific target audiences, including women in the “Do What You Love” campaign;
- The “Women in the Navy” website promotes employment categories in which women are underrepresented;
- The “Women in Army” talent community was established in 2018 to support potential female candidates;
- An Officer Aviation Cadet programme focused on bringing women into the Air Force;
- Reduced Initial Minimum Period of Service (IMPS) was introduced for designated employment categories. The ratio of candidates opting to take the reduced IMPS has increased, indicating it is an attractive option;
- Gap Year programmes and experiential camps are conducted by each Service to enable candidates to gain positive exposure to ADF careers. The programme demonstrates a high rate of participation by women;
- The Air Force has a graduate pilot scheme for women; and
- The Air Force and Army consider candidate requests for postings to specific location.

Figure 21 indicates that women represented **37%** of all applicants for full-time military service in 2019. As shown in *Figure 22*, women only represented **24%** amongst applicants that were successfully recruited. *Figure 23* highlights that women represented **27%** of the recruits that successfully completed basic training.

A comparison to the previous year cannot be made, as this particular information was not provided in 2018.

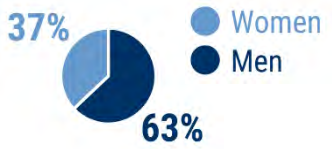


Figure 21: Percentage of Women and Men Applicants for Full-Time Service in 2019

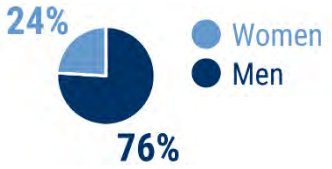


Figure 22: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

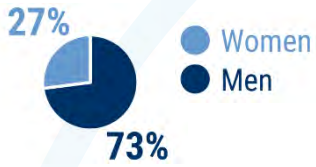


Figure 23: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Figures 24 and 25 highlight the success rates of women during the recruitment process to enter the ADF. The success rate of women applicants was significantly lower in 2019 compared to 2017. However, the success rate of women significantly increased in the basic training stage of the recruitment process in 2019.



Figure 24: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 25: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

Figures 26 and 27 highlight the success rates of men during the recruitment process. Whilst the success rate of both women and men applicants was low in 2019, men applicants are twice as likely to be recruited compared to women applicants. However, women had a higher success rate (77%) compared to men (64%) to complete basic training in 2019.



Figure 26: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 27: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

In an effort to specifically retain women, each Service has mentoring, networking and leadership programmes in place for women. The Women's Integrated Network Group (WINGS) is a network to support women in the military. Additionally, there are measures in place to support pregnant and breastfeeding women. "Under the Total Workforce System members of the permanent force may render full time service or a pattern of service other than full time.

Regarding general retention policies, the ADF offers the Military Superannuation and Benefits Scheme as a retention benefit that may be paid after 15 years of service. This benefit is being phased out with the Military Superannuation and Benefits Scheme closing to new members on 30 June 2016. Additionally, retention bonuses are offered to individuals with special trades and officers that fit into critically staffed categories.

As shown in *Figure 28*, the overall representation of women in Other Ranks increased by **6%** (from 17% to 18%) in 2019 compared to 2018, whilst the representation of men decreased by **1%** (from 83% to 82%). As illustrated in *Figure 29,* the overall representation of women and men in Officer Ranks remained approximately the same in 2019.

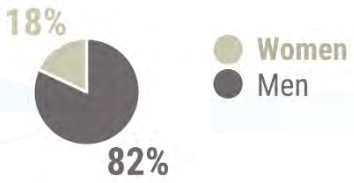


Figure 28: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019



Figure 29: Overall Percentage of Full-time Women and Men in Officer Ranks in 2019

As highlighted in *Figures 30 and 31*, the representation of women changed in the following ways across military ranks:

- **+5%** in OR 1-4 (from 19% to 20%)
- **+6%** in OF 3-5 (from 17% to 18%)
- **+8%** in OF-6 and higher (from 12% to 13%)

Conversely, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 81% to 80%)
- **-1%** in OF 3-5 (from 83% to 82%)
- **-1%** in OF-6 and higher (from 88% to 87%)

The representation of women and men in OR 5-9 and OF 1-2 remained relatively the same in 2019 compared to 2018.

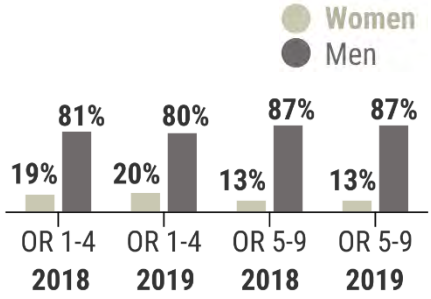


Figure 30: Percentage of Full-time Women and Men in Other Ranks

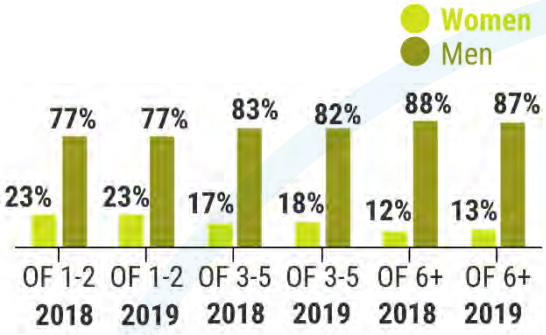


Figure 31: Percentage of Full-time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

Figure 32 highlights the distribution of full-time women across military ranks in the ADF. In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**71%**) compared to Officer Ranks (**29%**). Since 2018, the distribution of women across military ranks changed in the following ways:

- **+2%** in OR 1-4 (from 58% to 59%)
- **-8%** in OR 5-9 (from 13% to 12%)

The distribution of women across Officer Ranks has remained approximately the same.

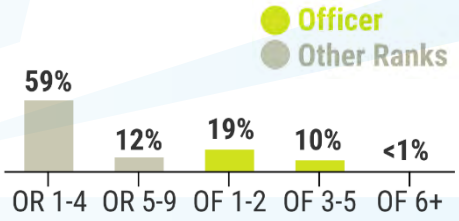


Figure 32: Distribution of Full-Time Women by Military Rank in 2019

Figure 33 highlights the distribution of full-time men across military ranks in the ADF. Similarly, the distribution of men in 2019 indicates that the majority of men are in Other Ranks (**74%**) compared to Officer Ranks (**26%**). Since 2018, the distribution of men in 2019 changed in the following ways across military ranks:

- **-8%** in OR 1-4 (from 56% to 55%)
- **+10%** in OF 3-5 (from 10% to 11%)

The distribution of men in OR 5-9, OF 1-2, and OF-6 and higher remained approximately the same.

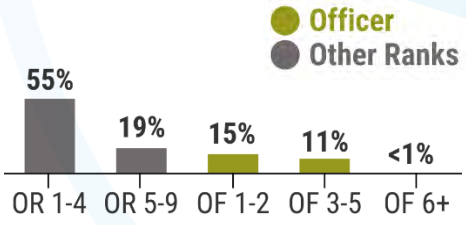


Figure 33: Distribution of Full-Time Men by Military Rank in 2019

As shown in *Figure 34*, **18%** of the total military members who left the ADF were women in 2019, whilst 17% of military members who left in 2018 were women.

The raw data indicated that more women left in 2019 compared to 2018, whilst fewer men left.

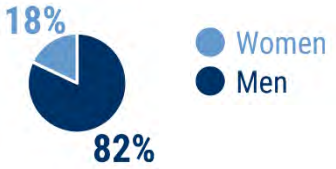


Figure 34: Percentage of Women and Men Who Left the Armed Forces in 2019

The table to the right demonstrates the main reasons women and men left the ADF in 2019. The ADF carries out exit surveys and found that women and men tend to leave for the same reasons. In 2019, women and men also left due to medical reasons, whereas this was not the case in 2018.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Lack of Stability	☑	☑
Medical Reasons (other than Service Injuries)	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Lack of Job Satisfaction	☑	☑

Military Equipment, Facilities and Uniforms

In the ADF, military facilities have been adapted for women and men. Furthermore, uniforms (combat, non-combat, and associated items: footwear, etc.) are adapted for both women and men. All three services provide specific clothing for women and men, headwear as well as footwear.

In late 2019, the ADF commenced an initiative aimed at improving the current force generation and retention of women in combat roles. This includes a requirement to develop options for the provision of women-specific clothing and equipment. This work will ultimately deliver enhanced personal equipment to women in the armed forces, to provide greater comfort and improved performance. This equipment includes helmets, boots, body armour and load carriage equipment.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	52
Paternity Leave	2
Parental Leave	66

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

The ADF has a flexible work policy that is available for all military personnel to include the following:

- Part-time work;
- Variable working hours;
- Work from alternate locations; and
- Home-based work.

There is no restriction on the circumstances for which a member can apply for part-time leave without pay. Other cases can be negotiated between the service member and Chain of Command. The ADF recognises that allowing personnel to balance their careers and personal obligations are critical to retention.

All three Services are responsive to formal and informal Flexible Work Arrangement (FWA) requests. In addition, the Navy and the Air Force have established Flexible Employment Cells to develop the FWA policy. Additionally, they provide expert advice to service members, commanders and supervisors in order to proactively seek viable FWA solutions and monitor the effects of flexible work practices on the delivery of capability. Furthermore, the Army facilitates job sharing to gain better outcomes for both service members and the units. Each service established a target of 2% of the trained permanent workforce using FWA.

Special Programmes or Measures to Support Dual Service Couples

For dual service couples, there is a commitment that services will not deploy both serving parents at the same time.

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

To support single parents, divorced parents or widows/widowers, the ADF allows the same flexible working arrangements as listed above to support work-life balance.

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Day care for children at defence ministries and military installations or child care vouchers
- ☑ Education allowances for child's primary/secondary schooling

Average Age of Military Personnel

Compared to 2018, the reported average age changed for women in the following ways:

- +1 year among All Military Personnel (from 31 to 32)
- -5 years amongst Non-Commissioned Officers (NCOs) (from 35 to 30)
- +5 years amongst Officers (from 30 to 35)
- +1 year amongst Deployed Personnel (from 33 to 34)

The average age changed for men in the following ways:

- -4 years amongst NCOs (from 37 to 33)
- +4 years amongst Officers (from 33 to 37)
- +1 year amongst Deployed Personnel (from 34 to 35)

Average Age

	Women	Men
All Military Personnel	**32**	**34**
NCOs	**30**	**33**
Officers	**35**	**37**
Deployed Personnel	**34**	**35**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

Programmes and/or Training for Prevention

The Command and Management Team presentation is oriented towards improving the Defence's organisational response to reported sexual misconduct incidents. Defence's commanders and managers learn to respond quickly and sensitively to reported incidents to promote the wellbeing of the victim and to maintain capability.

The Sexual Misconduct Prevention and Response Office (SeMPRO) develops and delivers a suite of education products and packages that are a key part of Defence's cultural change implementation. The education products are designed to increase positive behaviours, decrease sexual misconduct incidents, encourage help seeking and reporting amongst impacted personnel and to improve responses to disclosures.

The Sexual Misconduct General Awareness presentation promotes the understanding of consent, reporting obligations, legal frameworks, the potential impact of trauma and the support services available to victims. SeMPRO further supports Commanders and managers to take a proactive approach to prevent sexual misconduct with scenario-based learning tools. SeMPRO provides support and case management to personnel impacted by sexual misconduct.

Formal Procedures in Place For Reporting an Incident

There are formal procedures in place for women and men to report incidents of sexual assault. Sexual assault reporting procedures are governed by:

1. Complaints and Alternative Resolutions Manual; and
2. Incident Report and Management Manual.

Reported Incidents in the National Armed Forces in 2019

In 2019, out of a total of 158 reported incidents in the ADF, figures were as follows:

- 77 cases of aggravated sexual assault, 53 of which were reported by women and 11 by men.
- 81 cases of non-aggravated sexual assault, 65 of which were reported by women and 18 by men.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

In 2019, ADF did not use the NATO Gender Education and Training Package for Nations.

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Training

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were two national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. **Gender Advisor Course**
2. **Gender Focal Point Training**

Description

These two courses focus on enhancing operational effectiveness through the application of gender perspective across the spectrum of operations. Gender perspective examines the effect of gender on people's opportunities, social roles and interactions. In a military context, gender in operations focuses on applying gender perspective to actively consider the different needs, vulnerabilities, strengths, priorities and capabilities of women, men, boys, girls and vulnerable people throughout operational planning processes and the conduct of operations.

The courses consist of a three-day Gender Focal Point (GFP) Course and an eight-day Gender Advisor (GENAD) Course. They are instructor-led training, primarily comprising lectures, face-to-face syndicate and panel discussions, scenario-based simulation and interactive group activities. The courses are delivered in modules, either as a full GENAD training or a shorter GFP training.

Target: OR 5-9 and OF 1-6 and higher
Phase: Pre-Deployment Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, Australia had the following numbers of GENADs and GFPs:

- 105 non-NATO Certified GENADs in the MoD;
- 18 NATO-certified GENAD in the national armed forces; and
- 29 non-NATO certified GFPs in the national armed forces.

Furthermore, one NATO-Certified as well as one non-NATO Certified GENAD were deployed in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

The Australian Department of Defence (DoD) recognises implementing gender perspective as a capability, and has established 10 GENAD positions that sit across the organisation to mainstream gender in military operations. This is guided by a whole-of-defence implementation plan, aligned to Australia's National Action Plan on Women, Peace and Security (NAP WPS).

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

The Australian DoD has established UNSCR 1325 awareness presentations and gender in military operations training that is tailored to the education and proficiency of the audience. This includes: pre-deployment training, Service and role-specific training, a two-week GENAD course and a funded university research project through a Ministerial Fellowship.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The Australian DoD has dedicated personnel and resources to fund GENADs. Ten dedicated GENAD positions, including three that are deployed. A GENAD course is held twice a year, as well as ongoing professional development to build and maintain the efficiency across GENADs.

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners.**

Actions Taken

The Australian DoD has recently established a Gender, Peace and Security Directorate that is developing its strategic policy and communications. WPS activities are regularly reported by our Defence Public Affairs Officers.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

In the ADF, each Service has a diversity and inclusion (D&I) directorate that is responsible for enabling structural and cultural reform to support an inclusive and respectful working environment. The overarching programme 'Pathways to Change' facilitates cultural change through D&I policies, programmes and initiatives. This enhances the Defence's capability by fostering an inclusive workplace culture where individual differences are valued and leveraged for enterprise-wide and community benefit.

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

Actions Taken

The ADF's SeMPRO is a well-developed capability that works in the prevention, reporting and response to combat sexual and other forms of harassment in the workplace. SeMPRO is a person-centric service that provides support and advice to those who have been impacted by sexual misconduct, 24 hour and 7 days a week. SeMPRO Case Managers are qualified social workers and psychologists who have experience in responding to persons experiencing trauma, particularly sexual assault trauma.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

The Chief of Defence Force (CDF) is a founding member of the WPS Chief of Defence Network. The CDF plans to host a conference on Women, Peace and Security (WPS) in April 2020 to celebrate twenty years of UNSCR 1325, with the theme From Rhetoric to Reality. The conference includes high-level participation from other heads of defence, academics and civil society that will contribute to a robust international network of WPS.

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

Actions Taken

The Gender, Peace and Security Directorate is appropriately positioned to have access to the Senior Leadership Group, and reports directly to a three star military officer. On operations, GENADs are based in the Command Group, depending on the mission and contributing partners and allies.

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

Actions Taken

GENADs contribute to the analysis and planning of exercises and operations, aiming to implement gender perspective throughout all phases of planning.

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

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

H **MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse**

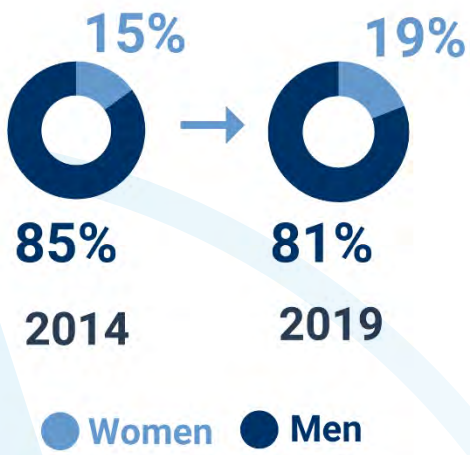
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

The ADF implemented the Defence GPS Mandate to operationalise UNSCR 1325 and related Resolutions, as well as Australians NAP on the WPS. The Defence GPS Mandate integrates a gender perspective across the Defence portfolio.

SUMMARY

Percentage of Women and Men in the Full-time Australian Defence Force



2018	2019
18% Representation of women in full-time armed forces	**19%** Representation of women in full-time armed forces
14% Representation of full-time women in the Army	**15%** Representation of full-time women in the Army
17% Overall representation of women in Other Ranks	**18%** Overall representation of women in Other Ranks

2017	2019
37% Representation of women in legal	**43%** Representation of women in legal
28% Representation of women in military police	**34%** Representation of women in military police





Republic of Austria

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, specific policies or legislation related to integrating gender perspective were not implemented in the Austrian Armed Forces (AAF).

Quotas

Ministry of Defence (MoD) and the AAF created the Women Advancement Plan to set an overall long-term target of 50% for the representation of women in their national armed forces. Based on the AAF's Sub-Strategy for Defence Policy, the mid-term target for the representation of women is 10%.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

There is no military entity that oversees the integration of gender perspective in the AAF.

All comparisons and trends in this report are based on the last submission received in 2017.

In comparison to 2017, the representation of women in the AAF increased by **33%** (from 3% to 4%) in 2019, whilst the representation of men decreased by **1%** (from 97% to 96%).

In 2019, the representation of women continues to increase gradually. Women represent approximately **0.5** out of every 10 military personnel on average in the AAF. In contrast, men represent **9.5** out of every 10 military personnel.

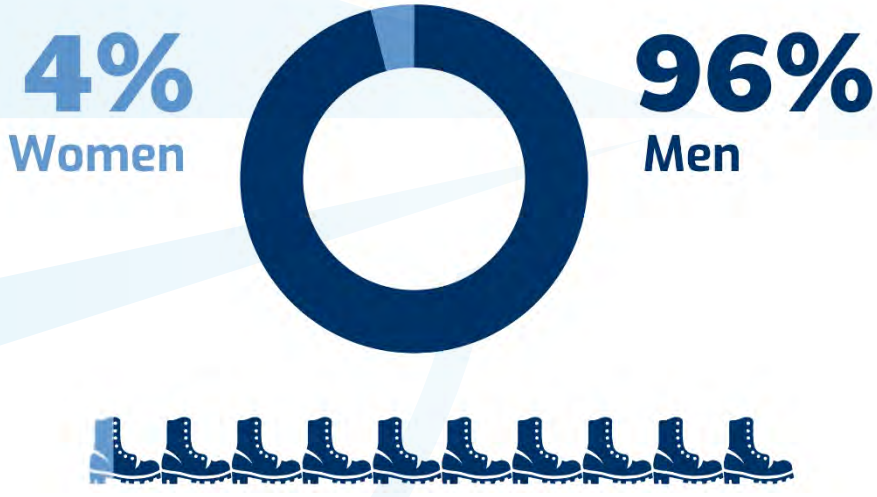


Figure 1: Percentage of Women and Men in the Full-Time Austrian Armed Forces in 2019

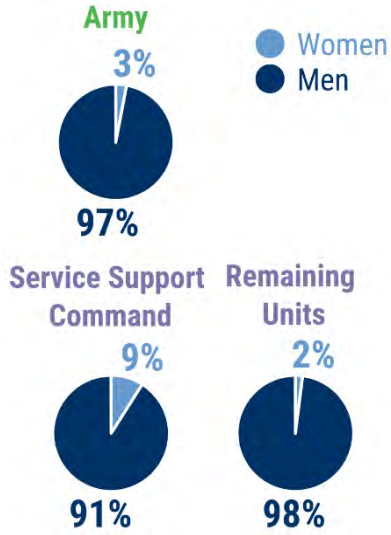


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019

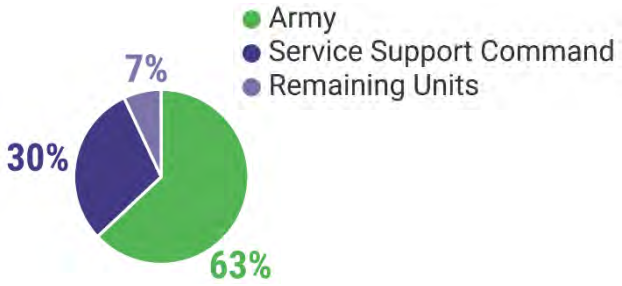


Figure 3: Distribution of Full-Time Women by Military Component in 2019

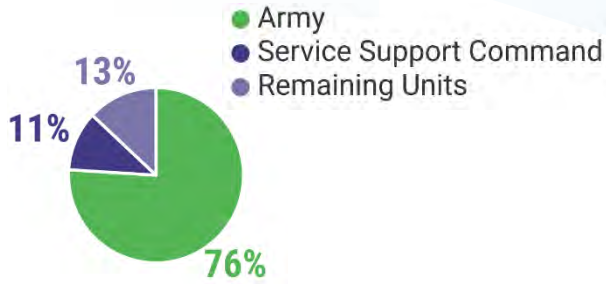


Figure 4: Distribution of Full-Time Men by Military Component in 2019

The AAF have an Air Force. However, its organic C2-structure is integrated in the Joint Forces Command. Remaining units includes military schools and academies, as well as the MoD. *Figure 2* indicates that women had a higher representation in Service Support Command (SSC) compared to the Army and Remaining Units in 2019.

In comparison to 2017, the representation of women changed in 2019 in the following ways across military components:

- **+13%** in the SSC (from 8% to 9%)
- **-33%** in Remaining Units (from 3% to 2%)

Whereas the representation of men in 2019 changed in the following ways across military components:

- **-1%** in the SSC (from 92% to 91%)
- **+1%** in Remaining Units (from 97% to 98%)

In 2019, the representation of women and men in the Army remained the same compared to 2017.

While the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

Figure 3 indicates that most women served in the Army in 2019. Compared to 2017, the distribution of women changed in the following ways:

- **+3%** in the Army (from 61% to 63%)
- **+3%** in the SSC (from 29% to 30%)
- **-30%** in Remaining Units (from 10% to 7%)

Figure 4 indicates that most men served in the Army in 2019. Compared to 2017, the distribution of men changed in the following ways:

- **-1%** in the Army (from 77% to 76%)
- **+8%** in Remaining Units (from 12% to 13%)

The distribution of men in the SSC remained relatively the same in 2017 and 2019.



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations and NATO Operations in 2019

In 2019, the AAF were engaged in the following NATO Operations: KFOR and RSM. They were also engaged in the following European Union (EU) Operations: EUNAVFOR Med, EUFOR Althea, EUTM Mali and EUMM Georgia. In addition, they were mandated to OSCE missions in Moldova, Montenegro and Ukraine. They also assisted in the following UN Operations: MINURSO, MINUSMA, UNFICYP, UNIFIL and UNTSO. Finally, the AAF supported RACVIAC and various Humanitarian Aid missions.

In comparison to 2017, the overall representation of women engaged in All Operations and NATO Operations decreased by **33%** (from 3% to 2%) in 2019, whilst the representation of men increased by **1%** (from 97% to 98%).

Policies to Support Entry into the Reserve Forces

The AAF have policies to support entry into the Reserves as a civilian employee, which derive from the Federal Law on Equal Treatment. Monetary bonuses are offered for initial enrollment into the military. In addition, there is a possibility to voluntarily participate in advanced military training (e.g. mountain training, close combat training, survival training) and be compensated.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies to compensate civilian employers who hire Reserve Personnel. However, when Reserve personnel are deployed, the civilian employer may voluntarily continue to pay a salary to the employee and apply for respective compensation at the AAF.

Incentives or Bonuses for Civilians to Enter the Reserves

In addition to the bonuses listed above, the AAF offers bonuses to military personnel for completing Reserve officer and NCO education within the minimum timeframe. Several monetary awards are given for initial enlistment, as well as for extending military service in the Reserves.



Figure 6: Percentage of Women and Men in the Reserve Austrian Armed Forces in 2019

In comparison to 2017, the representation of Reserve women and men remained relatively the same in 2019.

The representation of Reserve women engaged in All Operations and NATO Operations in 2017 and 2019 decreased by **67%** (from 3% to 1%). Whilst the representation of Reserve men increased by **2%** (from 97% to 99%).



Figure 7: Percentage of Reserve Women and Men Engaged in All Operations and NATO Operations in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Austrian Armed Forces

Enlistment requirements are different for women and men. Whilst men are obliged to complete military service, women may enlist on a voluntary basis.

Enlistment Requirements for the Physical Fitness Test

Requirements for the physical fitness tests are different for women and men. The following four tests need to be passed: Running, Push-ups, Jump & Reach and Pull-ups. Based on a scientific study, the minimum requirements for women were reduced in the physical fitness test.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

These differences in enlistment requirements are not related to physical characteristics.

The AAF have policies to promote the recruitment of women in the military. The aim for their national armed forces was to reach 10% representation of women in the AAF. In order to reach this goal, the AAF implemented campaign events such as "Girls Day" across all Austrian counties.

In Austria, it is compulsory for men to serve in the military, whereas it is voluntary for women. In 2019, the AAF reported the total number of men entering compulsory military service for the first time. Therefore, comparisons in the representation of women and men candidates to previous years cannot be provided.

Average Age of Enlistment

Women	21-25
Men	18-20

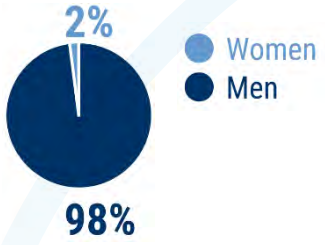


Figure 8: Percentage of Women and Men Applicants for Full-Time Service in 2019

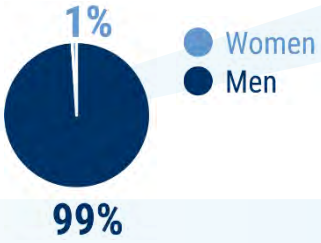


Figure 9: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

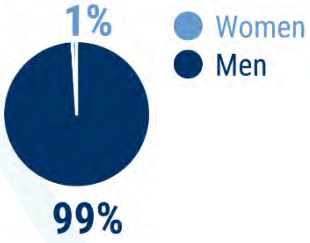


Figure 10: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

While the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

In comparison to 2017, the success rate of women applicants being recruited decreased in 2019 by **33%** (from 39% to 26%). In 2019, Austria reported data on the number of women successfully completing basic training for the first time. Therefore, a comparison to previous years cannot be made.

The raw data indicates that less women applied to the AAF compared to 2017.

Men do not apply for military service, but are instead enlisted due to the compulsory military service. In 2019, the AAF reported the total number of men entering compulsory military service for the first time, as well as the number of men successfully completing basic training. Therefore, a comparison to previous years cannot be made.

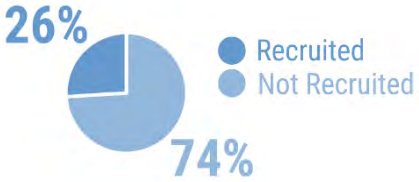


Figure 11: Percentage of Women Successfully Recruited Out of Women that Applied in 2019

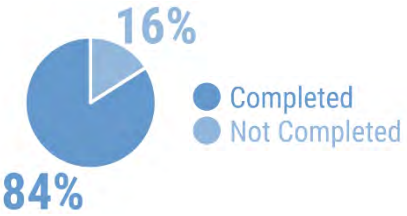


Figure 12: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

Retention

The AAF have a mentorship programme between senior and junior female service members during their initial year in the military. In addition, preference is given to women for appointment in cases where they have equal qualifications compared to their male counterparts. Job advertisements are used for the promotion and advancement of women in the military. In 2019, the "Empowering Women" campaign was launched across all public service positions. Within the Military Academy and NCO-Academy, there are alumni communities and events. There are also additional events hosted by women representatives. Regarding general retention policies, all professional military women and men are considered federal officials with a lifetime public appointment to the AAF or the MoD.

In comparison to 2017, the overall representation of women and men in Other Ranks remained relatively the same in 2019. However, the representation of women in Officer Ranks changed in the following ways:

- **+25%** in OF 1-2 (from 4% to 5%)
- **+100%** in OF 3-5 (from 1% to 2%)
- **+100%** in OF-6 and higher (from 1% to 2%)

Compared to 2017, the representation of men in Officer Ranks changed in 2019 in the following ways:

- **-1%** in OF 1-2 (from 96% to 95%)
- **-1%** in OF 3-5 (from 99% to 98%)
- **-1%** in OF-6 and higher (from 99% to 98%)

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned.

In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**89%**) compared to Officer Ranks (**11%**). In comparison 2017, the distribution of women changed in the following ways in 2019 across military ranks:

- **-22%** in OR 1-4 (64.5% to 50%)
- **+56%** in OR 5-9 (from 25% to 39%)
- **+20%** in OF 3-5 (from 5% to 6%)

The distribution of men indicates that the majority of men were in Other Ranks (**82%**) compared to Officer Ranks (**18%**) in 2019. In comparison 2017, the distribution of men changed in the following ways in 2019 across military ranks:

- **-21%** in OR 1-4 (24% to 19%)
- **+9%** in OR 5-9 (from 58% to 63%

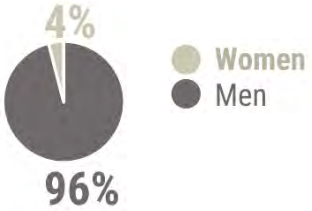


Figure 13: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019



Figure 14: Percentage of Full-Time Women and Men Across Other Ranks in 2019

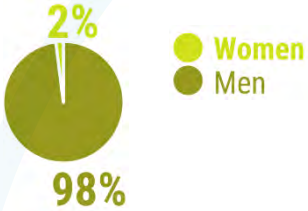


Figure 15: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

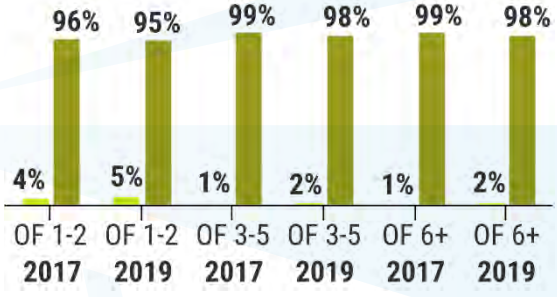


Figure 16: Percentage of Full-Time Women and Men Across Officer Ranks in 2019

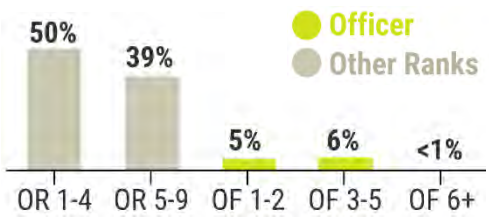


Figure 17: Distribution of Full-Time Women by Military Ranks in 2019

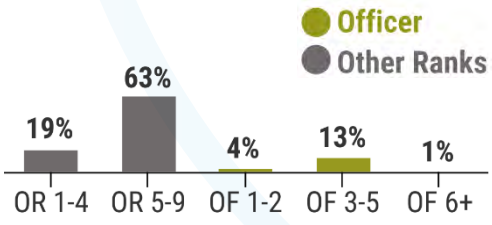


Figure 18: Distribution of Full-Time Men by Military Ranks in 2019

In 2019, women represented **4%** of all military personnel who left the AAF. In contrast, only **2%** of the total military members who left in 2017 were women.

Additionally, the raw data indicates that the number of women who left in 2019 nearly doubled compared to the number of women who left in 2017.

Each servicemember participates in an exit survey to indicate their reason for leaving the military. In 2017, the main reason women left the AAF was due to limited leadership opportunities. Whereas this was not a main reason in 2019. In both 2017 and 2019, difficulties balancing work and family life was a common main reason for women leaving the AAF. Death, injury and retirement was identified as another reason for women leaving the military in 2019.

In contrast, it was reported that retirement was the only main reason for men leaving in 2017. Whereas death, injury and dismissal due to poor performance or disciplinary offences were additional reasons for leaving in 2019.

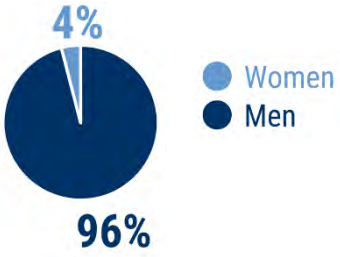


Figure 19: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death	☑	☑
Difficulties in Balancing Work and Family Life	☑	☐
Dismissed Due to Poor Performance or Disciplinary Offences	☐	☑
Injury	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Since women joined the AAF for the first time in 1998, military facilities have been gradually adapted to incorporate the needs of women. Initially, only large accommodation rooms for 8-12 personnel and central sanitary rooms were available. Now, there are accommodation modules for 2-4 personnel with integrated sanitary facilities. This has allowed women and men to be accommodated in the same areas without any issues.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	16
Paternity Leave	5
Parental Leave	96

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Administrative and/or Medical Support Systems
Based on the general regulations for public service personnel, fathers and mothers may choose how they split the allotted 96 weeks of parental leave. A minimum of two months of parental leave must be taken.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

All military personnel have the possibility to apply for teleworking. The feasibility of teleworking depends on the department in which the personnel works.
There are various measures to support work-life balance of personnel to include the following:

- Child care is provided during the summertime;
- Courses are increasingly conducted through e-learning and distance learning options; and
- Flexible working hours and teleworking are possible upon request.

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Daycare for children at defence ministries and military installations or child care vouchers
- ☑ Extra weeks of subsidized maternity/paternity leave,
- ☑ Flexible working and service hours or variable start/finish times of working days

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☑

The MoD regularly conducts preventative special training courses for leadership at all levels in disciplinary and criminal law. All cases of sexual harassment, abuse and assault must be immediately reported through the Chain of Command. These offences are also covered through the all-encompassing anti-mobbing initiative, which has implemented a Zero-Tolerance-Policy for mobbing.

In 2019, one incident of sexual harassment and one incident of sexual assault were reported by women in the AAF.

Average Age of Military Personnel

In 2019, men in the AAF tend to be older than women.

Since average age was reported for the first time in 2019, a comparison with previous years cannot yet be made.

Average Age

	Women	Men
All Military Personnel	**30**	**41**
NCOs	**32**	**44**
Officers	**42**	**47**
Deployed Personnel	**24**	**24**

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Course
- Gender Training of Trainers (GToT) Course
- Commanding Officer Seminar
- Key Leader Seminar
- Senior Leader Seminar.

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were national programmes for education/training on gender perspective in 2019. However, no specific information on these programmes was provided.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the AAF had 10 NATO-Certified GENADs, 7 non-NATO Certified GENADs and 7 NATO-Certified GFPs in the MoD. In addition, two GENADs received training at the Nordic Centre for Gender in Military Operations (NCGM). Furthermore, two NATO-Certified and two non-NATO Certified GENADs were deployed in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan.**

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure.**

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same.**

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners.**

No information was provided on the Actions Taken towards the implementation of the selected Draft 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

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

C MC recognises the added value of the WPS CHOD Network and Members and Partners should participate

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

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

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

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

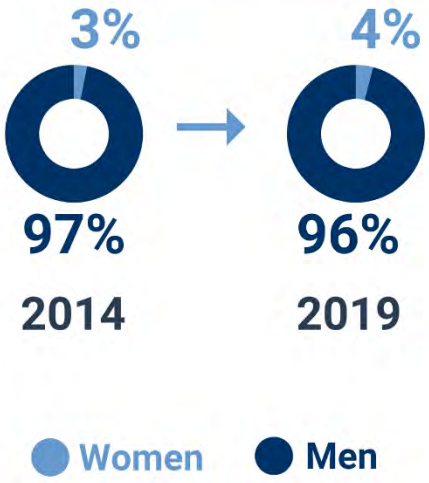
H MC recognises the need for NATO to develop a policy that defines and addresses Sexual Exploitation and Abuse.

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

No information was provided on the Actions Taken towards the implementation of the selected 2018 NCGP Recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Austrian Armed Forces



2017	2019
3% Representation of women in full-time armed forces	**4%** Representation of women in full-time armed forces
4% Representation of women in OF 1-2	**5%** Representation of women in OF 1-2
1% Representation of women in OF 3-5	**2%** Representation of women in OF 3-5
1% Representation of women in OF-6 and higher	**2%** Representation of women in OF-6 and higher



Republic of Bosnia and Herzegovina

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, Bosnia and Herzegovina implemented the Gender Equality policy within the Ministry of Defence (MoD) and the Armed Forces of Bosnia and Herzegovina (BiHAF).

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Bosnia and Herzegovina has a coordination body for monitoring a National Action Plan (NAP) for the implementation of the United Nations Security Council Resolution (UNSCR) 1325. Representatives from the Bosnia and Herzegovina MoD, the BiHAF along with representatives of other institutions are the members of this body.

As shown in *Figure 1*, the BiHAF's representation of women and men remained approximately the same from 2018 to 2019.

In 2019, women represent **0.5** out of every 10 military personnel in the BiHAF. In contrast, men represent **9.5** out of every 10 military personnel in the BiHAF.

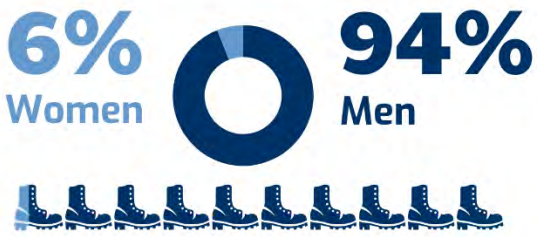


Figure 1: Percentage of Women and Men in the Full-Time BiHAF in 2019

As highlighted in *Figure 2*, the representation of women in Land Forces increased by **17%** (from 6% to 7%) from 2018 to 2019, whilst the representation of men decreased by **1%** (from 94% to 93%). Whereas, the representation of women and men in the Air Force in 2019 remained relatively the same. The BiHAF do not have a Navy

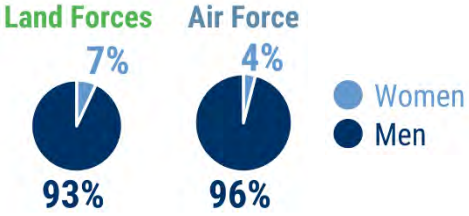


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section highlights where women and men are positioned across military components.

As illustrated in *Figure 3*, most military women served in Land Forces in 2019. Since 2018, the distribution of women changed in the following ways across military components:

- **-1%** in Land Forces (from 96% to 95%)
- **+25%** in the Air Force (from 4% to 5%)

As shown in *Figure 4*, most military men served in Land Forces (92%) in 2019. Since 2018, the distribution of men remained relatively the same across military components.

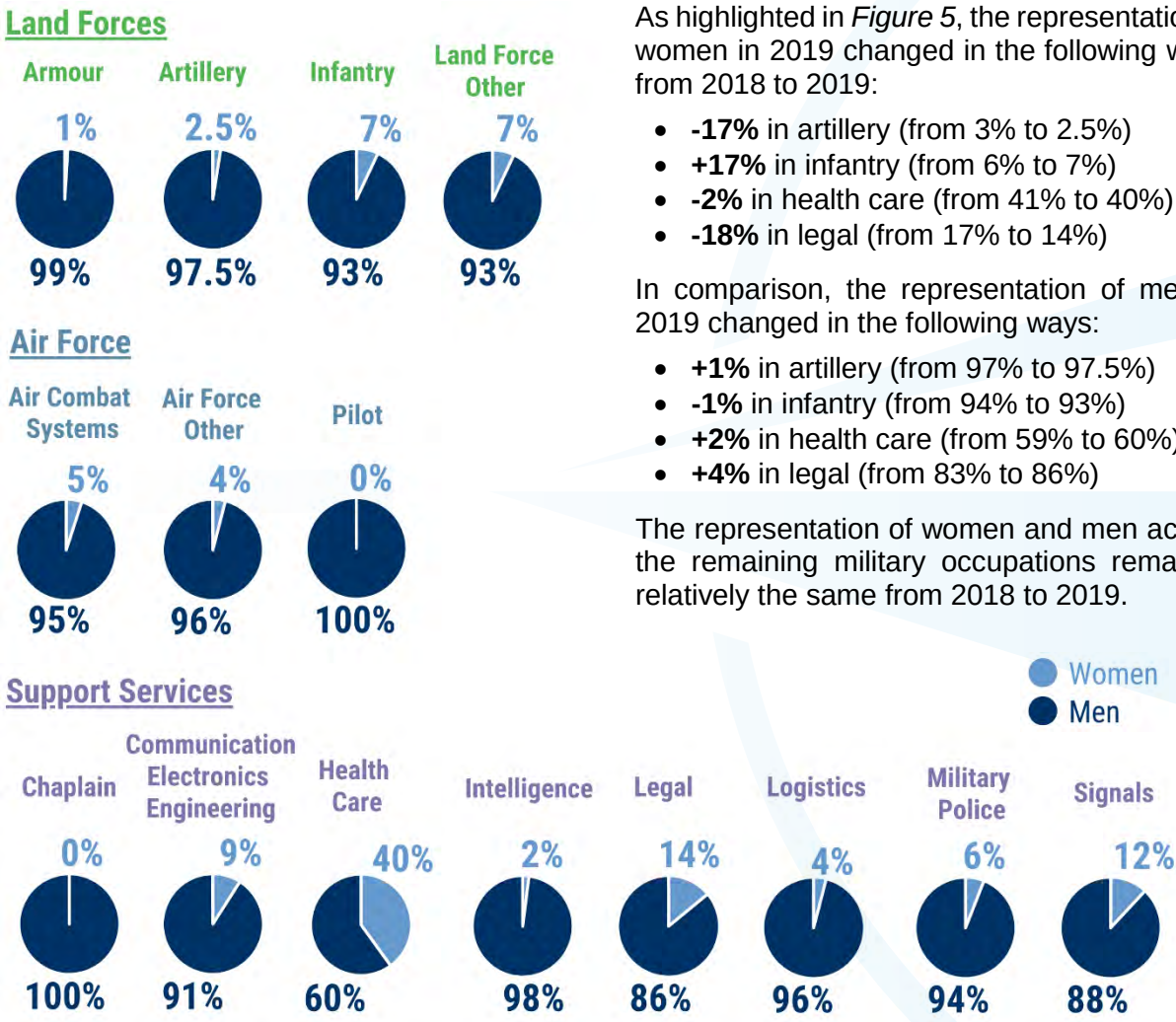


Figure 5: Percentage of Women and Men by Military Occupation in 2019

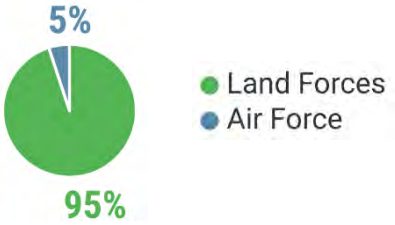


Figure 3: Distribution of Women by Military Component in 2019

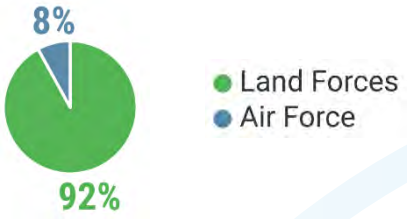


Figure 4: Distribution of Men by Military Component in 2019

As highlighted in *Figure 5*, the representation of women in 2019 changed in the following ways from 2018 to 2019:

- **-17%** in artillery (from 3% to 2.5%)
- **+17%** in infantry (from 6% to 7%)
- **-2%** in health care (from 41% to 40%)
- **-18%** in legal (from 17% to 14%)

In comparison, the representation of men in 2019 changed in the following ways:

- **+1%** in artillery (from 97% to 97.5%)
- **-1%** in infantry (from 94% to 93%)
- **+2%** in health care (from 59% to 60%)
- **+4%** in legal (from 83% to 86%)

The representation of women and men across the remaining military occupations remained relatively the same from 2018 to 2019.

Figure 6 highlights that women had the highest representation in health care in both 2018 and 2019, whilst men had the highest representation amongst chaplains and pilots.

Women	Men
1. Health Care (40%)	1. Chaplain (100%)
2. Legal (14%)	Pilot (100%)
3. Signals (12%)	2. Armour (99%)
4. Communication Electronics	3. Intelligence (98%)
Engineering (9%)	4. Artillery (97.5%)
5. Infantry (7%)	5. Air Force Other (96%)
Land Force Other (7%)	Logistics (96%)
6. Military Police (6%)	6. Air Combat Systems (95%)
7. Air Combat Systems (5%)	7. Military Police (94%)
8. Air Force Other (4%)	8. Infantry (93%)
Logistics (4%)	Land Force Other (93%)
9. Artillery (2.5%)	9. Communication Electronics
10. Intelligence (2%)	Engineering (91%)
11. Armour (1%)	10. Signals (88%)
12. Chaplain (0%)	11. Legal (86%)
Pilot (0%)	12. Health Care (60%)

Figure 6: Rankings in the Representation of Women and Men Across Military Occupations in 2019

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the BiHAF.

As indicated in *Figure 7*, most military women served in Land Force Other in 2019. Since 2018, the distribution of women in 2019 changed in the following ways across military occupations:

- **-3%** in Land Force Other (from 36% to 35%)
- **+17%** in the infantry (from 24% to 28%)
- **-17%** in logistics (from 12% to 10%)
- **+50%** in Air Force Other (from 2% to 3%)

The distribution of women across all other military occupations remained relatively the same in 2019.

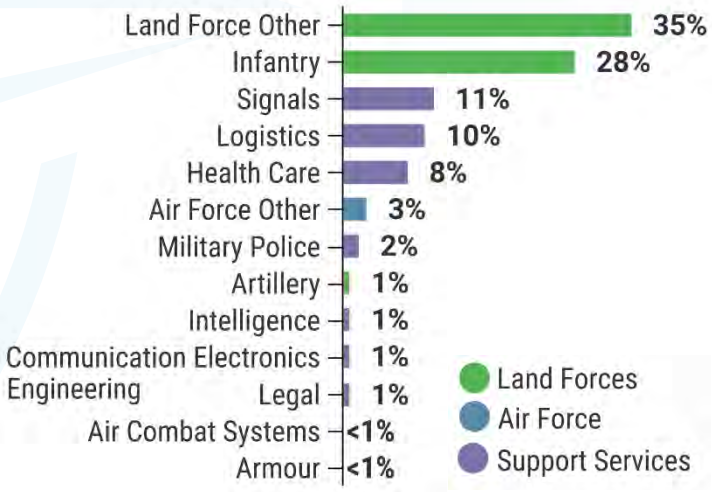


Figure 7: Distribution of Women by Military Component in 2019

Figure 8 illustrates that most military men served in Land Force Other in 2019. Since 2018, the distribution of men in 2019 changed in the following ways across military occupations:

- **+4%** in the infantry (from 25% to 26%)
- **-5%** in the logistics (from 19% to 18%)

The distribution of men across all remaining military occupations remained relatively the same in 2019.

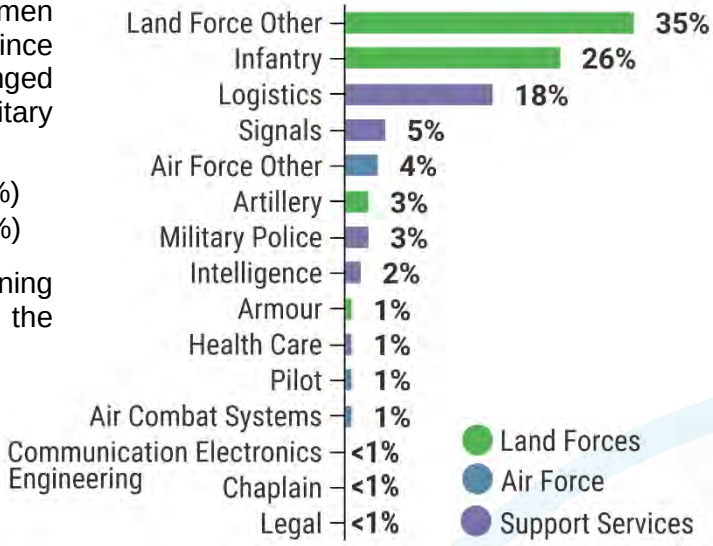


Figure 8: Distribution of Men by Military Component in 2019

Figures 9 highlights the percentage of the overall full-time women and men engaged in All Operations. In 2019, the BiHAF were engaged in EU, NATO and UN military operations.



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Figure 10 illustrates the percentage of the full-time women and men engaged in All Operations by military component. A comparison on the representation of military women and men in All Operations to previous years cannot yet be made.

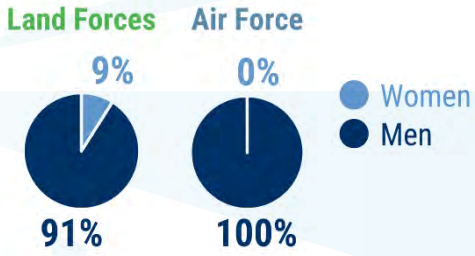


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component

As shown in *Figure 11*, the representation of women and men engaged in NATO Operations remained relatively the same.



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

As indicated in *Figure 12*, the overall representation of women engaged in NATO Operations increased by **13%** (from 8% to 9%) from 2018 to 2019, whilst the representation the representation of men decreased by **-1%** (from 92% to 91%). The representation of Land Force women engaged in NATO Operations also increased by **13%** (from 8% to 9%) compared to 2018. Air Force women did not have representation in NATO Operations in 2018 and 2019.

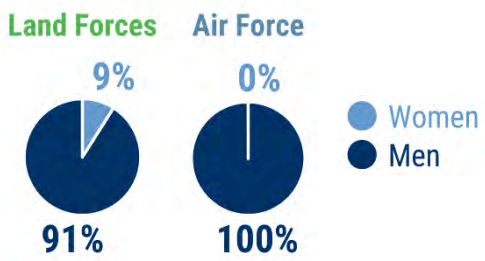


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Enlistment Requirements

Enlistment Requirements for the Armed Forces of Bosnia and Herzegovina
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Different standards for women and men in the physical readiness test

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The BiHAF reported that they regularly promote the recruitment of women.

As shown in *Figures 13, 14 and 15*, the representation of women increased across all BiHAF recruitment stages from 2018 to 2019. In 2019, the representation of women across all stages of the recruitment process is higher than the overall representation of women in the BiHAF (6%).

Since 2018, the representation of women in 2019 changed in the following ways throughout the recruitment process:

- **+25%** of all applicants were women (from 12% to 15%)
- **+40%** of all successfully recruited were women (from 10% to 14%)
- **+40%** of all recruited successfully completing basic training were women (from 10% to 14%)

Average Age of Enlistment

Women	21-25
Men	21-25

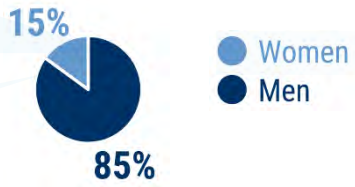


Figure 13: Percentage of Women and Men Applicants for Full-Time Service in 2019

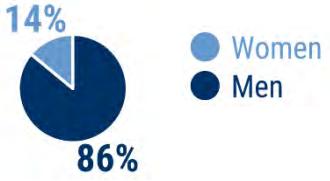


Figure 14: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

In contrast, the representation of men changed in the following ways throughout the recruitment process:

- **-3%** of all applicants were men (from 88% to 85%)
- **-4%** of all successfully recruited were men (from 90% to 86%)
- **-4%** of all recruited successfully completing basic training were men (from 90% to 86%)

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Overall, the 2019 trends show that women have a similar success rate compared to men. As shown in *Figures 16 and 17*, the success rate of women completing basic training decreased by **6%** (from 100% to 94%) from 2018 to 2019. However, the success rate of women applicants being recruited remained the same from 2018 to 2019.

As illustrated in *Figures 18 and 19*, the success rate of men changed in the following ways across the recruitment process from 2018 to 2019:

- **-15%** of men were successfully recruited out of all men who applied (from 27% to 23%)
- **-4%** of men successfully completing basic training out of all men who were recruited (from 100% to 96%)

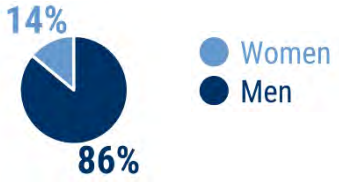


Figure 15: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019



Figure 16: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 17: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 18: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 19: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The BiHAF do not have no specific retention policies for women, nor a network to support women in the military. Furthermore, the BiHAF do not have general retention policies.

As shown in *Figures 20 and 21*, the overall representation of women and men in Other Ranks and Officer Ranks remained relatively the same from 2018 to 2019.

As indicated in *Figures 22 and 23*, the representation of women in 2019 changed in the following ways across military ranks:

- **+13%** in OR 1-4 (from 8% to 9%)
- **+17%** in OF 1-2 (from 6% to 7%)

However, women do not have representation in OF-6 and higher.

In contrast, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 92% to 91%)
- **-1%** in OF 1-2 (from 94% to 93%)

The representation of women and men in OR 5-9 and OF 3-5 remained approximately the same in both 2018 and 2019.

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

As shown in *Figure 24*, the distribution of women indicates that the majority of women were in the Other Ranks (**85%**) compared to Officer Ranks (**15%**) in 2019. Since 2018, the distribution of women across military ranks has remained approximately the same.

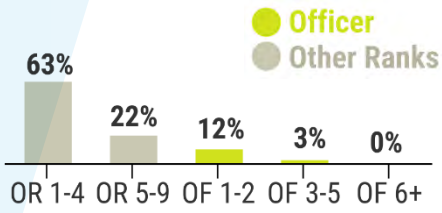


Figure 24: Distribution of Full-Time Women by Military Rank in 2019

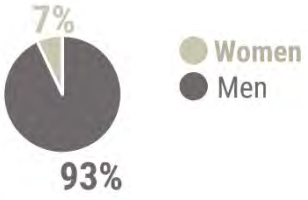


Figure 20: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

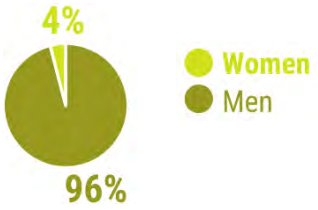


Figure 21: Overall Percentage of Full-time Women and Men in Officer Ranks in 2019

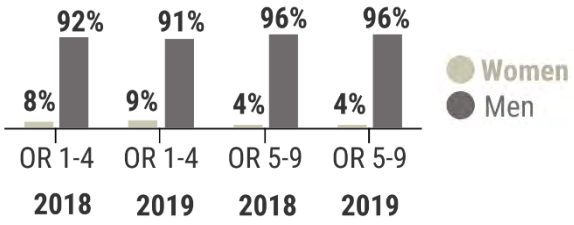


Figure 22: Percentage of Full-time Women and Men in Officer Ranks

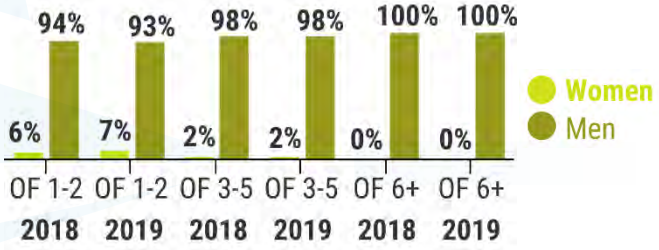


Figure 23: Percentage of Full-time Women and Men in Other Ranks

Figure 25 illustrates that the majority of men were in the Other Ranks (**78%**) compared to Officer Ranks (**22%**) in 2019. Since 2018, the distribution of men changed in the following ways across military ranks:

- **-3%** in OR 1-4 (from 45% to 43.5%)
- **+1%** in OR 5-9 (from 34% to 34.5%)
- **+11%** in OF 3-5 (from 9% to 10%)

The distribution of men in OF 1-2 and OF-6 and higher remained approximately the same between 2018 and 2019.

As shown in *Figure 26*, **8%** of the total military members who left the BiHAF were women in 2019. Whereas in 2018, women represented **7%** of exiting service members.

The raw data indicates that more women and men left in 2019 compared to 2018. However in 2019, more women entered the BiHAF compared to the number of women who exited. In contrast, more men exited the BiHAF compared to the number of men who entered in 2019.

The table to the right demonstrates the main reasons women and men left the BiHAF in 2019. The BiHAF carry out exit surveys to record and monitor why women and men leave the military. After resignation, official consultation sessions are arranged. Of note, women and men tend to leave the military for the same reasons in both 2018 and 2019.

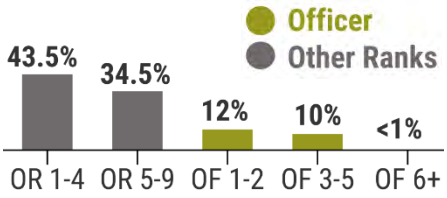


Figure 25: Distribution of Full-Time Men by Military Rank in 2019

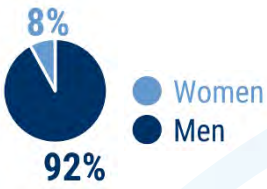


Figure 26: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Personal Undisclosed Reasons	☑	☑
Absence Without Justification/Permission	☑	☑
Permanently Disabled	☑	☑
Death	☑	☑
Terminated Service by Mutual Agreement	☑	☑
Retirement	☑	☑

Policies to Support Entry into the Reserve Forces

Bosnia and Herzegovina does not have a Reserve Force.

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for both women and men.

Military facilities are adapted for women and men, including sleeping rooms and sanitary facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Months
Maternity Leave	12
Paternity Leave	12
Parental Leave	N/A

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

The BiHAF provide paternity and maternity leave, which is regulated by the Labour law in the institutions of Bosnia and Herzegovina, as well as by the Law on salaries and other fees for employees in the institutions of Bosnia and Herzegovina.

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Do NOT have a Child Care Policy

Average Age of Military Personnel

Compared to 2018, the average age changed for women in the BiHAF in the following ways:

- +1 year amongst Non-Commissioned Officers (NCOs) (from 32 to 33)
- +17 years amongst Deployed Personnel (from 31 to 48)

The average age changed for men in the following ways:

- +1 year amongst All Military Personnel (from 37 to 38)
- +1 year amongst NCOs (from 35 to 36)
- +1 year amongst Officers (from 44 to 45)
- +8 years amongst Deployed Personnel (from 36 to 44)

The deployment of more senior officers in 2019 explains the significant increase of the average age amongst Deployed Personnel compared to 2018.

Average Age

	Women	Men
All Military Personnel	33	38
NCOs	33	36
Officers	39	45
Deployed Personnel	48	44

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☑

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Strategies and/or Policies for Prevention
The BiHAF have a guide for implementation of effective measures for the prevention of harassment.

Programmes and/or Training for Prevention
The BiHAF have the Peace Support Operation Training Centre (PSOTC) course on "Prevention of Sexual Harassment"

Appointed Personnel Overseeing Allegations
The Inspectorate General of the MoD and the Points of Contact (POCs) for gender-related topics oversee allegations.

Formal Procedures in Place For Reporting an Incident
For reporting an incident, service members can use the "My inspector" application and/or call the Ethics telephone line on the MoD website.

Reported Incidents in the National Armed Forces in 2019
In 2019, there were five incidents of sexual harassment and one incident of sexual assault reported by women in the BiHAF.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations
- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019
- Utility of Gender in Peace Support Operations Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There are 8 national programmes for education/training on gender perspective:
- Basic Soldier Training
- Basic NCO Training
- Basic Officer Training
- Pre-Deployment Training
- Staff Officers Course
- Command Staff Course
- Leadership Development Course
- Utility of Gender on Peace Support Operations Course

Training on gender-related topics is intended to strengthen the usage of gender perspective at the strategic and operational level within the MoD, Joint Staff and Operative Command. It is also intended to strengthen the usage of gender perspective for staff at the tactical level within brigade command and lower units of the BiHAF.

Training also occurs with partner organisations and other state organisations. Furthermore, gender perspective is incorporated into pre-deployment training for UN and NATO-led operations and missions.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, Bosnia and Herzegovina had the following number of GFPs:
- One non-NATO Certified GFP within the MoD;
- One non-NATO Certified GFP within the General Staff;
- 142 non-NATO Certified GFPs within the National Armed Forces.

In 2019, there were no GENADs. In 2019, no GFPs were deployed.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

Actions Taken

Bosnia and Herzegovina's Action Plan (AP) for the implementation of UNSCR 1325 for the period 2018-2022 is in the process of implementation.

A regional conference on Women, Peace and Security (WPS) was held in March 2019 within the WPS Chiefs of Defence (CHOD) network. As an outcome of this conference, a Dynamic Plan for Phase I 2019/2020 was drawn up and is in the process of implementation. Furthermore, the following four teams were formed:

- A team for analysis and harmonisation of defence policies, regulations and procedures;
- A gender mainstreaming team for training and military exercises;
- A team for comprehensive gender analysis of the BiHAF; and
- A team for infrastructure to create better accommodation conditions for women and men in the MoD and armed forces.

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

The BiHAF integrated gender perspective in military education for all ranks and positions. This was done throughout pre-deployment training, as well as basic military training during admission in the military service. Additionally, gender perspective was integrated in military education through a joint training with EUFOR, NATO and UNDP.

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

The MoD of Bosnia and Herzegovina aims to ensure gender-sensitive budgeting, adequate infrastructure and training facilities.

Considerations or Initiatives Taken Towards Any 2018 NCGP Recommendations to the MC

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

Actions Taken

The Code of Ethics in the BiHAF and other codes related to members of the defence system in Bosnia and Herzegovina are ensuring an appropriate working environment.

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

Actions Taken

In the national armed forces, training and proper informing contribute to the prevention and response mechanisms of complaints. This is supported by the position of the Inspectorate General of the MoD and parliamentary military commissioners, as well as by disciplinary proceedings.

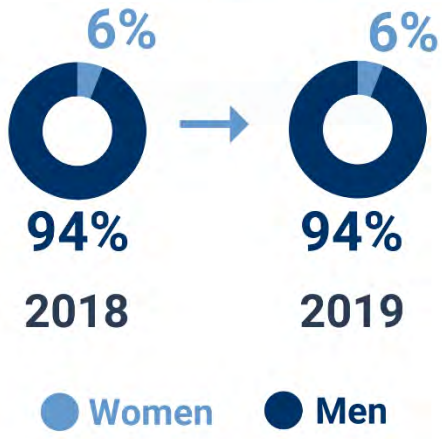
C **MC recognises the added value of the WPS CHODs Network and Members and Partners should participate**

Actions Taken

The CHOD of the BiHAF has joined the WPS CHOD Network. The Conference held in March 2019 with the theme "Women, Peace and Security" started activities of analysing and harmonising policies, regulations, procedures and activities on Comprehensive Gender Analysis of the BiHAF.

SUMMARY

Percentage of Women and Men in the Full-time Armed Forces of Bosnia and Herzegovina



2018	2019
6% Representation of women in Land Forces	**7%** Representation of women in Land Forces
12% Representation of women amongst applicants	**15%** Representation of women amongst applicants
10% Representation of women amongst recruits	**14%** Representation of women amongst recruits
10% Representation of women amongst recruits successfully completing basic training	**14%** Representation of women amongst recruits successfully completing basic training
8% Representation of women in OR 1-4	**9%** Representation of women in OR 1-4
6% Representation of women in OF 1-2	**7%** Representation of women in OF 1-2



Republic of Finland

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Commander of the Finnish Defence Forces (FDF) ordered equality planning to be developed with particular attention to equal treatment and the prohibition of discrimination and bullying.

Quotas

The FDF do not have a quota system for women.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Finnish Defence Command has a section that coordinates gender equality work and the integration of gender perspective into the armed forces. This section creates gender-related guidelines and regulations, as well as directs and monitors the development of gender-related work. All comparisons and trends in this report are based on the last submission received in 2017.

It is important to note that this figure reflects military personnel only. However, the share of civilian employees in the FDF is high. In 2019, 34% of all full-time employees were civilian employees, out of which 46% were women. Civilian employees in the FDF also perform the same tasks as soldiers.

In 2019, the representation of military full-time women was **4%,** as indicated in Figure 1. Compared to 2017, the FDF have increased their representation of women by **33%** (from 3% to 4%) in their full-time armed forces. Whilst the representation of women continues to increase gradually, women represent approximately **0.5** out of every 10 military personnel on average in the FDF. In contrast, men represent **9.5** out of every 10 military personnel in the FDF.

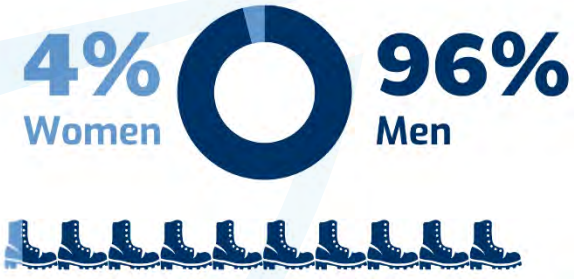


Figure 1: Percentage of Women and Men in the Full-time Finnish Defence Forces in 2019

In comparison to 2017, the representation of women changed in the following ways across military components:

- **+33%** in Land Forces (from 3% to 4%)
- **+33%** in Navy Forces (from 3% to 4%)
- **+50%** in DoD Logistics (from 2% to 3%)

Conversely, the representation of men changed in the following ways across military components:

- **-1%** in Land Forces (from 97% to 96%)
- **-1%** in Navy Forces (from 97% to 96%)
- **-1%** in DoD Logistics (from 98% to 97%)

The representation of women and men in the Air Force and Headquarters & Subordinate Military Institutions in 2019 has remained approximately the same compared to 2017.

The representation of women is significantly low compared to many other NATO Member and Partner Nations, which may be largely due to the FDF's conscription for men. Whilst military service is voluntary for women, men must serve in the military for 6-12 months. Despite the FDF's conscription for men, the representation of women has increased across three of their military components.

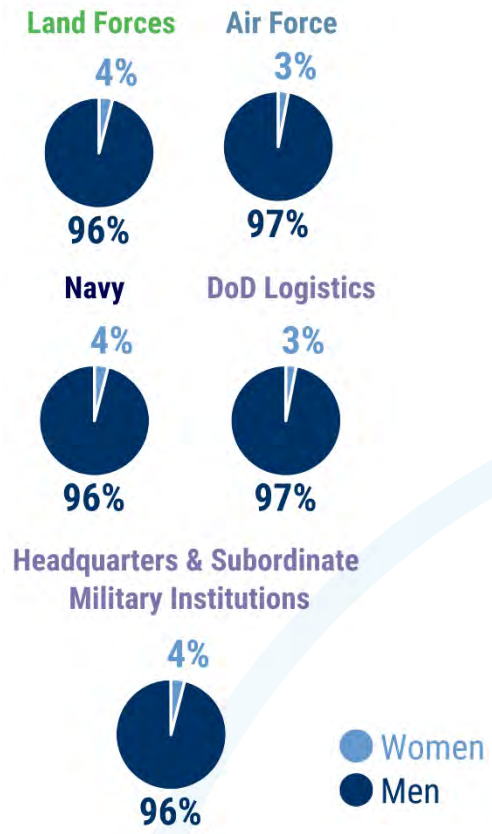


Figure 2: Percentage of Women and Men by Military Component in 2019

Whilst the section above compares the representation of women and men in each military component, this section highlights where women are positioned across military components.

In 2019, most military women served in the Land Forces. In comparison to 2017, the distribution of women changed in the following ways across military components:

- **+7%** in Land Forces (from 46% to 49%)
- **-19%** in the Headquarters and Subordinate Units (from 16% to 13%)

The distribution of women in Air Forces, Navy and DoD Logistics remained relatively the same compared to 2017.

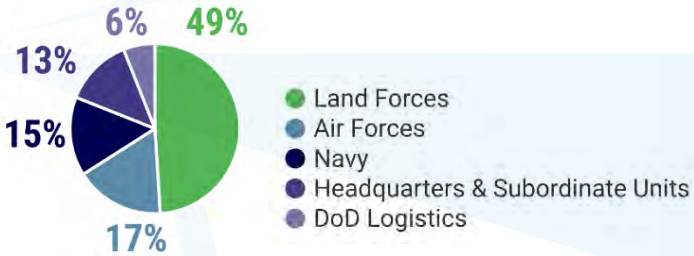


Figure 3: Distribution of Women by Military Component in 2019

In 2019, most military men served in Land Forces. Compared to 2017, the distribution of men changed in the following ways across military components:

- **+4%** in the Headquarters and Subordinate Units (from 11.5% to 12%)
- **-3%** in the Navy (from 14.5% to 14%)

The distribution of men remained approximately the same in Land Forces, Air Forces and DoD Logistics compared to 2017. Overall, women experienced a significant redistribution across military components, whilst men experienced a slight redistribution across military components.

In comparison to 2017, the representation of women engaged in All Operations increased by **200%** (from 2% to 6%), whilst the representation of men decreased by **4%** (from 98% to 94%). FDF operations include EU, NATO and UN missions.

The representation of women engaged in NATO Operations decreased by **80%** (from 5% to 1%) in 2019 compared to 2017, whilst the representation of men increased by **4%** (from 95% to 99%).



Figure 4: Distribution of Men by Military Component in 2019



Figure 5: Percentage of Full-Time Women and Men Engaged in All Operations in 2019



Figure 6: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

Policies to Support Entry into the Reserve Forces

The FDF do not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The FDF do not have policies to compensate civilian employers of reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The FDF do not offer incentives or bonuses for civilians to enter the Reserve Forces. All Finnish men have a legal obligation to perform conscript service and belong to the Reserve.

The overall representation of Reserve women increased by **200%** (from 1% to 3%) from 2017 to 2019.

In comparison to 2017, the representation of Reserve women engaged in All Operations decreased by **29%** (from 7% to 5%) in 2019, whilst the representation of men increased by **2%** (from 93% to 95%).

Compared to 2017, the representation of Reserve women engaged in NATO Operations decreased by **95%** (from 20% to 1%) in 2019, whilst the representation of men increased by **24%** (from 80% to 99%).

The representation of Reserve women decreased across All Operations and significantly decreased particularly in NATO Operations.



Figure 7: Overall Percentage of Women and Men in the Reserve Finnish Defence Forces in 2019

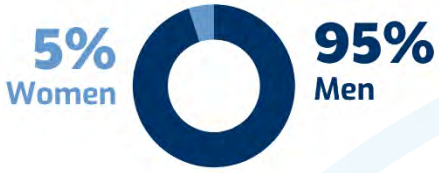


Figure 8: Percentage of Reserve Women and Men Engaged in All Operations in 2019



Figure 9: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

Policies to Support Entry into the Reserve Forces

The FDF do not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The FDF do not have policies to compensate civilian employers of reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The FDF do not offer incentives or bonuses for civilians to enter the Reserve Forces. All Finnish men have a legal obligation to perform conscript service and belong to the Reserve.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Finnish Defence Forces

Completion of conscript service is a prerequisite to entering the military profession. Conscript service is a period between 6 and 12 months, depending on the task being performed and the military rank achieved during the service. Conscript service is compulsory for men and optional for women. As a result, the number of women seeking military careers is much lower than that of men. Otherwise, the enlistment requirements are the same for women and men.

Enlistment Requirements for the Physical Fitness Test

Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men

In 2019, the FDF launched various recruitment campaigns that targeted the recruitment of women for conscript service and to pursue a military career.

Compared to 2017, the representation of women applicants for full-time service in 2019 decreased by **56%** (from 9% to 4%), as indicated in *Figure 10*.

Additionally, the representation of women recruits for full-time service decreased by **43%** (from 7% to 4%), as indicated in *Figure 11*.

Raw number indicates that a significantly higher number of women applied in 2019, despite a decrease in the representation of women among all applicants and recruits.

The FDF's campaigns targeting women may have played a role in the increase of women being recruited into the armed forces, whilst the mandatory conscription for men may have played a role in the representation of men increasing.

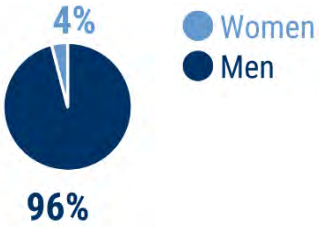


Figure 10: Percentage of Women and Men Applicants for Full-Time Service

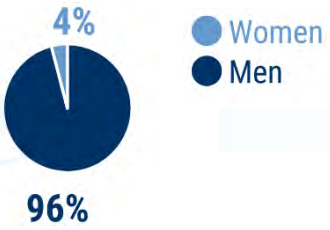


Figure 11: Percentage of Women and Men Successfully Recruited Out of All Applicants

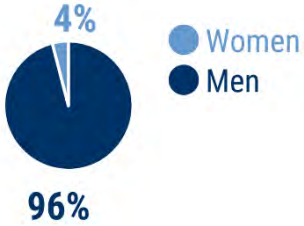


Figure 12: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

The following changes occurred in the success rates for women and men in the recruitment process compared to 2017:

- **+356%** of women were successfully recruited out of all women who applied (from 18% to 82%)
- **+250%** of men were successfully recruited out of all men who applied (from 24% to 84%)

Whilst men had a slightly higher success rate than women, the success rate of women increased more than the success rate of men. This may have played a role in the overall increase in representation of women across the FDF in 2019.



Figure 15: Percentage of Men Successfully Recruited Out of Men Who Applied

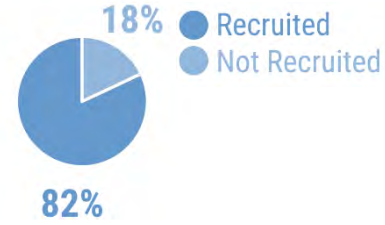


Figure 13: Percentage of Women Successfully Recruited Out of Women Who Applied

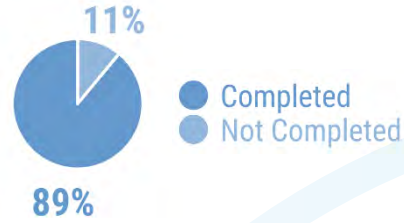


Figure 14: Percentage of Women Successfully Completing Basic Training Out of Women Recruited

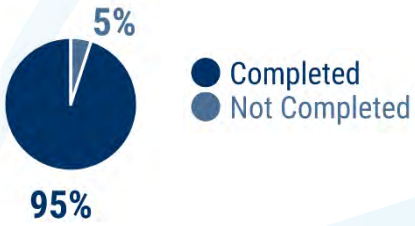


Figure 16: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The FDF do not have retention policies nor retention policies specific for women. The FDF do not have a network that supports women in the military.

Compared to 2017, the overall representation of women in Other Ranks increased by **40%** (from 5% to 7%) in 2019, whilst the overall representation of men decreased by **2%** (from 97% to 95%). Similarly, the overall representation of women in Officer Ranks increased by **50%** (from 2% to 3%) in 2019, whilst the representation of men decreased by **1%** (from 98% to 97%).

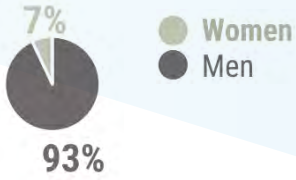


Figure 17: Overall Percentage of Full-Time Women and Men in Other Ranks

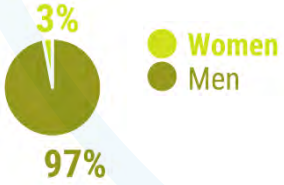


Figure 18: Overall Percentage of Full-Time Women and Men in Officer Ranks

As indicated in *Figures 19* and *20*, the representation of full-time military women changed in the following ways across military ranks:

- **+42%** in OR 1-4 (from 7% to 10%)
- **+40%** in OR 5-9 (from 5% to 7%)

Conversely, the representation of full-time military men changed in the following ways across military ranks:

- **-3%** in OR 1-4 (from 93% to 90%)
- **-2%** in OR 5-9 (from 95% to 93%)

The raw data indicates that the number of women in OR 5-9 increased by **50%** in 2019 compared to 2017, whereas the number of men in OR 5-9 only increased by **10%**.

Whilst the section above compares the representation of women and men within each rank structure, this section highlights where women and men are positioned across all rank structures within the FDF.

In 2019, the distribution of women indicated that the majority of women were in the Other Ranks (**53%**) compared to Officer Ranks **(47%)**. Compared to 2017, the distribution of full-time military women changed in the following ways across military ranks:

- **+50%** in OR 1-4 (from 4% to 6%)
- **+9%** in OR 5-9 (from 43% to 47%)
- **-16%** in OF 1-2 (from 49% to 41%)
- **+50%** in OF 3-5 (from 4% to 6%)

Whilst the distribution of women had a decrease in OF 1-2 in 2019, there was an increase in the number of women across all rank structures.

In 2019, the distribution of men indicated that the majority of men were in Officer Ranks (**71%**) compared to Other Ranks **(29%)**. Compared to 2017, the distribution of full-time military men changed in the following ways across military ranks:

- **+50%** in OR 1-4 (from 2% to 3%)
- **+8%** in OR 5-9 (from 24% to 26%)
- **-6%** in OF 1-2 (from 53% to 50%)

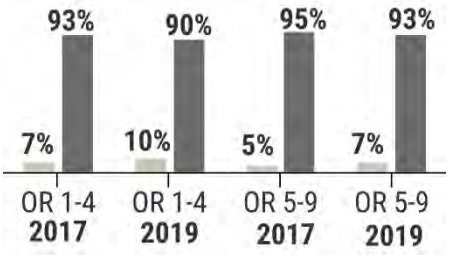


Figure 19: Percentage of Full-Time Women and Men in Other Ranks

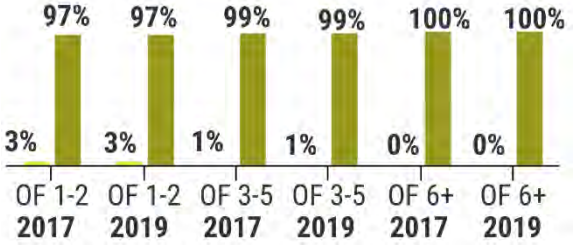


Figure 20: Percentage of Full-Time Women and Men in Officer Ranks

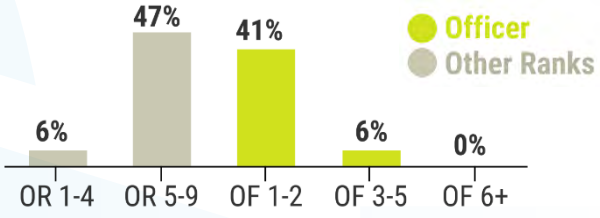


Figure 21: Distribution of Full-Time Women by Military Ranks in 2019

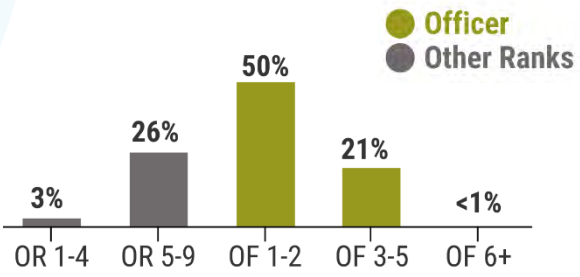


Figure 22: Distribution of Full-Time Men by Military Ranks in 2019

In 2019, women represented **2%** of the total military members who left the FDF, whereas they represented **4%** of military members who left in 2017. Conversely, men represented **98%** of the total military members who left the FDF, whereas they represented **96%** of military members leaving in 2017.

The representation of women leaving (2%) the FDF is lower than the overall representation of women in the military (4%) in 2019. This may positively affect the overall representation of women in the military if the FDF continue to increase the recruitment of women.

In 2019, both women and men had the same main reasons for leaving the military in comparison to 2017. However, retirement was one of the main reasons for women and men leaving the military in 2017, which was not the case in 2019.

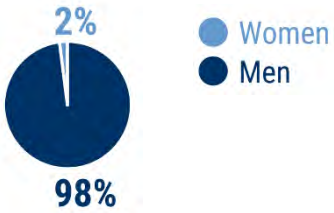


Figure 23: Percentage of Women and Men Who Left the Armed Force in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Personal Undisclosed Reasons	☑	☑
Pursue a Difference Career and/or Educational Opportunity	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment is not adapted for women and men, however, military facilities are adapted. Women and men have different sleeping quarters and bathrooms. In 2020, an experiment will be launched in which women and men in conscript service voluntarily live in the same accommodation space. The FDF believe this will reduce bullying and further assist the integration of women into the military.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	18
Paternity Leave	9
Parental Leave	26

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Parental Rights

Policies and Regulations that Provide Administrative and/or Medical Support for Maternity/Paternity/Parental Leave

The FDF have not developed their own policies to support parents. Instead, the FDF rely on their national government's existing policy that supports mothers and fathers of young children.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel (e.g. teleworking)

The FDF offer teleworking part-time to support work-life balance.

Do NOT have Special Programmes or Measures to Support Dual Service Couples (e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Flexible working and service hours or variable start/finish times of working day

Average Age of Military Personnel

In 2019, the FDF reported sex-disaggregated data on age for the first time. Therefore, 2019 cannot be compared to previous years.

Overall, women were younger than men amongst Officers and All Military Personnel. In 2016, the FDF reported that women tend to be younger in their national armed forces since women only started to enter the FDF in 1995.

Average Age

	Women	Men
All Military Personnel	**36**	**41**
NCOs	**34**	**34**
Officers	**38**	**45**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☐	☐

In 2019, the FDF responded that 33 women and 6 men reported being victims of verbal sexual harassment. The FDF did not provide details on how sexual harassment, abuse and assault is addressed in their national armed forces.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Training
- Gender Training of Trainers Course
- Key Leader Seminar
- Senior Leaders Seminar
- Commanding Officer Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises
There are 9 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Pre-Deployment Training for Outgoing Personnel

Description

Basic information about gender perspective in Operations.

Target: OR 1-9 and OF 1-6 and Higher
Phase: Pre-Deployment Training

2. Gender Education and Training during Bachelor and Master Studies at the Military University

Description

Basic information about gender perspective in Operations.

Target: OF 1-2
Phase: Standard National Training

3. United Nations Military Experts on Mission Course (UNMEM)

Description

Gender perspective is part of the course.

Target: OF 1-5
Phase: Pre-Deployment Training

4. Peace Support Operations Cooperation Course (PSOCC)

Description

Gender perspective is part of the course.

Target: OF 1-5
Phase: Pre-Deployment Training

5. United Nations Comprehensive Protection Civilians Course (UNCPOC)

Description

Gender perspective is part of the course.

Target: OF 1-5
Phase: Pre-Deployment Training

National Gender Perspective Related Education/Training Programmes

6. European Union Integrated Approach on Crisis Management Course (EUIACM)

Description

Gender perspective is part of the course.

Target: OF 1-5
Phase: Pre-Deployment Training

7. Integrated Crisis Management Course (ICM)

Description

Gender perspective is part of the course.

Target: OF 1-5
Phase: Pre-Deployment Training

8. Africa Integrated Crisis Management Course (AICM) in Kenya and Rwanda

Description

Gender perspective is part of the course.

Target: OF 1-5 and OR 5-9
Phase: Pre-Deployment Training

9. Approaches to the Protection of Civilians in NATO and UN Peace Operations Course (NATO UN POC)

Description

Gender perspective is part of the course.

Target: OF 1-5 and OR 5-9
Phase: Pre-Deployment Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

Number of GENADs and GFPs in the Finnish Defence Forces

- One NATO-certified GENAD in the General Staff;
- One NATO-certified GENAD within the National Armed Forces;
- One non-NATO certified GENAD in the General Staff; and
- One non-NATO certified GENAD within the National Armed Forces.

GENADs and GFPs Trained in 2019

- Four GENADs completed training at the Nordic Centre for Gender in Military Operations (NCGM) (NATO-certified)

GENADs and GFPs Deployed

- 10 non-NATO certified GFPs deployed in 2019;
- Five GENADs have deployed over the years; and
- 35 GFPs have deployed over the years.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

The FDF did not have considerations or initiatives taken towards any of the draft MC/PS 2019 NCGP Recommendations.

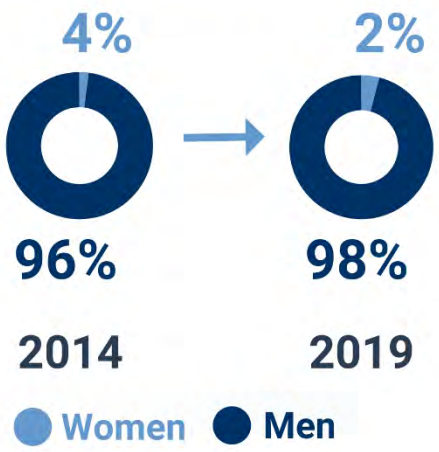
Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

The FDF did not have considerations or initiatives taken towards any of the 2018 NCGP Recommendations to the MC.

The FDF incorporate many of the principles listed in the NCGP recommendations. The recommendations guide development, but the FDF reported that there are no official records and decisions because Finland is not a member of NATO.

SUMMARY

Percentage of Women and Men in the Full-time Finnish Defence Forces



2017	2019
3% Representation of women in full-time armed forces	**4%** Representation of women in full-time armed forces
1% Representation of women in Reserve armed forces	**3%** Representation of women in Reserve armed forces
24% Women successfully recruited out of all women that applied	**82%** Women successfully recruited out of all women that applied
24% Men successfully recruited out of all men that applied	**84%** Men successfully recruited out of all men that applied
4 Number of gender perspective related national training programmes	**9** Number of gender perspective related national training programmes

Georgia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, there were no specific policies or legislation related to integrating gender perspective in the Georgian Defence Forces (GDF) enforced.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The GDF do not have a military entity that oversees the integration of integrating gender perspective.

All comparisons and trends in this report are based on the last submission received in 2017, as well as the 2016 submission in some sections.

As shown in *Figure 1*, the representation of women and men in their full-time armed forces remained relatively the same in 2019 in comparison to 2017.

In 2019, women represent approximately **0.5** out of every 10 military personnel on average in the GDF. In contrast, men represent **9.5** out of every 10 military personnel.



Figure 1: Percentage of Women and Men in the Full-Time Georgian Defence Forces in 2019

Sex-disaggregated data on military operations in 2019 are compared to 2016 submission, as it was the last submission that provided this particular data.

As illustrated in *Figure 2*, the representation of women engaged in All Operations increased by **100%** (from 1% to 2%) in 2019 compared to 2016. *Figure 3* highlights how the representation of women engaged in NATO Operations increased by **100%** (from 1% to 2%) in 2019 compared to 2016.



Figure 2: Percentage of Full-Time Women and Men Engaged in All Operations in 2019



Figure 3: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

Georgian Defence Reserve Forces

In 2018, Georgia adopted the "Mobilisation and Reserve Concept". The purpose of this reserve system is to ensure the wide involvement of Georgian citizens in total defence and the optimal use of resources. There are two types of reserve forces:

1. **Active Reserve** (voluntary)
   Based on a 5-year contract, which is considered as work experience
   - 3 Types of Active Reserve Forces
     1. Reserve of the Defence Forces
     2. Territorial Reserve
     3. Reserve of Specialists
2. **Mobilisation Reserve** (compulsory)
   Aims to strengthen the military forces

Policies to Support Entry into the Reserve Forces

The GDF do not have policies to support entry into the Reserve Forces.

Policies to Compensate Civilian Employers of Reserve Personnel

The GDF do not have policies to compensate civilian employers of reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

For voluntary active reserve personnel that are called up for military service, they will keep their civilian job and salary.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Georgian Defence Forces
Same for women and men, with the exception of the physical fitness test

Enlistment Requirements for the Physical Fitness Test
Physical fitness requirements are different for women and men. Although workouts are the same for women and men, there is a difference in duration: women have more time than men to complete the running exercises. Push-up standards also vary: men have to complete a higher number of push-ups than women.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

The GDF do not have policies that promote the recruitment of women in their national armed forces.

Figures 4, 5 and 6 compare the representation of women and men amongst applicants, successful recruitment and completion of basic training. In 2019, the representation of women out of all applicants is lower than the overall representation in the GDF (5%). At minimum, it would need to be increased above the current overall representation of women in the GDF (5%). Since the GDF started reporting on this specific data for the first time in 2019, there is not enough data to compare to prior years.

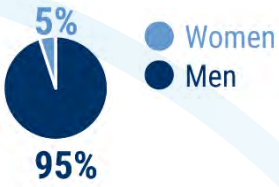


Figure 5: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

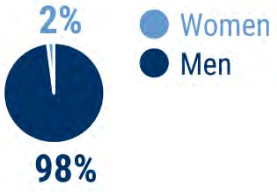


Figure 4: Percentage of Women and Men Applicants for Full-Time Service in 2019

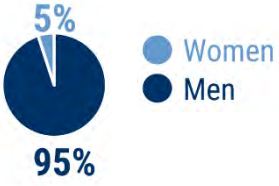


Figure 6: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Retention

The J1 Personnel Department conducts retention interviews for personnel twice a year, at 6 months and 12 months, prior to the member's contract expiration. The GDF do not have specific retention policies for women.

Figures 7 and 8 indicate the percentage of full-time women and men in Officer Ranks and Other Ranks, as well as the percentages of junior and senior positions. In 2019, women had a higher representation in Other Ranks compared to Officer Ranks.

Since 2016, the GDF have gained at least one woman in the OF-6 and higher ranks. Additionally, the representation of women in 2019 increased in the OR 1-4 to OR 5-9 and the OF 1-2 and OF 3-5 ranks, which reflected an upward trend in the retention of women.

Since the GDF started reporting on this specific data for the first time in 2019, a comparison to previous years cannot be made. Additional data would be needed for a more robust analysis on retention and the distribution of women and men across military ranks.

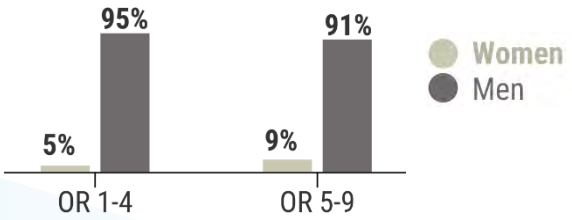


Figure 7: Percentage of Full-Time Women and Men in Other Ranks in 2019

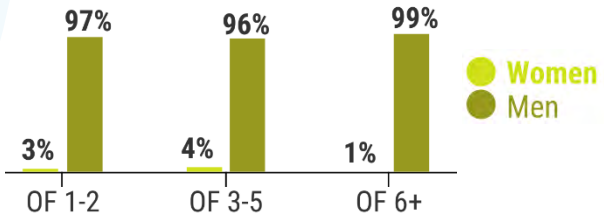


Figure 8: Percentage of Full-Time Women and Men in Officer Ranks in 2019

As shown in *Figure 9*, women were **3%** of the total military members who left the GDF in 2019, which was the same in comparison to the 2016 report. Furthermore, the representation of women leaving the military in 2019 is higher than the representation of women applying to the military (2%). As a result, this could cause a downward trend for the overall representation of women in the GDF.

Since the GDF started reporting on the main reasons women and men leave the military for the first time in 2019, a comparison with previous years cannot be made due to insufficient data.

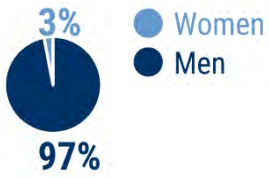


Figure 9: Percentage of Women and Men Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Personal Undisclosed Reasons	☑	☑

Military Equipment, Facilities and Uniforms

No military equipment has been adapted. Some facilities have been adapted for women and men, such as sleeping quarters and bathrooms.

	Yes	No
Service Uniform	☐	☑
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	24
Paternity Leave	24
Parental Leave	N/A

*Parental leave is NOT transferable

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Flexible working and service hours or variable start/finish times of working day

Average Age of Military Personnel

In 2019, women tend to be older than men in the GDF.

The GDF reported on the average age for the first time. Therefore, a comparison to previous years cannot be made.

Average Age

	Women	Men
All Military Personnel	39	32
NCOs	39	32
Officers	41	37
Deployed Personnel	40	32

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

In 2019, the GDF reported that there were no incidents of sexual harassment, abuse and assault.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

Module 1: Strategic-Operational Level Module 2: Tactical Level Module 3: Pre-Deployment

NATO Certified Gender Education and Training Products Used in 2019

- Gender Advisor Course
- Gender Training of Trainers Course
- Gender Focal Point Training
- Senior Leaders Seminar

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS NOT INCLUDED in pre-deployment training and/or exercises

Details on national training programmes related to gender perspective were not provided.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, there was one NATO-Certified GENAD in the General Staff and 20 non-NATO Certified GENADs in the national armed forces.

In 2019, the following training occurred:

- One GENAD trained at the Nordic Centre for Gender in Military Operations (NATO certified); and
- 20 GENADs trained in National Programmes

It was not reported whether GENADs or GFPs were deployed in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure.**

Actions Taken

During 2019, the Ministry has updated training modules, and all modules have been integrated into military education programmes.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

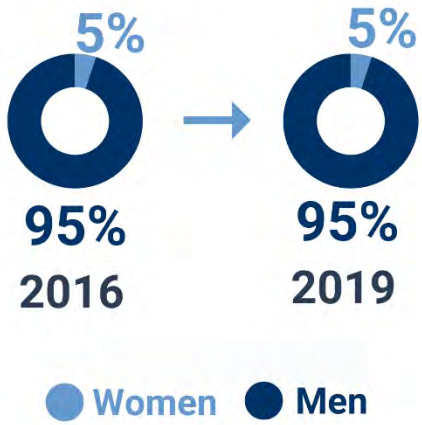
B **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

Georgia has joined of the Women, Peace and Security (WPS) Chiefs of Defence (CHOD) Network.

SUMMARY

Percentage of Women and Men in the Full-time Georgian Defence Forces



2016	2019
1% Representation of women engaged in NATO operations	**2%** Representation of women engaged in NATO operations
Do NOT have Childcare policies	**Do have** Childcare policies
Do NOT have Appointed personnel to oversee allegations of sexual harassment, abuse and assault	**Do have** Appointed personnel to oversee allegations of sexual harassment, abuse and assault
Do NOT have Part-time employment options for work-life balance	**Do have** Part-time employment options for work-life balance



Republic of Ireland

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, Ireland implemented initiatives in accordance with the Defence Forces Action Plan on the Implementation of United Nations Security Council Resolution (UNSCR) 1325.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Defence Forces Gender Equality and Diversity Advisor is a military entity that overseeing integrating gender perspective in the Irish DF.

Since 2018, the representation of women increased by **17%** (from 6% to 7%) in 2019, whilst the representation of men decreased by **1%** (from 94% to 93%).

Whilst the representation of women continues to increase gradually, women represent approximately **0.5** out of every 10 military personnel in the Irish DF. In contrast, men represent **9.5** out of every 10 military personnel in 2019.

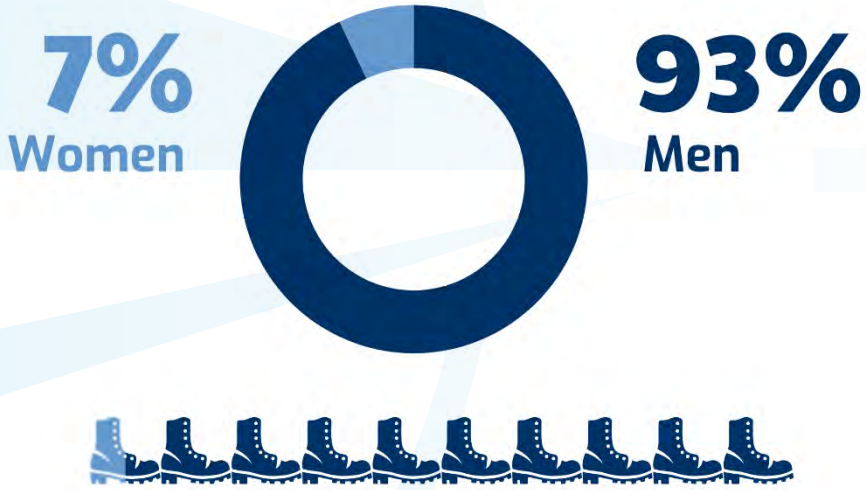


Figure 1: Percentage of Women and Men in the Full-Time Irish Defence Forces in 2019

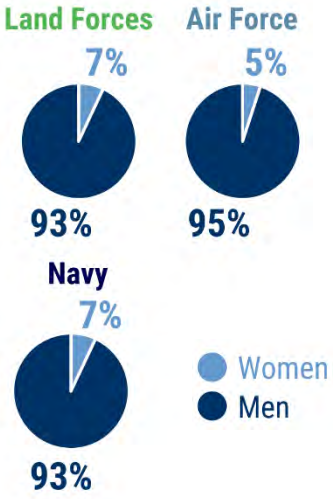


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019

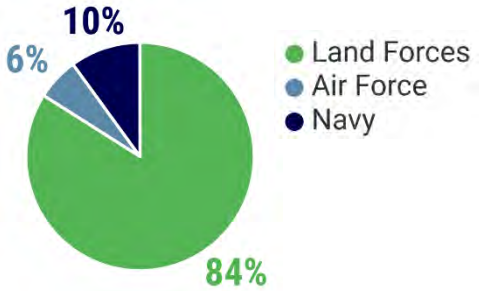


Figure 3: Distribution of Women by Military Component in 2019

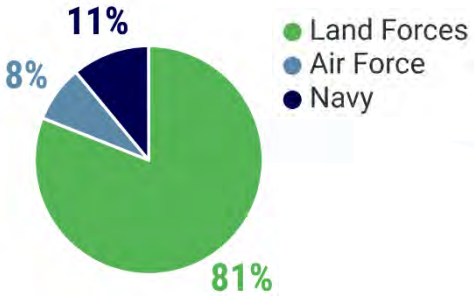


Figure 4: Distribution of Men by Military Component in 2019

Since 2018, the representation of women in 2019 changed in the following ways across military components:

- **+25%** in the Air Force (from 4% to 5%)
- **+17%** in the Navy (from 6% to 7%)

Whereas, the representation of men in 2019 changed in the following ways across military components:

- **-1%** in the Air Force (from 96% to 95%)
- **-1%** in the Navy (from 94% to 93%)

The representation of women and men in Land Forces remained relatively the same between 2018 and 2019.

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned across military components.

In 2019, most military women served in the Land Forces. Since 2018, the distribution of women across military components has remained the same.

Similarly, most military men served in the Land Forces in 2019. The distribution of men across military components has remained the same in both 2018 and 2019.

Across reported military occupations, women had the highest representation in health care and public affairs in 2019. The Irish DF reported sex-disaggregated data for military occupations for the first time in 2019. Therefore, comparisons to previous years cannot be made.

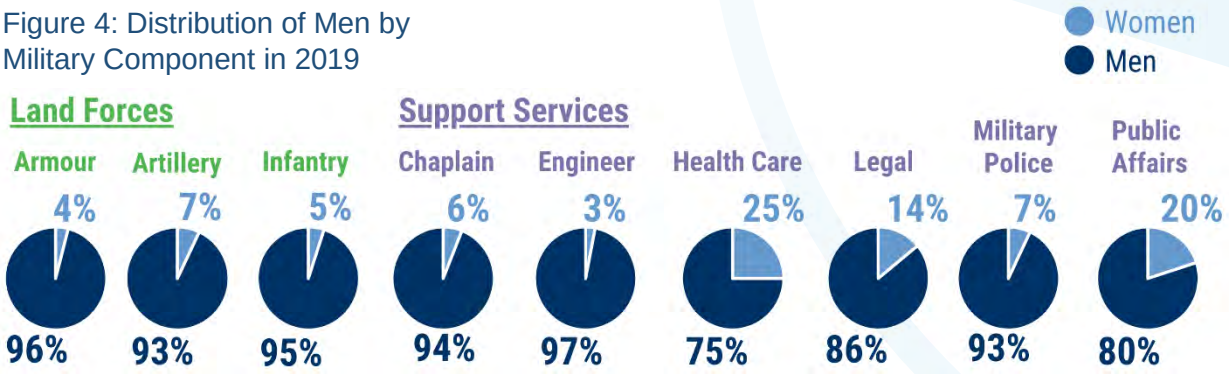


Figure 5: Percentage of Full-Time Women and Men by Military Occupation in 2019

Women
1. Health Care (25%)
2. Public Affairs (20%)
3. Legal (14%)
4. Artillery (7%)
Military Police (7%)
5. Chaplain (6%)
6. Infantry (5%)
7. Armour (4%)
8. Engineer (3%)

Men
1. Engineer (97%)
2. Armour (96%)
3. Infantry (95%)
4. Chaplain (94%)
5. Artillery (93%)
Military Police (93%)
6. Legal (86%)
7. Public Affairs (80%)
8. Health Care (75%)

Figure 6: Ranking of Women and Men by their Representation in Military Occupations

In 2019, military women had the highest representation in health care, whilst military men had the highest representation amongst engineers. Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men re positioned across the reported military occupations.

In 2019, the majority of women served in the infantry. In the Irish DF, the majority of enlisted recruits enter the infantry regardless of gender, as it is the largest Corps.

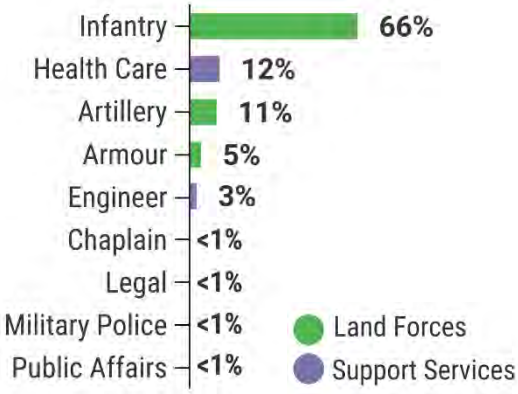


Figure 7: Distribution of Women by Military Occupation in 2019

In 2019, the majority of men served in the infantry.

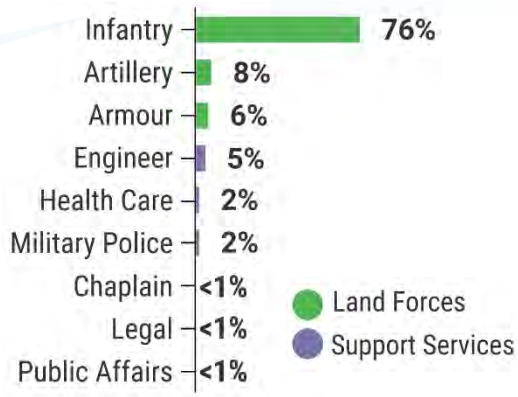


Figure 8: Distribution of Men by Military Occupation in 2019

Policies to Support Entry into the Reserve Forces

The Irish Defence Forces do not have policies to support entry into the Reserves or other military structures as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

The Irish Defence Forces do not have policies to compensate civilian employers who hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The Irish Defence Forces do not have incentives or bonuses for civilian employees to enter the Reserve Forces.

The Irish DF Reserve Forces consist of Land Forces and a Navy. Notably in 2019, the representation of Reserve women (13%) is higher than the representation of full-time women (7%).

The Irish DF reported sex-disaggregated data for their Reserve Forces for the first time in 2019. Therefore, comparisons to previous years cannot be made.



Figure 9: Percentage of Reserve Irish Defence Force Women and Men in 2019

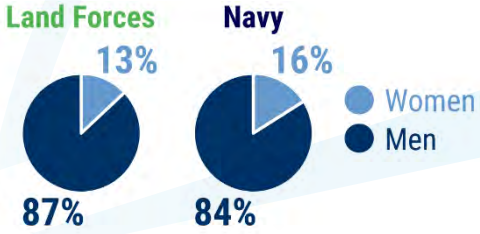


Figure 10: Percentage of Reserve Irish Defence Force Women and Men by Military Component in 2019

Recruitment

Average Age of Enlistment

Women	18-20
Men	18-20

Enlistment Requirements

Enlistment Requirements for the Irish Defence Forces

Same for women and men

Enlistment Requirements for the Physical Fitness Test

The time of completion for a 2.4km run is 13:10 minutes for women and 11:40 minutes for men. Additionally, the push-up requirement is modified for women applicants. The sit-up requirements are the same for women and men.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Same for women and men

Printed and online media campaigns, as well as visits to all-women schools are used to target the recruitment of women in the military.

In 2019, the representation of women decreased in the later stages of the recruitment process, whilst the representation of men increased.

The Irish DF reported sex-disaggregated data for each recruitment stage for the first time in 2019. Therefore, comparisons to previous years cannot be made.

Whilst the section above compares the representation of women and men throughout the recruitment process, *Figures 14, 15 16 and 17* look at the success rate of women and men during each recruitment stage.

These 2019 trends indicate that women applicants have a lower success rate compared to men applicants. However, both women and men have similar success rates at completing basic training.

Furthermore, both women and men applicants have a low recruitment success rate.

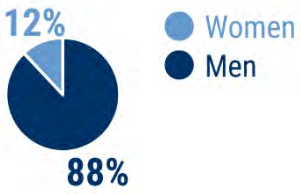


Figure 11: Percentage of Women and Men Applicants for Full-Time Service in 2019

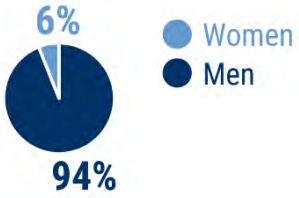


Figure 12: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

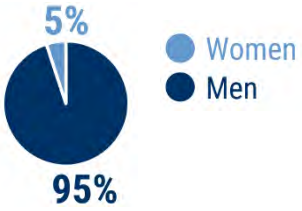


Figure 13: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019



Figure 14: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 16: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

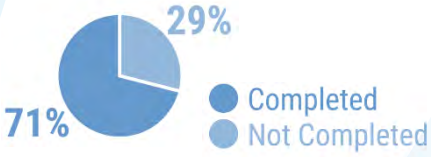


Figure 15: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019

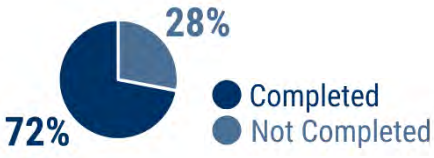


Figure 17: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The Irish DF have general policies to improve retention, including shorter overseas deployments and the possibility of remote working. Whilst there are no specific retention policies for women, the Irish DF take women into account when developing retention policies. Additionally, the Defence Force Women's Network supports women in the military through facilitating meetings that aim to gather feedback. This feedback is shared with the Defence Force's Chain of Command for consideration when developing policies.

Since 2018, the overall representation of women and men in Other Ranks remained relatively the same. However, the overall representation of women in Officer Ranks increased by **8%** (from 12% to 13%) in 2019, whilst the overall representation of men decreased by **1%** (from 88% to 87%). The representation of women in 2019 changed in the following ways across military ranks:

- **+25%** in OR 5-9 (from 4% to 5%)
- **+8%** in OF 1-2 (from 13% to 14%)
- **+10%** in OF 3-5 (from 10% to 11%)

In contrast, the representation of men in 2019 changed in the following ways across military ranks:

- **-1%** in OR 5-9 (from 96% to 95%)
- **-1%** in OF 1-2 (from 87% to 86%)
- **-1%** in OF 3-5 (from 90% to 89%)

The representation of women and men in OR 1-4 and OF-6 and higher remained relatively the same from 2018 to 2019.

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across military ranks. In 2019, the distribution of women indicates that the majority of women were in Other Ranks (**73%**) compared to Officer Ranks (**27%**). Since 2018, the distribution of women changed in the following ways across military ranks:

- **-5%** in OR 1-4 (from 63% to 60%)
- **+8%** in OR 5-9 (from 12% to 13%)
- **+6%** in OF 1-2 (from 16% to 17%)
- **+11%** in OF 3-5 (from 9% to 10%)

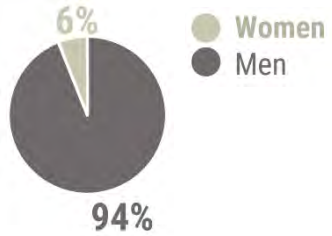


Figure 18: Overall Percentage of Full-Time Women and Men in Other Ranks

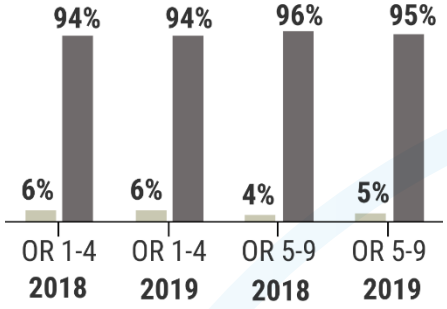


Figure 19: Percentage of Full-Time Women and Men in Other Ranks

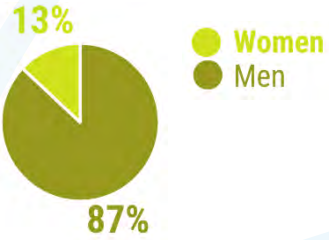


Figure 20: Overall Percentage of Full-Time Women and Men in Officer Ranks

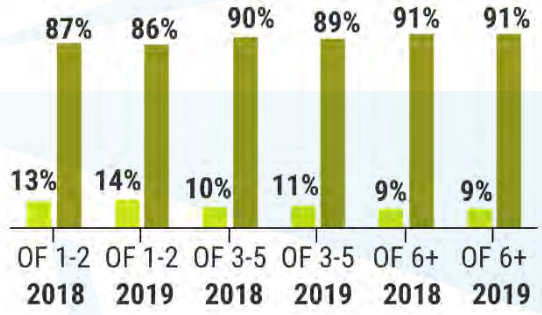


Figure 21: Percentage of Full-Time Women and Men in Officer Ranks

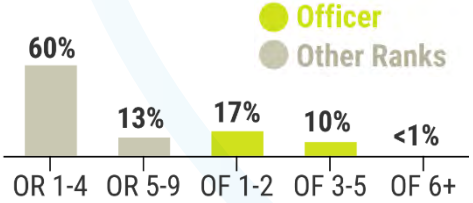


Figure 22: Distribution of Full-Time Women by Military Ranks in 2019

However, the distribution of women in OF-6 and higher remained relatively the same in 2018 and 2019.

Similarly, the distribution of men in 2019 indicates that the majority of men were in Other Ranks (**86.5%**) compared to Officer Ranks (**13.5%**). Whereas, the distribution of men from 2018 to 2019 changed in the following ways across military ranks:

- **-3%** in OR 1-4 (from 70% to 68%)
- **+9%** in OR 5-9 (from 17% to 18.5%)
- **+7%** in OF 1-2 (from 7% to 7.5%)

However, the distribution of men in OF 3-5 and OF-6 and higher remained the between 2018 and 2019.

In 2019, **5%** of the total military members who left were women, whilst **7%** of those who left in 2018 were women.

The raw data indicates that less women left in 2019 compared to 2018. However, more men left in 2019 compared to 2018.

The Irish DF conduct voluntary exit surveys. They have reported that they will start retaining data on reasons why women and men leave in 2020.

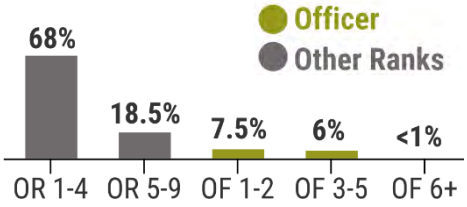


Figure 23: Distribution of Full-Time Men by Military Ranks in 2019

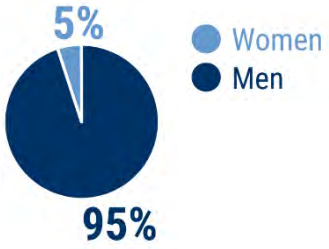


Figure 24: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted for women and men. However, body armour and helmets come in various sizes.

Military facilities have been adapted for both women and men to include separate accommodation facilities.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	N/A	

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	26
Paternity Leave	2
Parental Leave	N/A

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Parental Rights

Administrative and/or Medical Support Systems

The Irish Defence Forces provide paternity, maternity and parental leave. Maternity leave consists of 26 weeks of paid leave, with the option of additional 16 weeks of unpaid leave. Paternity leave consists of two weeks.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

There are specific programmes to support work-life balance for military personnel. Remote working (i.e. from a military facility nearest to home) is permitted once or twice a week when operationally appropriate. Currently, the IDF is exploring options to work from home. While there is no official policy that allows flexible working hours, local arrangements are generally possible at the unit level.

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

There are special measures to support dual service couples. If one service member is sent overseas, their partner is not required to be deployed or to fulfil 24 hours duties.

DO NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finish times of working days,
- ☑ Policy on duties assignments, night duties and/or overtime work
- ☑ Provisions protecting parents from deployment

Average Age of Military Personnel

In the Irish Defence Forces, men tend to be older compared to women.

Since 2018, the average age of women changed in the following way:

- -1 year amongst Officers (from 36 to 35)

Since 2018, the average age of men changed in the following way:

- +1 year amongst NCOs (from 40 to 41)

In 2019, the Irish Defence Forces reported the average age for All Military Personnel and Deployed Personnel for the first time. Therefore, comparisons to previous years on this particular data cannot yet be made.

Average Age

	Women	Men
All Military Personnel	**33**	**36**
NCOs	**39**	**41**
Officers	**35**	**37**
Deployed Personnel	**36**	**36**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Training of Trainers Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were no national programmes for education/training on gender perspective

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the Irish Defence Forces had one GENAD at the Defence Headquarters as well as one appointed GENAD within each of the three Brigade structures.

In 2019, one GENAD was trained at the European Security and Defence College (ESDC) and one GENAD was trained through another institution.

In 2019, one NATO-Certified GENAD and one non-NATO certified GENAD were deployed. Furthermore, 9 non-NATO certified GFPs were deployed in 2019. While these deployments were not in a specific gender appointment, the Irish Defence Forces deploy gender trained personnel with all troop rotations.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

The Irish Defence Forces did not provide details on the Actions Taken towards the selected 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

The Irish Defence Forces developed the Defence Forces Dignity at work Charter.

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

Actions Taken

Strictly enforced guidance documents are in place.

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate.**

Actions Taken

The Irish Defence Forces' Chief of Defence (CHOD) is scheduled to join the Women, Peace and Security (WPS) CHOD Network Executive.

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

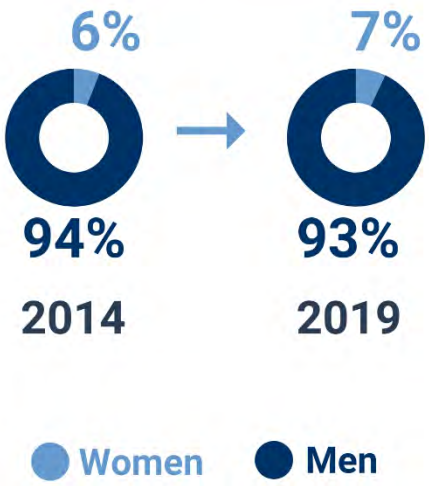
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

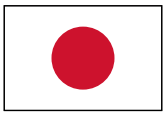
The Irish Defence Forces have a Defence Force Action Plan on the implementation of UNSCR 1325, as well as currently developing the third iteration of the document.

SUMMARY

Percentage of Women and Men in the Full-time Irish Defence Forces



2018	2019
6% Representation of women in full-time armed forces	**7%** Representation of women in full-time armed forces
4% Representation of women in the Air Force	**5%** Representation of women in the Air Force
6% Representation of women in the Navy	**7%** Representation of women in the Navy
12% Overall representation of women in Officer Ranks	**13%** Overall representation of women in Officer Ranks



Japan

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Japan Self-Defence Forces (JSDF) did not enforce specific policies or legislation related to integrating gender perspective.

Quotas

While there is not a quota system, the JSDF have a target for the representation of women. Based on the Ministry of Defence's (MoD) Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance, Japan aims for the representation of women in the JSDF to be over 9% by 2027.

Restrictions on the Incorporation of Women in the Armed Forces

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

Due to maternity protection, women are restricted to being assigned to the Ground Self-Defence Force (GSDF) Nuclear Biological Chemical Weapon Defence Unit, as well as Tunnel Company Units. There are no plans to eliminate these restrictions.

Military Entity Overseeing Gender Perspective

The Work-Life Balance office and Human Resource (HR) divisions of each military component are in charge of the integration of gender perspective and promote related policies.

All comparisons and trends in this report are based on the last submission received in 2017.

In comparison to 2017, the representation of women in the JSDF increased by **17%** (from 6% to 7%) in 2019, whilst the representation of men decreased by **1%** (from 94% to 93%).

Whilst the representation of women continues to increase gradually, women represented approximately **0.5** out of every 10 military personnel in the JSDF. In contrast, men represented **9.5** out of every 10 military personnel in 2019.

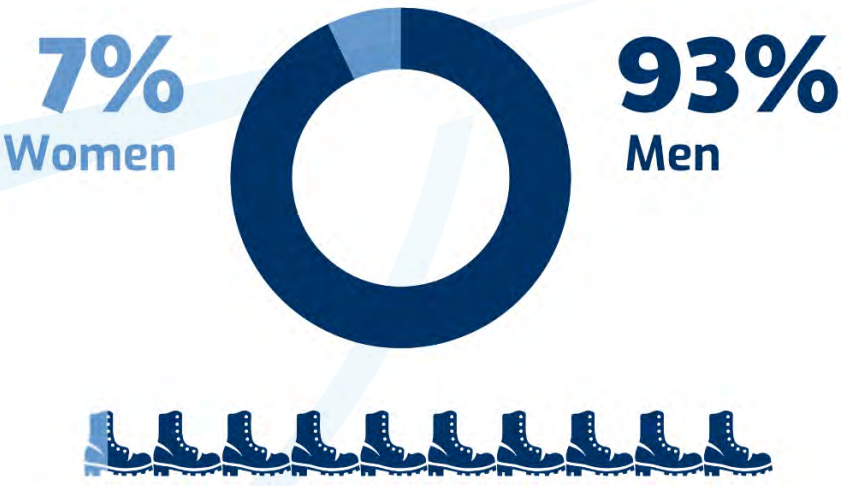


Figure 1: Percentage of Women and Men in the Full-Time Japan Self-Defence Forces in 2019

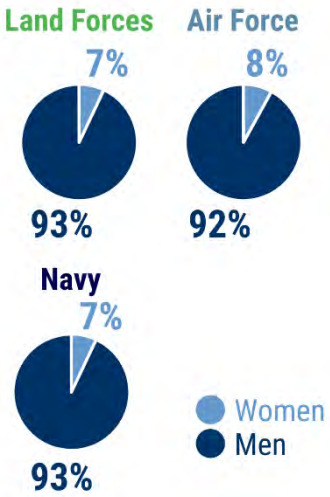


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019

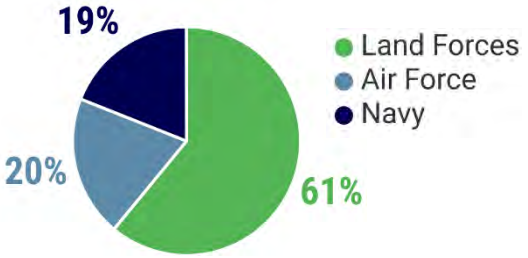


Figure 3: Distribution of Full-Time Women by Military Component in 2019

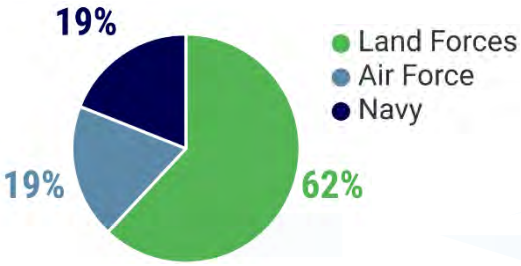


Figure 4: Distribution of Full-Time Men by Military Component in 2019

In 2019, women had a higher representation in the Air Force compared to the Land Forces and the Navy. Notably, the representation of women increased across all military components.

In comparison to 2017, the representation of women in 2019 changed in the following ways across military components:

- **+17%** in Land Forces (from 6% to 7%)
- **+14%** in the Air Force (from 7% to 8%)
- **+17%** in the Navy (from 6% to 7%)

Whereas, the representation of men in 2019 changed in the following ways across military components:

- **-1%** in Land Forces (from 94% to 93%)
- **-1%** in the Air Force (from 93% to 92%)
- **-1%** in the Navy (from 94% to 93%)

Whilst the section above compares the representation of women and men in each military component, this section looks at where women and men are positioned.

In 2019, most women served in the Land Forces. In comparison to 2017, the distribution of women changes in the following ways:

- **-5%** in the Air Force (from 21% to 20%)
- **+6%** in the Navy (from 18% to 19%)

The distribution of women in Land Forces remained the same in both 2017 and 2019.

In 2019, most men served in the Land Forces. In comparison to 2017, the distribution of men remained the same in 2019.

Policies to Support Entry into the Reserve Forces

The JSDF do not have policies to support entry into the Reserves as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

There are policies to compensate employers hiring civilians who have joined the Active Reserves. The MoD provides a special subsidy to the companies that employ JSDF Ready Reserve Personnel and take necessary measures to allow such employees to attend training sessions.

Incentives or Bonuses for Civilians to Enter the Reserves

The JSDF do not have incentives or bonuses for civilian employees to enter the Reserve Forces.

In comparison to 2017, the overall representation of Reserve women increased by **17%** (from 6% to 7%) in 2019, whilst the representation of Reserve men decreased by **1%** (from 94% to 93%).

Compared to 2017, the representation of Reserve women changed in the following ways across military components:

- **+17%** in Land Forces (from 6% to 7%)
- **+133%** in the Air Force (from 3% to 7%)
- **-50%** in the Navy (from 6% to 3%)

In contrast, the representation of Reserve men in 2019 changed in the following ways across military components:

- **-1%** in Land Forces (from 94% to 93%)
- **-4%** in the Air Force (from 97% to 93%)
- **+3%** in the Navy (from 94% to 97%)



Figure 5: Percentage of Women and Men in the Reserve JSDF in 2019

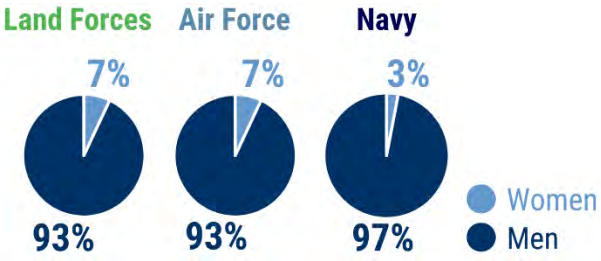


Figure 6: Percentage of Reserve Women and Men by Military Component in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Japan Self-Defence Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Difference in enlistment requirements relate to physical characteristics, such as height, chest size, weight and vital capacity (air capacity of the lungs).

Based on the MoD's Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance, the JSDF aim to increase the representation of women above 10% for incoming recruits. Whilst this action plan aims for women to be at least 9% of the total military personnel by 2027, the target for the representation of women above 10% relates to the representation of women amongst new recruits each year.

Notably in 2019, the representation of women amongst applicants (18%) is higher than the overall representation of women in the JSDF (7%).

In comparison to 2017, the representation of women out of all candidates changed in the following ways throughout the recruitment process:

- **+29%** of all applicants were women (from 14% to 18%)
- **+45%** of all successfully recruited were women (from 11% to 16%)

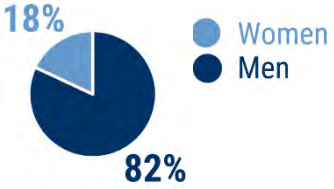


Figure 7: Percentage of Women and Men Applicants for Full-Time Service in 2019

In comparison to 2017, the representation of men out of all candidates changed in the following ways throughout the recruitment process in 2019:

- **-5%** of all applicants were men (from 86% to 82%)
- **-6%** of all successfully recruited were men (from 89% to 84%)

Sex-disaggregated data on women and men who successfully completed basic training was not provided.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men.

Overall, these 2019 trends show that women have a slightly lower success rate compared to men. In comparison to 2017, the success rate of women applicants increased by **19%** (from 16% to 19%). The raw data indicates that more women applied to the military in 2019 compared to 2017.

Similarly, the success rate of men applicants increased by **5%** (from 22% to 23%) in 2019. The raw data indicates that less men applied to the military in 2019 in comparison to 2017.

Retention

Through "The Initiative to Promote Active Engagement of Female JSDF Personnel", specific retention policies for women are implemented. The work-life balance office and Human Resources (HR) divisions within each military component promote the active participation of military women, as well as provide support. Regarding general retention policies, the JSDF launched the Medium Term Defence Programme for 2019-2023 to reinforce their human resource base.

In comparison to 2017, the overall representation of women in Other Ranks increased by **14%** (from 7% to 8%) in 2019, whilst the representation of men decreased by **1%** (from 93% to 92%). The overall representation of women in Officer Ranks increased by **20%** (from 5% to 6%), whilst the representation of men decreased by **1%** (from 95% to 94%) from 2017 to 2019.

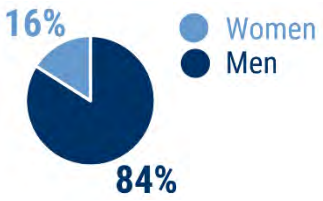


Figure 8: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019



Figure 9: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 10: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019

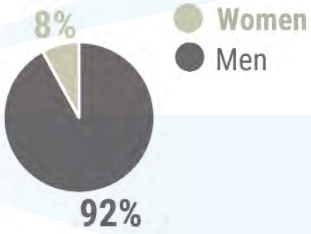


Figure 11: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

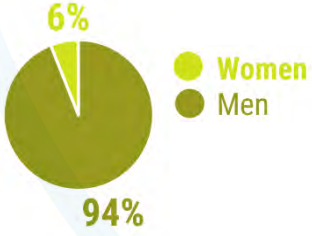


Figure 12: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

Compared to 2017, the representation of women in 2019 changed in the following ways across military ranks:

- **+30%** in OR 1-4 (from 10% to 13%)
- **+17%** in OF 1-2 (from 6% to 7%)
- **+150%** in OF-6 and higher (from 0.4% to 1%)

Notably in 2019, the Air Force had a woman in OF-6 and higher, whereas only the Navy had a woman at this military rank in 2017.

Whereas, the representation of men in 2019 changed in the following ways across military ranks:

- **-3%** in OR 1-4 (from 90% to 87%)
- **-1%** in OF 1-2 (from 94% to 93%)
- **-0,6%** in OF-6 and higher (from 99.6% to 99%)

The representation of women and men in OR 5-9 and OF 3-5 remained the same in both 2017 and 2019.

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned.

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**86%**) compared to Officer Ranks (**14%**). In comparison to 2017, the distribution of women changed in the following ways across military ranks:

- **+13%** in OR 1-4 (from 31% to 35%)
- **-7%** in OR 5-9 (from 55% to 51%)
- **-9%** in OF 1-2 (from 11% to 10%)

Similarly, the distribution of men indicates that the majority of men are in Other Ranks (**82%**) compared to Officer Ranks (**18%**). Compared to 2017, the distribution of men across military ranks remained the same in 2019.

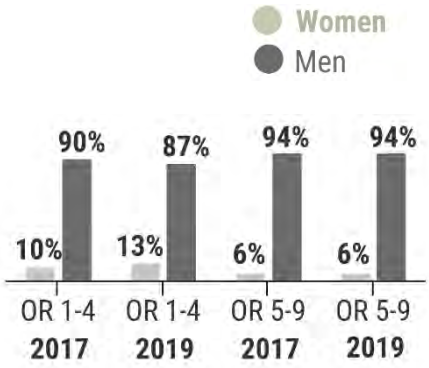


Figure 13: Percentage of Full-Time Women and Men in Other Ranks

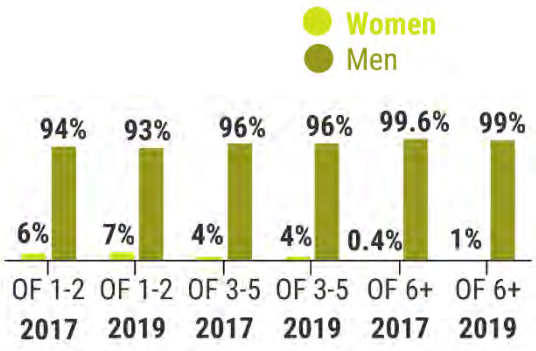


Figure 14: Percentage of Full-Time Women and Men in Officer Ranks

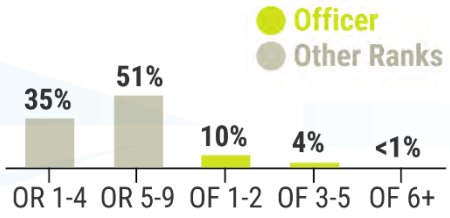


Figure 15: Distribution of Full-Time Women by Military Rank in 2019

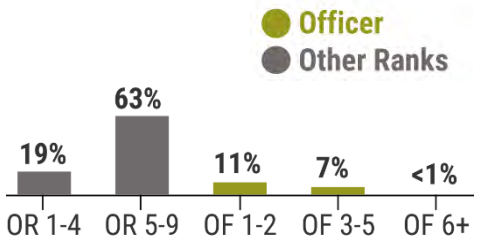


Figure 16: Distribution of Full-Time Men by Military Rank in 2019

In 2019, **7%** of the total service members who left the JSDF were women, whilst women represented **6%** of military personnel who left in 2017.

Compared to 2017, the raw data indicated that more women and men left in 2019. However, data showed that more women entered the military in 2019 compared to the number of women who left.

In contrast, fewer men entered the military compared to the number of men who left. These trends suggest that the overall number of women in the JSDF military is rising, whilst the overall number of men is declining.

Notably in 2019, the main reasons for women and men leaving the military were the same compared to 2017.

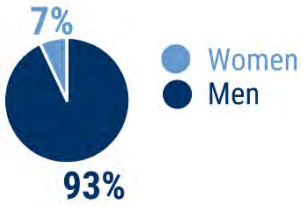


Figure 17: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

In the JSDF, the following military equipment has been ergonomically adapted for both women and men: personal weapons (rifles, handguns), personal protective equipment (CBNR suits, goggles), masks, helmets, tanks, aircrafts, ships, as well as submarines.

Military facilities are adapted for both women and men, in line with the JSDF's guidelines.

Military uniforms are designed for both women and men of various body compositions (length, height, waist size).

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☑	☐
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	163
Paternity Leave	157
Parental Leave	N/A

*Parental Leave is not available

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☑
Educational Studies	☐	☑

Parental Rights

Administrative and/or Medical Support Systems
In addition to paternity and maternity leave, the JSDF have several related acts and regulations such as the "Act on Childcare Leave of National Public Employees", as well as special considerations for pregnant personnel.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)
The MoD's Action Plan for Promoting the Active Participation of Female Employees and Work-Life Balance provides various measures to support military personnel.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)
Temporary child care is available for military personnel engaged in emergency operations (e.g. disaster relief), as well as when JSDF personnel have to attend to duties with their children.

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- [x] Breastfeeding breaks
- [x] Daycare for children at defence ministries and military installations or child care vouchers
- [x] Extra weeks of subsidises maternity/paternity leave
- [x] Flexible working and service hours or variable start/finish times of working days

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☐	☐
Programmes and/or Training for Prevention	☑	☐	☐
Appointed Personnel Overseeing Allegations	☑	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☐	☐
Reported Incidents in the National Armed Forces in 2019	☑	☐	☐

Strategies and/or Policies for Prevention
Strategies and policies to address sexual harassment are outlined in the 1999 Defence Agency Instruction Number 29, as well as in the Circular Notice 'Operation of the Instruction on Prevention on Sexual Harassment'.

Programmes and/or Training for Prevention
There are programmes and/or training related to the prevention of sexual harassment, such as the Circular Notice 'Prevention Week on Harassment for MoD Officers', as well as general training and the training within each force.

Reported Incidents in the National Armed Forces in 2019
The JSDF reported that there were incidents of sexual harassment in the national armed forces in 2019, however, details on these cases were not provided.

Average Age of Military Personnel

In 2019, men in the JSDF tend to be older than women. Compared to 2017, the average age changed for women in the following ways:

- -4 years amongst All Military Personnel (from 36 to 32)
- -4 years amongst Non-Commissioned Officers (NCOs) (from 35 to 31)
- -5 years amongst Officers (from 42 to 37)

The average age changed for men in the following ways:

- +4 years amongst All Military Personnel (from 32 to 36)
- +4 years amongst NCOs (from 31 to 35)
- +3 years amongst Officers (from 38 to 41)

Average Age

	Women	Men
All Military Personnel	**32**	**36**
NCOs	**31**	**35**
Officers	**37**	**41**
Deployed Personnel	**N/A**	

Education and Training Programmes Related to Gender Perspective

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 19 national programmes for education/training on gender perspective
The JSDF did not provide information on the content and target audience of the national Education and Training (E&T) programmes related to gender perspective.

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, Japan had six NATO-Certified GENADs in the MoD. Furthermore, the Nordic Centre for Gender in Military Operations (NCGM) trained one GENAD of the JSDF in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

The JSDF reported that no action or considerations were taken toward any of the 2019 NCGP Recommendations.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

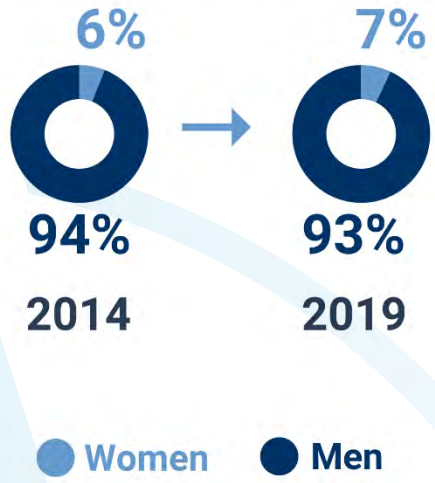
B **Members and Partners should have effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace without victimisation.**

Actions Taken

Based on the MoD's Action Plan for Promoting the Active Participation of Female Employees and Work-Life balance, the JSDF encourage an improved working environment. Furthermore, various policies and training aim at the prevention of sexual harassment.

SUMMARY

Percentage of Women and Men in the Full-time Japan Self-Defence Forces



2017	2019
6% Representation of women in full-time armed forces	**7%** Representation of women in full-time armed forces
6% Representation of women in Land Forces	**7%** Representation of women in Land Forces
7% Representation of women in the Air Force	**8%** Representation of women in the Air Force
6% Representation of women in the Navy	**7%** Representation of women in the Navy
14% Representation of women amongst applicants	**18%** Representation of women amongst applicants
11% Representation of women amongst recruits	**16%** Representation of women amongst recruits
7% Representation of women in Other Ranks	**8%** Representation of women in Other Ranks
5% Representation of women in Officer Ranks	**6%** Representation of women in Officer Ranks



Republic of Moldova

Specific Policies and/or Legislation Related to Integrating Gender Perspective

During 2019, the following new policies or legislation related to integrating gender perspective in the Moldovan National Army were enforced:

1. Government Action Plan for 2020-2023, approved by Government Decision No. 636 on 11 December 2019; and

2. Government Decision No. 690 on 27 December 2019 regarding the establishment of mechanisms for granting paternal leave to men in the military.

Quotas

There is a quota system for women or men in the Moldovan National Army. The Republic of Moldova's Ministry of Defence (MoD) established a quota with a minimum 10% and maximum 20% for women entering the Armed Forces Military Academy 'Alexandru cel Bun'. Additionally, there is a quota with a minimum 10% for women participating in international missions and operations.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

In the Moldovan National Army, the following military entities oversee the integration of gender perspective:

1. Human Resources Development and Military Education Policy Directorate was approved by Order of the MoD No. 628 on 9 October 2017. This is a subdivision that aims to assist the MoD in promoting and monitoring the integration of gender perspective within the National Armed Forces amongst public policies and regulations to ensure gender equality;

2. The MoD Coordinating Group on gender perspective was reapproved by Order of the MoD No. 457 on 2 July 2019. This group's mission is to ensure a more in depth approach to gender equality within MoD policies and regulations, as well as the process of their implementation at all levels of decision-making; and

3. Gender Focal Points (GFPs) within the following subdivisions:

   a. Defence Policy and Defence Planning Directorate within the MoD;
   b. Human Resources Development and Military Education Policy Directorate within the MoD;
   c. Financial and Technical Material Resources Planning Directorate within the MoD;
   d. Policy Analysis, Monitoring and Evaluation Section MoD;
   e. J1 Personal and Mobilization Directorate from the Main Staff of the National Army; and
   f. Legal Directorate from the Main Staff of the National Army.

The GFP Regulation was approved by Order of the MoD No. 457 on 2 July 2019.

In 2019, the representation of women was **20%**. This indicates that the Moldovan National Army has surpassed the NATO Member average (12%). Since 2018, the Moldovan National Army has increased their representation of full-time women by **5%** (from 19% to 20%), whilst the representation of men decreased by **1%** (from 81% to 80%) in 2019.

Whilst the representation of women continues to increase gradually, women on average represent approximately **2** out of every 10 military personnel in the Moldovan National Army in 2019. In contrast, men represent **8** out of every 10 military personnel.

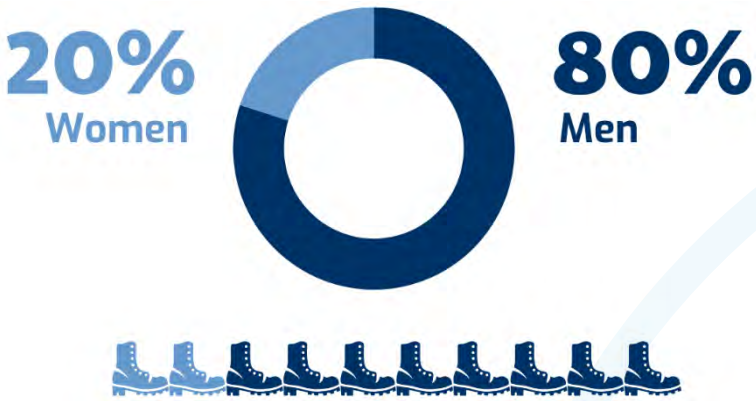


Figure 1: Percentage of Women and Men in the Full-Time Moldovan National Army in 2019

From 2018 to 2019, the representation of women engaged in All Operations increased by **100%** (from 1% to 2%). Thus, the representation of military women in All Operations is trending upward. However, the Moldovan National Army has not reached their national quota for women in international missions and operations (10%).



Figure 2: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Policies to Support Entry into the Reserve Forces

The Moldovan National Army has the following policies to support entry into the Reserve Forces:

1. Law No. 1192-XV on preparation for mobilization and mobilisation, approved by Parliament on 04 July 2002
2. Law No. 1244-XV on the reserve armed forces, approved by Parliament on 18 July 2002
3. Law No. 1245-XV on preparing citizens for homeland defence, approved by Parliament on 18 July 2002
4. Law No. 345-XV on national defence, approved by Parliament on 25 July 2003
5. Law No. 162-XVI on the status of the military, approved by Parliament on 22 July 2005
6. Law No. 158-XVI on public function and the status of civil servants, approved by Parliament on 04 July 2008
7. The Labour Code of the Republic of Moldova, approved by Parliament on 28 March 2003
8. The National Programme "Professional Army 2018-2021", approved by Government's Decision No. 601 on 27 June 2018
9. The National Defence Strategy and the Action Plan on the implementation of the National Defence Strategy for the years 2018-2022, approved by Parliament's Decision No. 134 on 19 July 2018
10. The Military Strategy and the Action Plan for the implementation of the Military Strategy for the years 2018-2022, approved by Government's Decision No. 961 on 03 October 2018

Policies to Compensate Civilian Employers of Reserve Personnel

The Moldovan National Army does not compensate civilian employers of Reserve personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The Moldovan National Army offers the following incentives for civilians to enter the Reserve Forces:

- Compensation in lieu of salary in an amount determined by the MoD
- In addition to ordinary leave, five additional leave days are given to Reservists who serve in the active Reserve for more than 15 years
- Free medical care in military medical institutions for Reservists who serve in the active Reserves for more than 20 years
- Accommodation is provided during their service

Recruitment

Enlistment Requirements

Enlistment Requirements for the Moldovan National Army

Both women and men must be 18 years old prior to entry into the military. However, women and men have the following different enlistment requirements for military entry:

Men

For contract military service, men are eligible after completing one of the following initial military training:

1. At least 6 months of conscript service
2. After completing short-term military service
3. After graduating from the military cathedra schools

Women

- May be employed without initial military training
- After obtaining specialized training

In accordance with national legislation, only males are eligible for conscript service (mandatory for all males who have reached 18 years of age) and for short-term military service.

Enlistment requirements for the Physical Fitness Test

Women and men have the following different enlistment requirements for the physical fitness test:

Men

- Run 3 km
- Push-ups required

Women

- Run 1 km
- Push-ups not required

In 2019, a new regulation of military physical training was initiated to make the requirements for women and men more similar. The approval of this regulation is expected in the first quarter of 2020.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

Enlistment requirements related to physical characteristics are lower for women than for men:

Men: 170 cm minimum

Women: 165 cm minimum

Specific Policies to Promote the Recruitment of Women in the Military

1. The Strategy to ensure equality between women and men in the Republic of Moldova is outlined in the National Action Plan (NAP) for the period 2018-2021, approved by the Government's Decision No. 259 on 28 April 2017
2. The National Programme for the Implementation of UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) for the years 2018-2021 was drafted and the Action Plan on its implementation, approved by the Government's Decision No. 259 on 28 March 2018
3. The National Programme "Professional Army 2018-2021", approved by Government's Decision No. 601 on 27 June 2018
4. The National Defense Strategy and the Action Plan on the implementation of the National Defense Strategy for the years 2018-2022, approved by Parliament's Decision No. 134 on 19 July 2018
5. The Military Strategy and the Action Plan for the implementation of the Military Strategy for the years 2018-2022, approved by Government's Decision No. 961 on 3 October 2018

Since 2018, the representation of women and men in all officer ranks has remained the same. However, the percentage of women in officer ranks who serve in senior positions increased by **2%** (from 53% to 54%) in 2019. The Republic of Moldova did not report on the Non Commissioned Ranks in 2019.

Notably, the representation of women is higher than the representation of men amongst civilian personnel within the national armed forces. The representation of women has decreased from 2018 to 2019 by **3%** (from 63% to 61%). Conversely, the representation of men has increased by **5%** (from 37% to 39%).

When analysing military and civilian personnel jointly, the representation of women dramatically decreased particularly amongst top leadership positions. Since 2018, the representation of women and men has remained the same amongst top leadership positions.

54%
of all women within Officer Ranks serve in senior positions

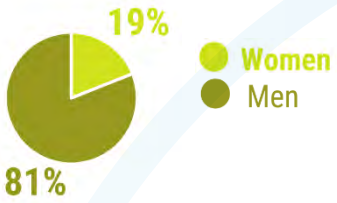


Figure 3: Representation of Women and Men in Officer Ranks in 2019

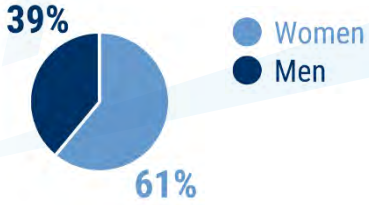


Figure 4: Representation of Women and Men Amongst Civilian Personnel in 2019

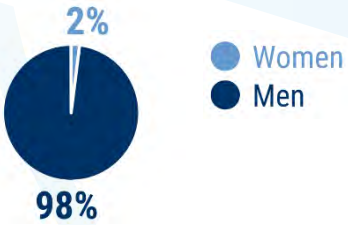


Figure 5: Representation of Military and Civilian Women and Men Amongst Top Leadership Positions in 2019

The Moldovan National Army did not provide data on the representation of women and men leaving the national armed forces in 2019. However, the Moldovan National Army have reported that they have methods to monitor women and men leaving the armed forces.

In accordance with the Moldovan military regulations, military and civil servants must undertake an interview with their Commander along with Human Resources representatives 10 days before leaving service. The interview is the opportunity to explain the reasons for leaving. Based on the discussion, a conversation sheet is developed. If the Commander or higher command can solve the issue, the military or civil servant submits a request to remain in the military service. In addition, psychologists conduct periodic surveys to identify the reasons why individuals leave the armed forces. This information is used to develop various procedures for keeping personnel in the Moldovan National Army.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Dangerous Working Environment	☑	☐
Difficulties in Balancing Work and Family Life	☑	☐
Dissatisfaction with Military Salaries	☑	☑
Limited Leadership Opportunities	☑	☐
Personal Undisclosed Reasons	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment has not been adapted. However, facilities have been adapted. Through the Global Peace Operations Initiative programme in 2019, the infrastructure for the Training Center of the National Army in Bulboaca was renovated to correspond to the needs of both women and men.

Military uniforms are designed for both women and men but improvements still need to be made. Currently, the regulation on military uniforms is being revised to address the needed improvements.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	18
Paternity Leave	2
Parental Leave	N/A

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☑
Care for Elderly or Sick	☐	☐
Educational Studies	☑	☐

Parental Rights

Administrative and/or Medical Support Systems

Legal social support is provided to mothers during pregnancy and for both parents of a new-born. Women under military contract, or wives of military personnel, receive the following paid maternity leave:

- Prenatal leave for 70 days (112 days for pregnancies with 3 or more children)
- Postnatal leave for 56 days (70 days for births with complications or birth of two or more children)

Women and men are granted leave for childcare that is partly paid. This allowance is paid from the State social insurance budget. This parental leave maybe used in whole or in part at any time until the child is three years old. Afterward, one of the parents can use unpaid leave for child care until the child is four years old.

Mandatory annual leave is granted on request, at any time of the year, for the following categories:

- Military personnel who have a disabled child under the age of 16
- Military single parents, educating one or more children under the age of 16
- Military spouses, as far as possible, simultaneously
- Military personnel whose wives are on maternity leave
- Military personnel who have two or more children under the age of 16.

Does NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel (e.g. teleworking)

Does NOT have Special Programmes or Measures to Support Dual Service Couples (e.g. do not deploy both serving parents at same time)

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finish times of working day
- ☑ Policy of duty assignments, night duties and/or overtime work

Average Age of Military Personnel

In 2019, the average ages for women and men in the Moldovan National Army remained unchanged compared to 2018.

Overall, trends indicate that men in the Moldovan National Army tend to be older than women.

Average Age

	Women	Men
All Military Personnel	31	36
NCOs	26	30
Officers	35	38
Deployed Personnel	33	32

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

Strategies and/or Policies for Prevention

Strategies to prevent sexual harassment in the Moldovan National Army are outlined in the Republic of Moldova's NAP for the period 2018-2021, approved by Government's Decision No. 259 on 28 April 2017.

Programmes and/or Training for Prevention

In the Moldovan National Army, there are several hours of training about prevention of sexual harassment and sexual abuse, which are included in the Annual Army Training Programme. Military staff undergoing preparation to participate in missions are trained to adopt specific behaviour in relation to females, taking into account the cultural aspects of the area of responsibility and the area of operation. This presupposes a set of rules and requirements to be complied for avoiding sexual harassment.

Appointed Personnel Overseeing Allegations and Formal Procedures

There is appointed personnel to deal with or to whom to report sexual harassment and there are formal procedures for female and male victims to report harassment.

The procedures include:

- Reports to the MoD Coordinating Group on Gender Perspective
- Reports to the GFPs
- Reports to the Chief/Commander
- Reports to the General Inspection Directorate of the Military Inspectorate
- Reports to the Military Police
- 24/7 hotlines, where victims can report to the higher authorities

Reported Incidents in the National Armed Forces in 2019

The Moldovan National Army reported that there were no incidents of sexual harassment, abuse or assault in 2019.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

The Moldovan National Army did not use the NATO Gender Education and Training Package for Nations.

NATO Certified Gender Education and Training Products Used in 2019

- ADL 168
- ADL 169
- ADL 171
- Gender Advisor Course
- Gender Focal Point Training
- Key Leader Seminar
- Gender Training of Trainers Course
- Utility of Gender in Peace Support Operations

Education and Training Programmes Related to Gender Perspective

National Armed Forces Gender Perspective Related Education/Training Programmes

The Moldovan National Army has a four-hour training module with the following main topics:

- Basic Gender Definitions and Terms
- Integration of gender perspective in PSO
- WPS Agenda
- Prevention of Sexual Harassment and Sexual Exploitation and Abuse (SEA)
- Conflict-Related Sexual and Gender Based Violence (CR-SGBV)

Target: OR 1-9 and OF 1-2
Phase: Pre-deployment Training

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

The Moldovan National Army did not report having any GENADs in 2019. However, there were GFPs in the following military structures:

- Six non-NATO certified GFPs in the MoD; and
- Two non-NATO certified GFPs in the General Staff.

In 2019, the following training occurred:

- One NATO-Certified GENAD and one NATO-Certified GFP trained at the Nordic Centre for Gender in Military Operations (NCGM); and
- One NATO-Certified GENAD and two NATO-Certified GFPs trained at the NCGM and Allied Command Transformation (ACT) Advanced Distance Learning Courses.

In 2019, the Moldovan National Army did not deploy any GENADs or GFPs.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC recognises gender perspective as a capability and approves the development of an implementation plan**

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

C **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

D **The MC approves the development and implementation of a strategic communications plan in order to achieve awareness for NATO, Allies and Partners.**

Actions Taken were not provided.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

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

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

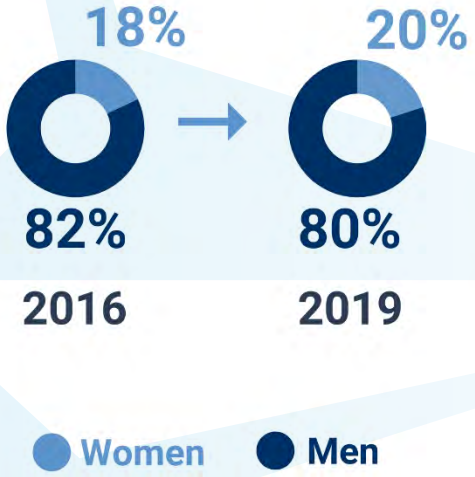
D MC encourages Nations to adopt all adequate measures to implement NATO Military Guidelines on Prevention of, and Response to, Conflict-Related Sexual and Gender-Based Violence.

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

Actions Taken were not provided.

SUMMARY

Percentage of Women and Men in the Full-time Moldovan National Army



2018	2019
19% Representation of women in full-time armed forces	**20%** Representation of women in full-time armed forces
Different Requirements for the physical fitness test between women and men	**Similar Requirements** for the physical fitness test between women and men
4 Gender Focal Points assigned within the MoD	**6** Gender Focal Points assigned within the MoD
0 Gender Advisors and Gender Focal Points trained at NATO-Certified centres	**5** Gender Advisors and Gender Focal Points trained at NATO-Certified centres
3 2018 NCGP Recommendations implemented	**5** 2018 NCGP Recommendations implemented



New Zealand

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, policies and legislation related to integrating gender perspective in the New Zealand Defence Force (NZDF) were enforced. Established by UN Women and the UN Global Compact, the NZDF adopted the Women's Empowerment Principles (WEPs) which include 7 principles to assess NZDF policies:

1. Establish high-level corporate leadership for gender equality;
2. Treat all women and men fairly at work, respect and support human rights and non-discrimination;
3. Ensure the health, safety and well-being of all women and men workers;
4. Promote education, training and professional development for women;
5. Implement enterprise development, supply chain and marketing practices that empower women;
6. Promote equality through community initiatives and advocacy; and
7. Measure and publicly report on progress to achieve gender equality.

Quotas

The NZDF does not have a quota system for women and men. The personnel policy builds on a standardised gender-neutral selection and merit basis.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Programme Lead Wāhine Toa is an equivalent Lieutenant Colonel position overseeing the recruitment and retention of women in the NZDF to support operational effectiveness. This is done by considering career advancement and fostering an inclusive culture from a gender lens. The Programme Lead Wāhine Toa reports to the Director of Diversity and Inclusion and is responsible for the following tasks:

- Supporting the establishment of gender targets with the Services;
- Supporting Defence Recruiting in increasing the number of women interested in a military career;
- Supporting retention of women within the NZDF;
- Promoting the availability of flexible working arrangements;
- Addressing issues in conjunction with the Services (e.g. uniforms, policies, practices, culture, and other barriers for women);
- Representing women in the NZDF through a sustainable women's advisory network (WAN);
- Ensuring all decision-making boards have 30% gender representation;
- Ensuring the support tools and processes for career advancement are free from gender bias;
- Developing gender guidelines to support the elimination of gender bias;
- Developing a gender checklist for new projects; and
- Supporting Operation Respect activities related to prevention of harmful and inappropriate behaviour.

Since 2018, the NZDF's representation of women has increased by **6%** (from 17% to 18%), whereas the representation of men has decreased by **1%** (from 83% to 82%) in 2019.

Whilst the representation of women continues to increase gradually, women on average represent approximately **2** out of every 10 military personnel in the NZDF in 2019. In contrast, men represent **8** out of every 10 military personnel.

In 2019, the representation of women was higher in the Navy compared to the Air Force and Land Forces, as shown in *Figure 2*. Since 2018, the representation of women and men remained relatively the same.

Whilst the section above compares the representation of both women and men in each military component, *Figures 3 and 4* identify where women and men are positioned across military component.

In 2019, most military women served in Land Forces, followed by the Navy and the Air Force as indicated in Figure 3. Since 2018, the distribution of women changed in the following ways across military components:

- **-3%** in Land Forces (from 39% to 38%)
- **-2%** in the Air Force (from 30% to 29.5%)
- **+5%** in the Navy (from 31% to 32.5%)

In comparison, most military men served in Land Forces, followed by the Air Force and the Navy. As shown in *Figure 4*, the distribution of men changed from 2018 to 2019 in the following ways across military components:

- **-7%** in Land Forces (from 53% to 50%)
- **+7%** in the Air Force (from 26% to 28%)
- **+5%** in the Navy (from 21% to 22%)

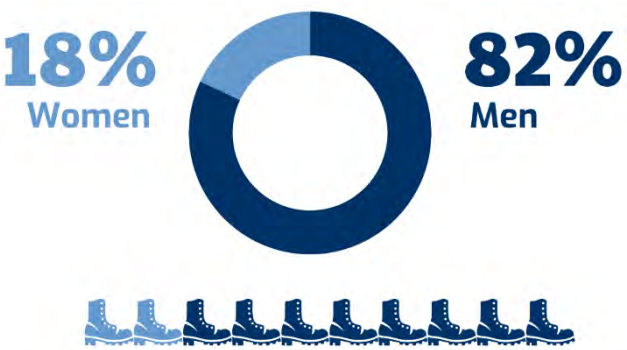


Figure 1: Percentage of Women and Men in the Full-Time New Zealand Defence Force in 2019

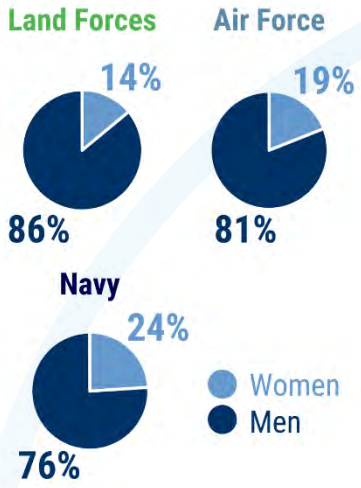


Figure 2: Percentage of Full-Time Women and Men by Military Component in 2019

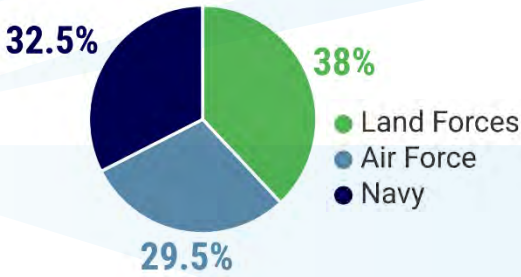


Figure 3: Distribution of Full-Time Women by Military Component in 2019

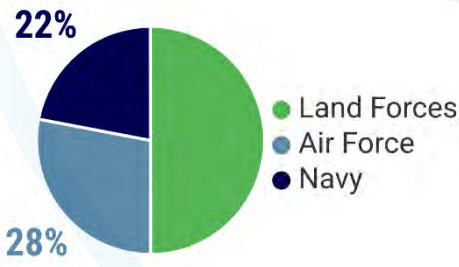


Figure 4: Distribution of Full-Time Men by Military Component in 2019

Since 2018, the representation of women in the infantry decreased by **50%** (from 2% to 1%), whereas the representation of men increased by **1%** (from 98% to 99%) in 2019. Furthermore, the representation of women and men in armour and artillery remained approximately the same.

From 2018 to 2019, the representation of military women changed in the following ways across military occupations:

- **-53%** in marine systems engineering (from 15% to 7%)
- **+5%** in naval warfare (from 19% to 20%)

In contrast, the representation of military men in 2019 changed in the following ways across military occupations:

- **+9%** in marine systems engineering (from 85% to 93%)
- **-1%** in naval warfare (from 81% to 80%)

Since, the representation of women and men across the remaining military occupations in *Figure 5* was reported for the first time in 2019, a comparison to previous years cannot be made.

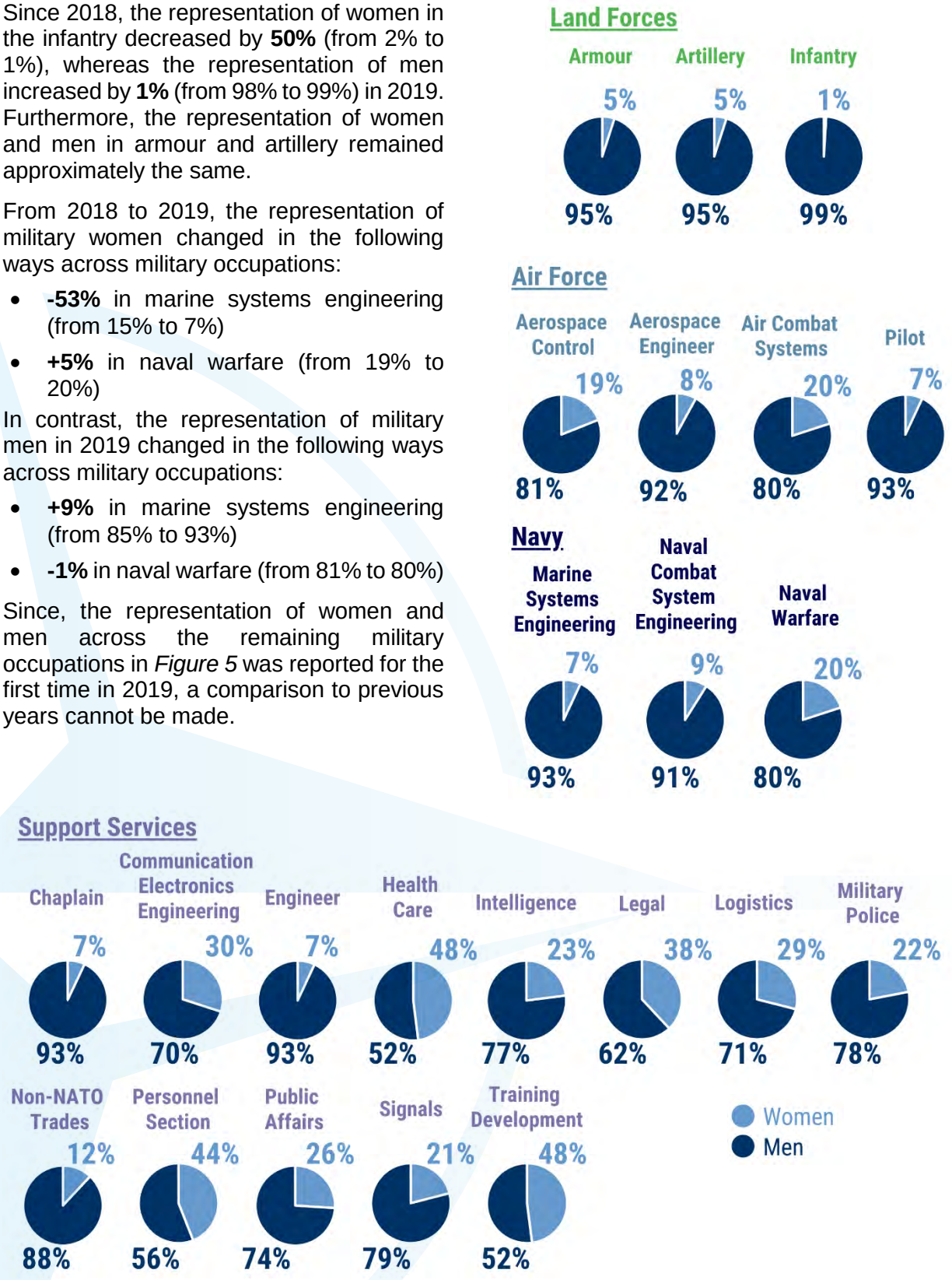


Figure 5: Percentage of Women and Men by Military Occupation Across Military Occupations in 2019

In 2019, military women had the highest representation in health care and training development, whilst men had the highest representation in the infantry. Notably as highlighted in *Figure 6*, women had a 20% or higher representation in over half of the military occupations.

Since sex-disaggregated data for 18 military occupations were provided for the first time in 2019, a robust comparison to 2018 cannot be provided.

Women	Men
1. Health Care (48%)	1. Infantry (99%)
Training Development (48%)	2. Armour (95%)
2. Personnel Section (44%)	Artillery (95%)
3. Legal (38%)	3. Chaplain (93%)
4. Communication Electronics Engineering (30%)	Engineer (93%)
5. Logistics (29%)	Marine Systems Engineering (93%)
6. Public Affairs (26%)	Pilot (93%)
7. Intelligence (23%)	4. Aerospace Engineering (92%)
8. Military Police (22%)	5. Naval Combat System Engineering (91%)
9. Signals (21%)	6. Non-NATO Trades (88%)
10. Air Combat Systems (20%)	7. Aerospace Control (81%)
Naval Warfare (20%)	8. Air Combat Systems (80%)
11. Aerospace Control (19%)	Naval Warfare (80%)
12. Non-NATO Trades (12%)	9. Signals (79%)
13. Naval Combat System Engineering (9%)	10. Military Police (78%)
14. Aerospace Engineering (8%)	11. Intelligence (77%)
15. Chaplain (7%)	12. Public Affairs (74%)
Engineer (7%)	13. Logistics (71%)
Marine Systems Engineering (7%)	14. Communication Electronics Engineering (70%)
Pilot (7%)	15. Legal (62%)
16. Armour (5%)	16. Personnel Section (56%)
Artillery (5%)	17. Health Care (52%)
17. Infantry (1%)	Training Development (52%)

Figure 6: Ranks the Military Occupations for Women and Men Based on Their Representation

Whilst the section above compares the representation of women and men in each military occupation, *Figure 7* indicates where women and men are positioned across the NZDF.

In 2019, most military women were positioned in logistics, followed by health care and signals.

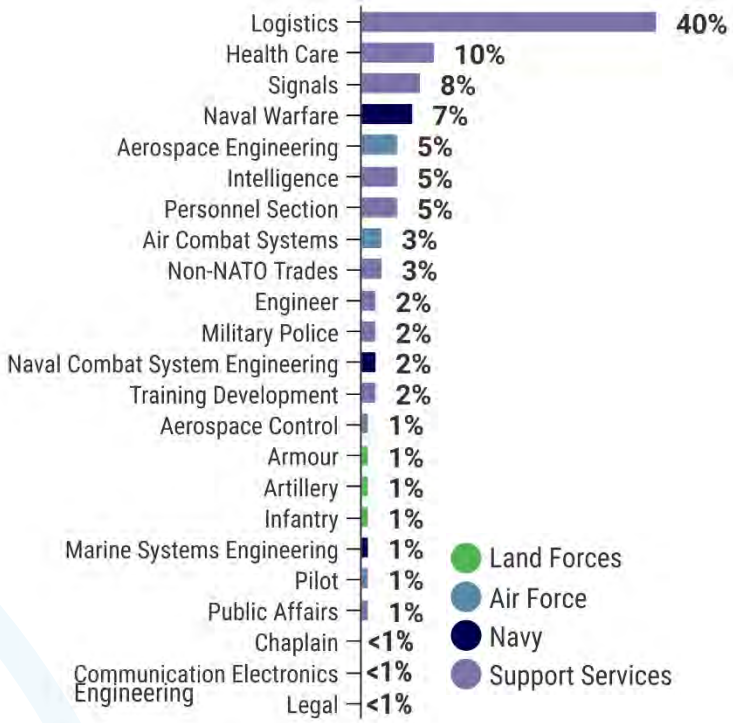


Figure 7: Distribution of Women by Military Occupation in 2019

In contrast, as shown in *Figure 8,* most military men in 2019 were positioned in logistics, followed by aerospace engineering and the infantry.

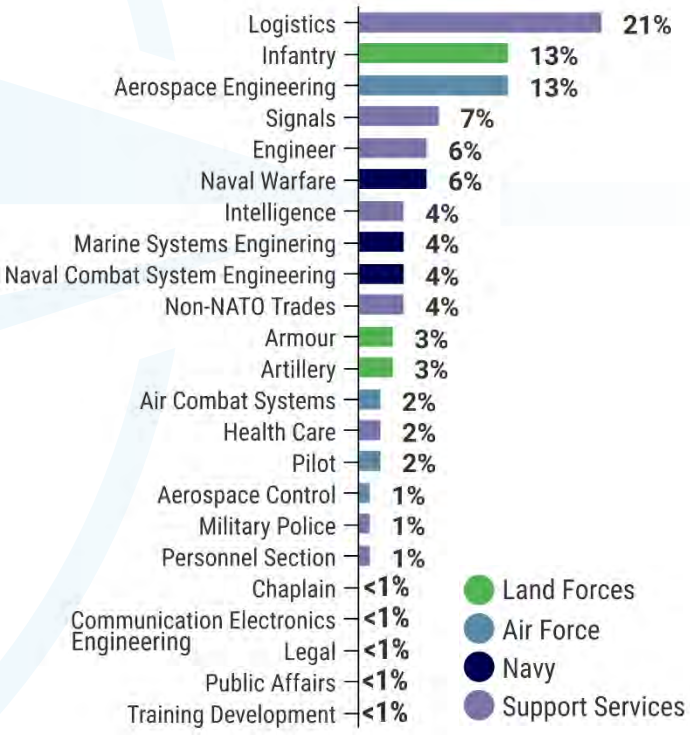


Figure 8: Distribution of Men by Military Occupation in 2019

In 2019, the NZDF engaged in the following military operations:

- United Nations Truce Supervision Organisation (UNTSO) mission;
- United Nations Command Military Armistice Commission (UNCMAC);
- United Nations Mission in South Sudan (UNMISS);
- Combined Maritime Forces (CMF)
- NATO Resolute Support; and
- Operation Inherent Resolve (CJTF-OIR)

In this section, the comparative analysis on women and men engaged in All Operations was based on the NZDF latest data submissions from 2017 and 2019.

As highlighted in Figure 9, the overall representation of women engaged in All Operations from 2017 to 2019 increased by **29%** (from 14% to 18%), whilst the overall representation of men decreased by **5%** (from 86% to 82%).

Whereas *Figure 10* shows how the representation of women engaged in All Operations in 2017 and 2019 changed across military components:

- **+9%** in Land Forces (from 11% to 12%)
- **+100%** in the Air Force (from 22% to 44%)
- **+191%** in the Navy (from 11% to 32%)

In contrast, the representation of men engaged in All Operations in 2017 and 2019 changed in the following ways across military components:

- **-1%** in Land Forces (from 89% to 88%)
- **-28** in the Air Force (from 78% to 58 %)
- **-24%** in the Navy (from 89% to 68%)

In All Operations, the NZDF had 44% representation of women in the Air Force and 32% in the Navy. Therefore, the NZDF reached the UN target (15%) in **2** out of 3 of their military components in All Operations during 2019.



Figure 9: Percentage of Full-Time Women and Men in the NZDF Engaged in All Operations

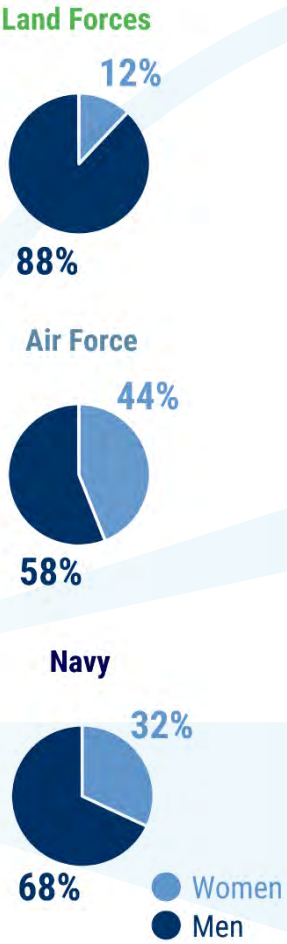


Figure 10: Percentage of Full-Time Women and Men Engaged in All Operations by Military Component in 2019

As shown in *Figure 11*, the overall representation of women engaged in NATO Operations from 2017 to 2019 increased by **60%** (from 10% to 16%) whilst the overall representation of men decreased by **7%** (from 90% to 84%).

Figure 12 illustrates that the representation of women in the Land Forces engaged in NATO Operations increased by **10%** (from 10% to 11%), whilst the representation of men in Land Forces decreased by **1%** (from 90% to 89%) in 2019.

In 2017, the NZDF only deployed their Land Forces to NATO Operations, whereas both Land Forces and Air Force were deployed in 2019. Whilst Air Force men deployed in other military operations, only women in the Air Force deployed in NATO Operations. The Navy did not deploy in 2017 or 2019.



Figure 11: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

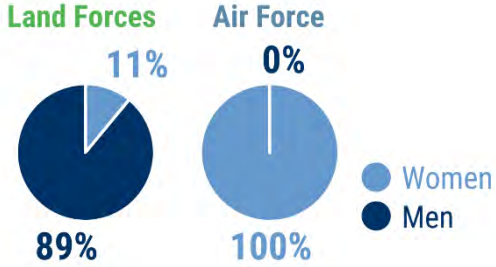


Figure 12: Percentage of Full-Time Women and Men Engaged in NATO Operations by Military Component in 2019

Since 2018, the overall representation of Reserve women increased by **6%** (from 17% to 18%), whilst the overall representation of Reserve men decreased by **1%** (from 83% to 82%) in 2019, as shown in *Figure 13*.

In addition, the representation of Reserve women from 2018 to 2019 changed in the following ways across military components, as shown in *Figure 14*:

- **+7%** in Land Forces (from 14% to 15%)
- **+21%** in the Air Force (from 19% to 23%)

In contrast, the representation of Reserve men in 2019 changed in the following ways across military components:

- **-1%** in Land Forces (from 86% to 85%)
- **-5%** in the Air Force (from 81% to 77%)

The representation of Reserve women and men in the Navy remained relatively the same in 2019 compared to 2018.



Figure 13: Percentage of Reserve Women and Men in the NZDF in 2019

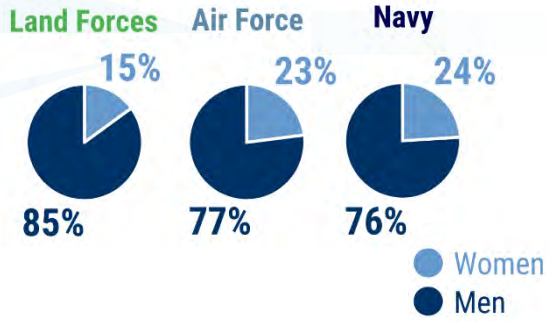


Figure 14: Percentage of Reserve Women and Men by Military Component in 2019

Policies to Support Entry into the Reserve Forces

The NZDF do not have policies to support entry into the Reserves as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

The NZDF do not have policies to compensate civilian employers who hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

The NZDF do not have incentives or bonuses for civilian employees to enter the Reserve Forces.

Recruitment

Enlistment Requirements

Enlistment Requirements for the New Zealand Defence Force

Same for women and men

Enlistment Requirements for the Physical Fitness Test

Requirements for the physical fitness tests are different based on age and gender.

Enlistment Requirements Related to Physical Characteristics(e.g. height, weight)

Same for women and men

The NZDF did not have policies to promote the recruitment of women in 2019.

Notably in 2019, the representation of women applicants (28%) was significantly higher than the overall representation of women in the NZDF (18%), as shown in *Figure 15*. In contrast, the representation of men applicants (72%) was slightly lower than the overall representation of men in the NZDF (82%).

As indicated in *Figure 16*, the representation of women and men successfully recruited out of all applicants remained approximately the same from 2018 to 2019.

Since the representation of women and men completing basic training was reported for the first time in 2019 as highlighted in *Figure 17*, a comparison to previous years cannot be made.

Average Age of Enlistment

Women	21-25
Men	21-25

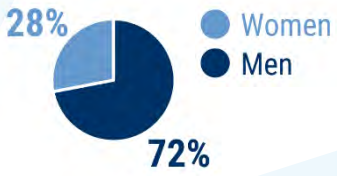


Figure 15: Percentage of Women and Men Applicants for Full-Time Service in 2019

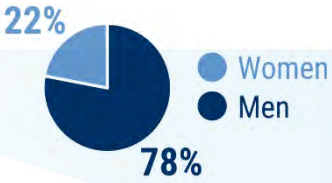


Figure 16: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

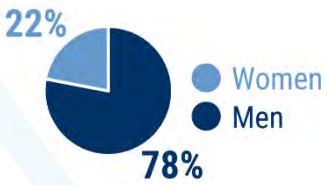


Figure 17: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Compared to 2018, the success rate of women applicants being recruited decreased in 2019 by **30%** (from 10% to 7%), as shown in *Figure 18.*

The raw data indicates that more women applied to the NZDF in 2019 compared to the previous year. However, fewer women were recruited in 2019 compared to 2018.

Since the sex-disaggregated data on the representation of women and men completing basic training was reported for the first time in 2019 as highlighted in *Figure 19*, a comparison to previous years cannot be made.

Figure 20 indicates that the success rate of men applicants being recruited decreased from 2018 to 2019 by **23%** (13% to 10%).

Similar to women, the raw data indicates that more men applied to the NZDF in 2019 than in 2018. However, fewer men were recruited in 2019 compared to 2018.



Figure 18: Percentage of Women Successfully Recruited Out of Women Who Applied



Figure 19: Percentage of Women Successfully Completing Basic Training Out of Women Recruited



Figure 20: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 21: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

Retention

The NZDF utilises their parental leave incentives to retain military women. Additionally, there is a network to support women in the military. Formally known as the Women's Advisory Network (WAN), the Gender Equality Network is undergoing the process of being extended across all three military services to develop intersectional groups. There are a number of voluntary roles that act as points of contact, as well as formal roles within each service and the Headquarters (HQ). These roles include Service Gender Advisors, Wahine Toa and Tane Toa Leads.

Regarding general retention policies, the NZDF has created the "Practical Guide to Transitioning from Military to Civilian Life". This guide also promotes the continued service in the Reserves.

Since 2018, the overall representation of women in Other Ranks, as indicated in *Figure 22 has* increased by **6%** (from 17% to 18%), whilst the overall representation of men decreased by **1%** (from 83% to 82%) in 2019.

Whilst the overall representation of women and men in Officer Ranks remained relatively the same in 2019, as shown in *Figure 23*.

In addition, *Figures 24 and 25* highlight that the representation of women from 2018 to 2019 changed in the following ways across military ranks:

- **+6%** in OR 1-4 (from 18% to 19%)
- **+267%** in OF-6 and higher (from 3% to 11%)

Notably, the NZDF gained two more women in OF-6 and higher in 2019.

In comparison, the representation of men as illustrated in Figures 24 and 25 changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 82% to 81%)
- **-8%** in OF-6 and higher (from 97% to 89%)

Additionally, the representation of women and men in OR 5-9, OF 1-2 and OF 3-5 remained relatively the same in 2018 and 2019.

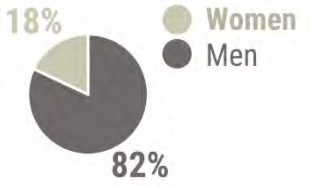


Figure 22: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

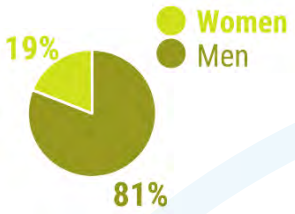


Figure 23: Overall Percentage of Full-time Women and Men in Officer Ranks in 2019

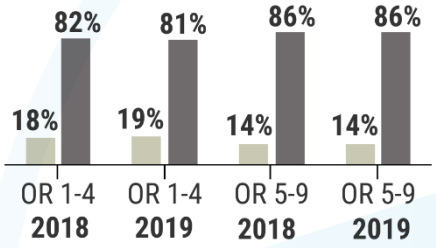


Figure 24: Percentage of Full-time Women and Men in Other Ranks in 2019

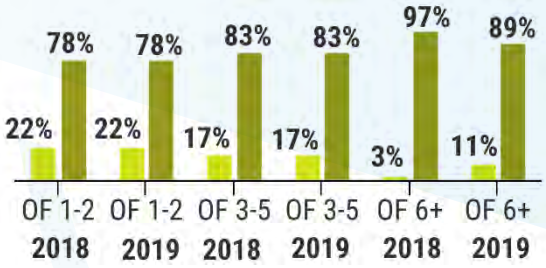


Figure 25: Percentage of Full-time Women and Men in Officer Ranks

Whilst the section above compares the representation of women and men in each military rank, this section looks at where women and men are positioned across military ranks.

As shown in *Figure 26*, the distribution of women indicates that the majority of women are in the Other Ranks (**76%**) compared to Officer Ranks (**24%**) in 2019. Since 2018, the distribution of women changed in the following ways across military ranks:

- **+2%** in OR 1-4 (from 57% to 58%)
- **-13%** in OF 1-2 (from 15% to 13%)
- **+10%** in OF 3-5 (from 10% to 11%)

The distribution of women in OR 5-9 and OF-6 and higher remained relatively the same in 2019.

Similarly, *Figure 27* indicates that the majority of men are in the Other Ranks (**79%**) compared to Officer Ranks (**21%**) in 2019. Since 2018, the distribution of men changed in the following ways across military ranks:

- **+2%** in OR 1-4 (from 54% to 55%)
- **-9%** in OF 1-2 (from 11% to 10%)

The distribution of men in OR 5-9, OF 3-5 and OF-6 and higher remained relatively the same in 2019.

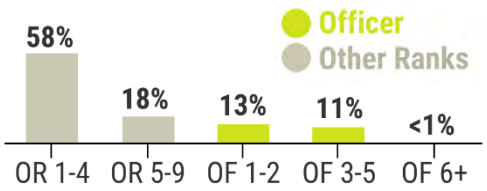


Figure 26: Distribution of Full-Time Women by Military Rank in 2019

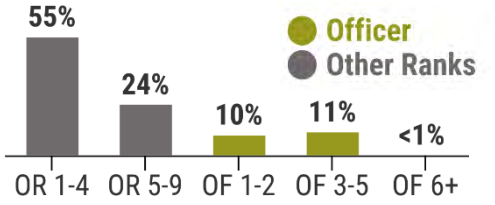


Figure 27: Distribution of Full-Time Men by Military Rank in 2019

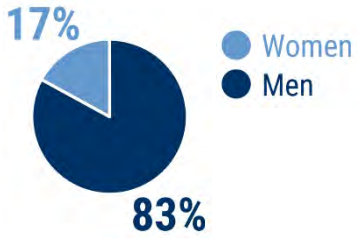


Figure 28: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

In 2019, **17%** of the total military members who left the NZDF were women as highlighted in *Figure 28*. Since the NZDF reported sex-disaggregated data on military personnel leaving for the first time in 2019, a comparison to previous years cannot be made.

However, the NZDF reported carrying out exit surveys and interviews in order to monitor the reasons why military members leave the NZDF. In 2019, women and men had the same main reasons for leaving the military. However, in 2018, lack of stability was a main reason for women and men leaving the military, whereas this was not the case in 2019. In addition, pursuing a different career or educational opportunity became an additional main reason for women and men leaving in 2019.



Military Equipment, Facilities and Uniforms

The NZDF has not adapted military equipment for both women and men. However, there is equipment that fit both women and men (e.g. the Epic Body Armor System). The Royal New Zealand Air Force is currently exploring the purchase of women's flying clothing, which various manufacturers have started to produce.

Military facilities are adapted for both women and men. The NZDF Accommodation, Dining and Messing Modernisation Plan included workshops across the NZDF to ensure that future NZDF buildings provide accommodation, dining facilities and services. This aims to enable an integrated Defence Force and to achieve operational effectiveness by improving the health, safety and well-being of personnel.

	Yes	No
Service Uniform	☐	☑
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)
Number of Weeks

Maternity Leave	52
Paternity Leave	52
Parental Leave	52

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☑
Care for Elderly or Sick	☑	☑
Educational Studies	☑	☑

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

There are specific programmes to support work-life balance for military personnel through the Formalize Flexible Work Arrangements Policy. In March 2019, the NZDF produced the Flexible Working Guide 'Explore the Possibilities'. In addition to this resource, the availability of flexible work arrangements have been promoted amongst commanders and managers.

Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

There are special provisions to support dual service couples outlined in the Defence Force Orders for Service Couples. As such, this enables dual service couples to be deployed in the same region and allows them to request alternative posting options (e.g. unaccompanied or temporary posting), flexible working arrangements or leave without pay. Additionally, these provisions protect dual service couples from being posted in a command relationship over one another.

Does NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Flexible working and service hours or variable start/finishing times of working days

Average Age of Military Personnel

In the NZDF, men tend to be older than women. Compared to 2018, the overall average age of All Military Personnel remained the same for both women and men.

The average age of women changed in the following ways:
- +1 year amongst Officers (from 36 to 37)
- +1 year amongst Deployed Personnel (from 31 to 32)

The average age of men changed in the following ways:
- +1 year amongst Officers (from 39 to 40)
- +2 years amongst Deployed Personnel (from 33 to 35)

Average Age

	Women	Men
All Military Personnel	**31**	**33**
NCOs	**29**	**32**
Officers	**37**	**40**
Deployed Personnel	**32**	**35**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☑	☑	☑

In 2019, there were 24 cases of sexual harassment and 50 cases of sexual assault reported by women in the NZDF. Additionally, there have been three cases of sexual harassment and four cases of sexual assault reported by men in the NZDF.

The NZDF Sexual Assault Prevention and Response Advisors (SAPRAs) started recording sexual harassment cases in 2019, as it was previously the responsibility of a different department. The cases of sexual assault were identified as sexual violation/rape, indecent assault and indecent acts.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations
- Module 1: Strategic-Operational Level
- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019
- Gender Advisor Course
- Gender Focal Point Training

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were four national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Introduction to Women, Peace and Security (WPS)

Description

This course is a one-hour presentation which covers the United Nations Security Council Resolution (UNSCR) 1325 and New Zealand's National Action Plan (NAP) and introduces the inclusion of gender perspective. The presentation is delivered in conjunction with the mandatory Law of Armed Conflict Training. It targets all new recruits.

Target: OR 1-9 and OF 1-2
Phase: Standard National Training

2. Introduction to Gender Perspective in Military Operations

Description

This course consists of a three-hour presentation, which includes a briefing on WPS which is followed by a short confirmatory exercise, where the concepts are applied. It covers topics such as the UNSCR 1325, New Zealand's NAP, operational planning and application.

Target: OR 3-5
Phase: Standard National Training

3. Pre-deployment Training on the Implementation of WPS

Description

This training covers education on the WPS agenda and New Zealand's NAP. It covers the protection, rights and needs of women and girls, as well as international humanitarian law (IHL). It targets personnel ready for deployment.

Phase: Pre-Deployment Training

4. Gender Considerations in Operational Planning

Description

This is a two-hour presentation created within the NZDF Joint Operational Planning Course. It covers the UNSCR 1325 and New Zealand's NAP and is focused specifically on applying gender perspective in the Joint Operational Planning environment.

Gender Advisors and Gender Focal Points

In 2019, New Zealand had the following number of Gender Advisors (GENADs):

- Two NATO-Certified GENADs in the national armed forces; and
- Five non-NATO Certified GENADs in the national armed forces.

In 2019, two GENADs were trained by the Nordic Centre for Gender in Military Operations (NCGM) and five additional GENADs received training through the Indo-Pacific Command (INDOPACOM) Operational Gender Advisor Course (OGC). In 2019, two NATO-Certified GENADs were deployed.

There were no Gender Focal Points (GFPs) in the Ministry of Defence (MoD), General Staff or in the national armed forces in 2019.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

B **The MC recognises the need to integrate gender perspective in all military education for all ranks and positions and encourages Allies and Partners to do the same. In addition, tasks IMS to develop a concept for its implementation inside the NATO Command Structure**

Actions Taken

A number of the 2018 Recommendations have been incorporated into general practice. Specific initiatives in 2019 include the following actions:

- Development of introductory WPS/gender perspective training for delivery to all military recruits and officer cadets in the NZDF, as well as gender perspective modules into joint operational planning training;
- Increased number of trained GENADs in the NZDF from two to 12 to more broadly integrate gender perspective in training and operations. New Zealand deployed military personnel into operational GENAD roles for the first time in 2019.
- Appointment of specific GENAD positions in both the MoD and the NZDF to better ensure the integration of gender perspective at all levels; and
- The MoD's initiation and leading of an assessment on Gender and Security. This assessment will provide strategic direction to the NZDF and MoD on incorporating the core principles of WPS.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

Established in 2016, OP RESPECT is an existing programme for culture change and the elimination of harmful behaviour in the NZDF. The NZDF annual "Pulse Survey" inquires whether the NZDF workplace is free from harmful and inappropriate behaviour. In 2016, the percentage of people agreeing that their workplace was free from harassment and bullying was 69%, raising to 83% in 2019.

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

Actions Taken

Developments in the prevention, reporting and response mechanisms related to sexual assault and abuse were included in the delivery of a Bystander Training pilot to the NZDF's two largest bases. A process mapping exercise began for incidents related to discrimination, harassment and bullying. The NZDF took initial steps and planning for a programme to support survivors of sexual violence, as well as a reporting tool for related incidents .

C **MC recognises the added value of the WPS CHOD Network and Members and Partners should participate**

Actions Taken

New Zealand recognises the value of the WPS Chiefs of Defence (CHOD) Network and continues to commit to it through the participation in meetings and support for its aims, particularly as they relate to regional leadership, development and growth of the network.

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

Actions Taken

The NZDF GENAD was identified for repositioning to a more appropriate level and position within the Joint Forces Command.

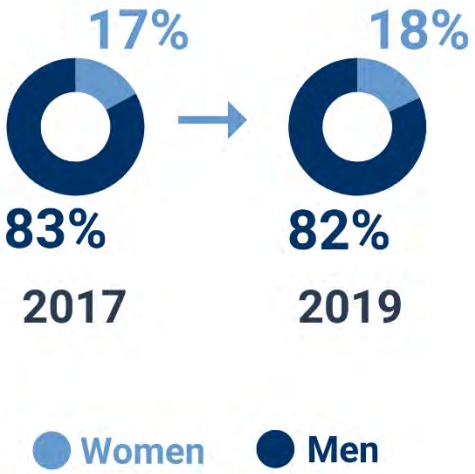
E MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.

Additional Information Relevant to the Integration of Gender Perspective in the Armed Forces

In June 2019, the NZDF launched an initiative to have 30% gender representation on all major decision-making boards. This initiative aims to reduce gender bias, consider gender implications in decision making, provide visible leadership role models and commitment to the gender programme, as well as provide senior military women skills in these areas. NZDF is investigating viability of adopting the United Nations Women's Empowerment Principles (WEPs) in order to promote gender equality and women's empowerment within NZDF.

SUMMARY

Percentage of Women and Men in the Full-time New Zealand Defence Force



2018	2019
17% Representation of women in full-time armed forces	**18%** Representation of women in full-time armed forces
14% Representation of women in All Operations	**18%** Representation of women in All Operations
10% Representation of women in NATO Operations	**16%** Representation of women in NATO Operations
17% Representation of women in the Reserve Forces	**18%** Representation of women in the Reserve Forces
3% Representation of women in OF-6 and higher	**11%** Representation of women in OF-6 and higher
6 GENADs	**7** GENADs



Republic of Serbia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, there were no new specific policies or legislation related to gender perspective that were enforced.

Quotas

The Serbian Armed Forces (SAF) do not have a quota system for women.

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

The Ministry of Defence (MoD) and the SAF Analytical Group for the implementation of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (WPS) are entities overseeing gender perspective. They operate in accordance with the National Action Plan (NAP) for the implementation of the resolution.

Since 2018, the SAF have increased their representation of women by **9%** (from 11% to 12%) in their full-time armed forces, meeting the NATO average (12%).

As illustrated *in Figure* 1 below, women on on average represented approximately **1** out of every 10 military personnel in 2019. In contrast, men represent **9** out of every 10 military personnel in the SAF.

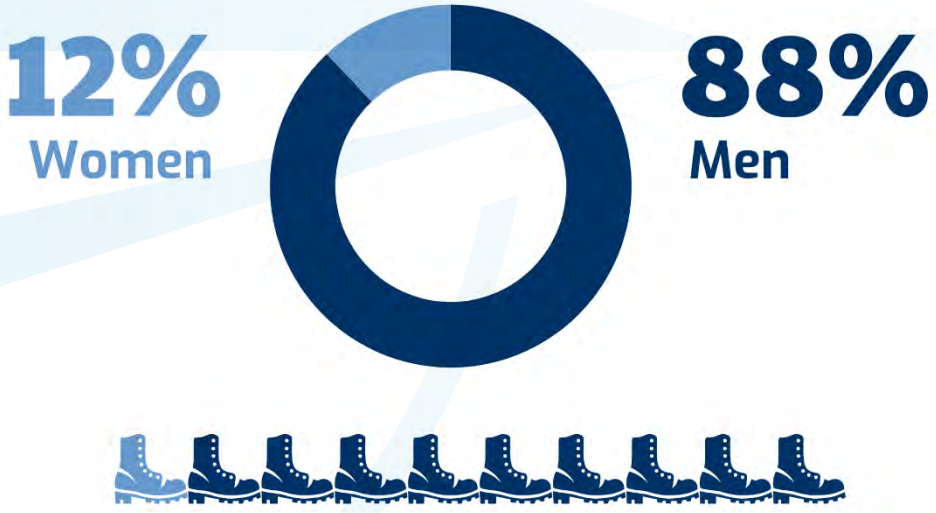


Figure 1: Percentage of Women and Men in the Full-time Serbian Armed Forces in 2019

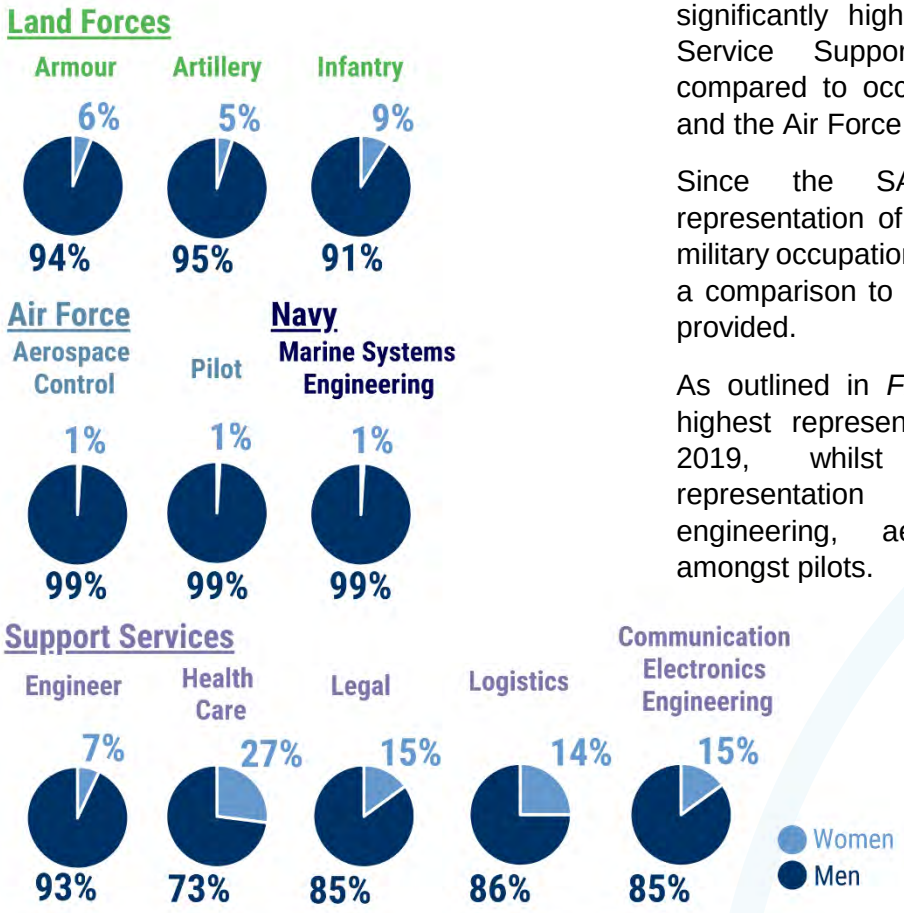


Figure 2: Percentage of Women and Men by Military Occupation in 2019

As indicated in *Figure 2*, women had a significantly higher representation across Service Support military occupations compared to occupations in Land Forces and the Air Force in 2019.

Since the SAF reported on the representation of women and men across military occupations for the first time in 2019, a comparison to previous years cannot be provided.

As outlined in *Figure* 3, women had the highest representation in health care in 2019, whilst men had the highest representation in marine systems engineering, aerospace control and amongst pilots.

Women	Men
1. Health Care (27%)	1. Marine Systems Engineering (99%)
2. Legal (15%)	Pilot (99%)
Communication Electronics	Aerospace Control (99%)
Engineering (15%)	2. Artillery (95%)
3. Logistics (14%)	3. Armour (94%)
4. Infantry (9%)	4. Engineer (93%)
5. Engineer (7%)	5. Infantry (91%)
6. Armour (6%)	6. Logistics (86%)
7. Artillery (5%)	7. Communication Electronics
8. Aerospace Control (1%)	Engineering (85%)
Pilot (1%)	Legal (85%)
Marine Systems Engineering (1%)	8. Health Care (73%)

Figure 3: Ranking of Women and Men by their Representation in Military Occupations in 2019

As highlighted in *Figure 4*, the representation of women engaged in All Operations decreased by **36%** (from 14% to 9%), whilst the representation of men increased by **6%** (from 86% to 91%) from 2018 to 2019. Operations of the SAF include EU and UN missions.



Figure 4: Percentage of Full-Time Women and Men Engaged in All Operations in 2019

Policies to Support Entry into the Reserve Forces

The SAF do not have an Active Reserve Force. Therefore, there are no incentives or policies to attract civilians to join the Reserves.

However, the SAF have an inactive Reserve Force, which is composed of personnel who previously completed national military service and can be activated when required.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Serbian Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
Same for women and men

In 2019, the SAF launched various recruitment campaigns targeted at women to enter conscript service and to pursue a military career.

As indicated in *Figure 5*, the representation of women successfully completing basic training decreased by **27%** (from 22% to 16%) from 2018 to 2019. However, raw data indicates that nearly the same number of women completed basic training in 2019 as in 2018. Conversely, more men completed basic training in 2019 compared to 2018, thus widening the gap of representation between men and women.

Average Age of Enlistment

Women	21-25
Men	21-25

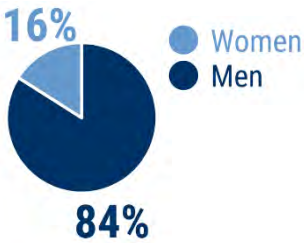


Figure 5: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Retention

The Minister of Defence endorsed the Serbian military regulations and Retention policies as follows:

- Article 41 (2) specifies that a Non-Commissioned Officer (NCO) up to the age of 43, who has acquired appropriate higher education required by the established job description, may be promoted to the rank of Second Lieutenant under the conditions and in the manner prescribed by the Government, upon the proposal of the Minister of Defence;
- Article 42 (4) regulates that a fixed-term employment contract for certain jobs or certain specialties may be renewed until the conditions for retirement prescribed by the law governing pension and disability insurance have been met; and
- If there are such service demands, Article 45 (2) stipulates that an Officer or NCO who has spent at least nine years without interruption may be admitted to service as a civilian serving in the SAF without formal application procedures. Following their graduation, the same applies to military cadets not fit for military service as commissioned officers, as well as civilians employed by the MoD.

As shown in *Figures 6 and 7*, the representation of full-time military women changed in the following ways across military ranks from 2018 to 2019:

- **+16%** in OR 1-4 (from 31% to 36%)
- **+16%** in OF 1-2 (from 25% to 29%)

In contrast, the representation of full-time military men changed in the following ways across military ranks in 2019:

- **-7%** in OR 1-4 (from 69% to 64%)
- **-5%** in OF 1-2 (from 75% to 71%)

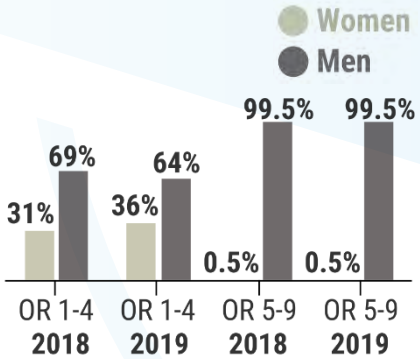


Figure 6: Percentage of Full-Time Women and Men in Other Ranks

Notably, women have a higher representation in OR 1-4 (36%) and OF 1-2 (29%) compared to the overall representation of women in the SAF (12%), as shown in *Figures 6 and 7*. However, the representation of women is below 1% for OR 5-9 and OF 3-5. It is important to note that the first generation of women to join Officer Ranks was in 2011.

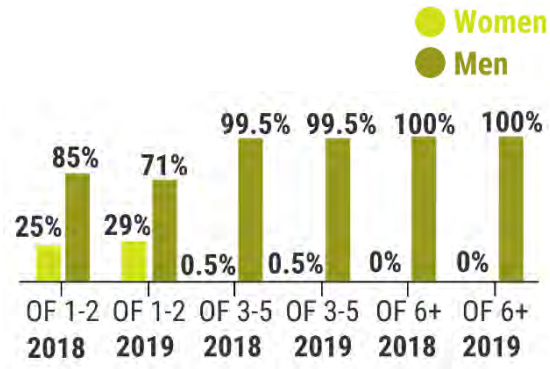


Figure 7: Percentage of Full-Time Women and Men in Officer Ranks

The SAF reported that they conduct exit surveys to monitor women and men who leave the military. In 2018 and 2019, women and men had the same main reasons for leaving the military.

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Dissatisfaction with Military Salaries	☑	☑
Limited Leadership Opportunities	☑	☑
Personal Undisclosed Reasons	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

Military equipment is not adapted for women and men. Military facilities have separate bathrooms for women and men.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☑	☐

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	52
Paternity Leave	52
Parental Leave	N/A

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☐	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☐	☐

Policies and Regulations that Provide Administrative and/or Medical Support for Maternity/Paternity/Parental Leave

Article 75 (2) of the Law on the SAF stipulates that a professional service person who is prevented from performing duty due to pregnancy, maternity leave, child care or special child care shall not be dismissed from duties and shall have the rights prescribed by the general labor regulations.

The Labor Law's Article 89 (1) stipulates that an employee during pregnancy and an employee who is breastfeeding shall not work in positions that, according to the competent health authority, are detrimental to her and the child's health, and in particular in positions that require lifting loads or where there is harmful radiation or exposure to extreme temperatures and vibrations.

Article 90 (1) stipulates that a pregnant or breastfeeding employee shall not work overtime or night shifts if such work would be detrimental to her health and the health of the child, based on the findings of the competent health authority. Additionally, Paragraph 2 of the same Article stipulates that an employee during pregnancy is entitled to paid time during the days off to perform pregnancy-related health examinations, determined by the chosen physician in accordance with the law. The employee is obliged to inform the employer about that in a timely manner.

Do NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel
(e.g. teleworking)

Do NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

The provision of Article 91 (a) of the Labor Law stipulates that a single parent who has a child up to seven years of age or a child who is severely disabled may work overtime, or night shifts, only with his or her written consent. Additionally, item 99, paragraph 4 of the Rules of Service of the SAF stipulates that military and civilian personnel in the SAF who have a child under the age of seven or a seriously ill member of a close family in need of care and assistance and have no spouse or adult household member shall not be assigned as internal duty personnel, except with their written consent.

Special Programmes Related to Child Care

- ☑ Extra weeks of subsidised maternity/paternity leave
- ☑ Policy on duty assignments, night duties and/or overtime work

Average Age of Military Personnel

The SAF did not provide data on sex-disaggregated data for the average age of All Military Personnel, NCOs and Officers in 2019. Since 2018, there were no changes to the average age of women and men deployed.

	Average Age	
	Women	Men
All Military Personnel	Not Available	
NCOs	Not Available	
Officers	Not Available	
Deployed Personnel	28	31

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☐	☐
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☐	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☐

The Law on the Prevention of Abuse at Work (Official Gazette, No. 36/10) stipulates in Article 3 that the provisions of this Law shall also apply to cases of sexual harassment in accordance with the law governing Labor (Article 21 of the Labor Law, RS Official Gazette Nos. 24/05, 61/05, 54 / 09,32 / 13, 75/14 and 13/17-US). Procedures for reporting sexual harassment are laid down in the Rules of Conduct of Employers and Employees Regarding the Prevention and Protection against Abuse at Work (RS Official Gazette No. 62/10).

In 2019, there was a series of training events related to the establishment and control of efficient mechanisms for protecting women in the security sector from all forms of violence and discrimination. The Law on the Prevention of Abuse at Work (Official Gazette, No. 36/10) stipulates in Article 5 that the provisions of this Law shall also apply to all forms of abuse at work, in connection with work and the procedures for reporting abuse.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

In 2019, the SAF did not use any of the modules within the NATO Gender Education and Training Package for Nations.

NATO-Certified Gender Education and Training Products Used in 2019

- Gender Advisor Course

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

National Gender Perspective Related Education/Training Programmes

In 2019, the SAF had three national gender perspective related education and training programmes.

1. **Training on Implementation of UNSCR 1325 Women, Peace and Security**

   Description
   Institutional mechanisms for implementation of the NAP

   Target: OF 1-5
   Phase: Standard National Training

2. **Domestic Violence Prevention**

   Description
   Detection, Prevention, Reporting and Measures

   Target: OR 5-9 and OF 1-5
   Phase: Standard National Training

3. Establishment of Protection Network for Women in the Security Sector

Description

Control, reporting and prevention of all forms of violence and discrimination

Target: OR 1-9 and OF 1-5
Phase: Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

The SAF did not report information on GENADs and GFPs.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

A **The MC approves that the effective implementation of UNSCR 1325 and related Resolutions through integrating gender perspective requires adequate resourcing and encourages Allies and Partners to do the same**

Actions Taken

- The NAP for the implementation of the UNSCR 1325 for the period 2016-2020
- Coordinated 67 training events on gender perspective in 2019

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

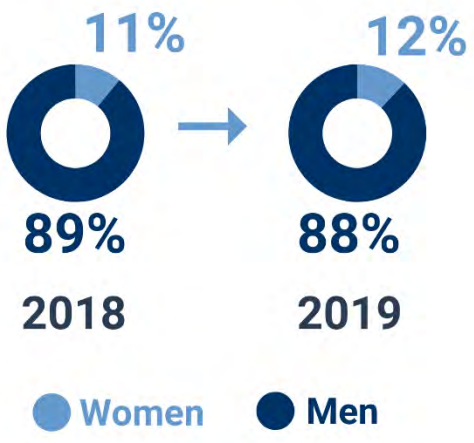
B **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff.**

Actions Taken

Same actions stated above for initiatives taken towards draft MC/PS 2019 NCGP Recommendations.

SUMMARY

Percentage of Women and Men in the Full-time Serbian Armed Forces



2018	2019
31% Representation of women in Other Ranks 1-4	**36%** Representation of women in Other Ranks 1-4
25% Representation of women in Officer Ranks 1-2	**29%** Representation of women in Officer Ranks 1-2
0 National Training Programmes on gender perspective reported	**3** National Training Programmes on gender perspective reported



Sweden

Specific Policies and/or Legislation Related to Integrating Gender Perspective

In 2019, the Swedish Armed Forces (SwAF) did not enforce new specific policies and/or legislation related to integrating gender perspective.

Quotas

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

Restrictions on the Incorporation of Women in the Armed Forces

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

Military Entity Overseeing Gender Perspective

Rather than a completely separate entity that oversees the integration of gender perspective in the armed forces, the SwAF aim to integrate Gender Advisors (GENADs) and gender perspective throughout the organisation. There are three GENADs at the Headquarters-level within strategic and operational planning, as well as within the peace-time organisation. These GENADs are part of the staff and act as advisors to three different generals.

Additionally, there are two employees working with gender equality and the improvement of work environments at the strategic and operational level. A military school (Karlberg) and the SwAF Human Resource (HR) centre provide courses, communication lines and preventative workshops with regards to the Code of Conduct. The Nordic Centre for Gender in Military Operations (NCGM) supports the SwAF with courses, strategic support and networking, as well as in military exercises. The NCGM provides expertise on integrating gender perspective into military operations.

A Gender Focal Point (GFP) structure is in place but needs to be further developed. As a secondary role, GFPs act as Points of Contact (PoCs) for the reporting of harassment and discrimination. The GFP structure is a hybrid between leadership and ownership, which is a basic system of advisors aimed to support leadership at the operational and strategic level.

All comparisons and trends in this report are based on the last submission received in 2017.

In comparison to 2017, the overall representation of women increased by **13%** (from 8% to 9%), whereas the overall representation of men decreased by **1%** (from 92% to 91%) in 2019.

Whilst the representation of women continues to increase gradually, women represent approximately **1** out of every 10 military personnel in the SwAF. In contrast, men represent **9** out of every 10 military personnel in 2019.

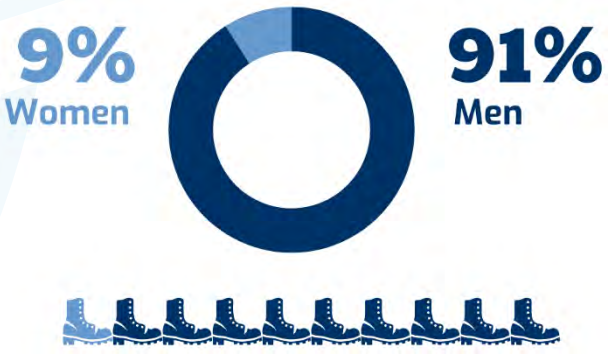


Figure 1: Percentage of Women and Men in the Full-Time Swedish Armed Forces in 2019

In 2019, the SwAF were engaged in EU, NATO and UN operations, however details on which operations were not provided.

Figures 2 and 3 highlight the comparisons between women and men engaged in All Operations, as well as, NATO Operations for 2019. Sex-disaggregated data on SwAF military personnel engaged in military operations was provided for the first time in 2019. Therefore, a comparison to previous years cannot be made.



Figure 2: Percentage of Full-Time Women and Men Engaged in All Operations in 2019



Figure 3: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

Policies to Support Entry into the Reserve Forces

The SwAF do not have policies to support entry into the Reserves as a civilian employee.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies to compensate civilian employers who hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

There are no incentives or bonuses for civilian employees to enter the Reserve Forces.

In comparison to 2017, the representation of Reserve women and men remained relatively the same in 2019 as indicated in *Figures 4, 5 and 6.*



Figure 4: Percentage of Women and Men in the Reserve Swedish Armed Forces in 2019



Figure 5: Percentage of Reserve Women and Men Engaged in All Operations in 2019



Figure 6: Percentage of Reserve Women and Men Engaged in NATO Operations in 2019

Recruitment

Enlistment Requirements

Enlistment Requirements for the Swedish Armed Forces
Same for women and men

Enlistment Requirements for the Physical Fitness Test
Same for women and men

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)
There are no differences in enlistment requirements related to physical characteristics.

In 2017, Sweden reintroduced conscription service, which applies to both women and men. This has led to the increase of women being tested for military service, whilst voluntary service continues to be an important factor for strengthening the SwAF.

As illustrated in *Figures 7* and *8* the representation of women in comparison with 2017 and 2019 changed in the following ways throughout the recruitment process:

- **+69%** of all applicants were women (from 13% to 22%)
- **+15%** of all successfully recruited were women (from 13% to 15%)

In contrast, the representation of men changed in the following ways throughout the recruitment process:

- **-10%** of all applicants were men (from 87% to 78%)
- **-2%** of all successfully recruited were men (from 87% to 85%)

Since the SwAF reported sex-disaggregated data on recruits completing basic training for the first time in 2019, as indicated in *Figure* 9, a comparison with 2017 data cannot be made.

Average Age of Enlistment

Women	18-20
Men	18-20

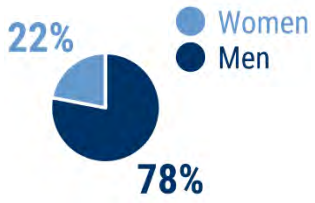


Figure 7: Percentage of Women and Men Applicants for Full-Time Service in 2019

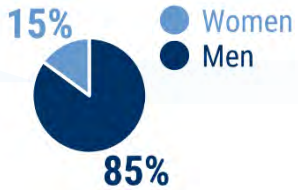


Figure 8: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

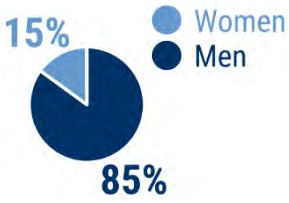


Figure 9: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

In comparison to 2017, the success rate of women successfully recruited out of all women who applied decreased by **67%** (from 100% to 33%) as indicated in *Figure 10*.

In contrast, the success rate of men successfully recruited out of all men who applied decreased by **48%** (from 98% to 51%) as shown in *Figure 11*.

Overall, these trends show that men have a higher success rate compared to women.

Figures 12 and 13 indicates the percentage of men and women who successfully completed basic training ouf of respectively men and women recruited. However, the SwAF reported this specific sex-disaggregated data for the first time in 2019. Therefore, a comparison with 2017 cannot be made.

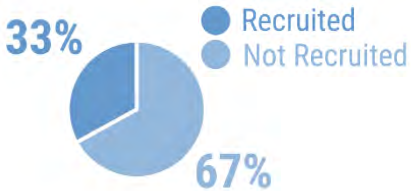


Figure 10: Percentage of Women Successfully Recruited Out of Women who Applied in 2019

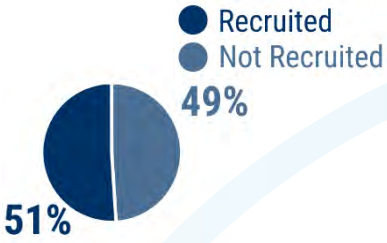


Figure 11: Percentage of Men Successfully Recruited Out of Men who Applied in 2019

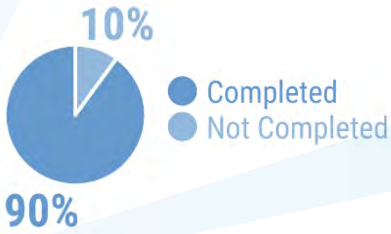


Figure 12: Percentage of Women Successfully Completing Basic Training Out of Women Recruited



Figure 13: Percentage of Men Successfully Completing Basic Training Out of Men Recruited

Retention

The SwAF do not have retention polices, nor do they have specific retention policies for women. However, the Network for Officers and Employed Women (NOAK) supports military women by coordinating networking events, which are voluntary and conducted during working hours. Men may also join these events. Additionally, the army has initiated its own network called Arméns Kvinnor (Women of the Army).

In comparison to 2017, the overall representation of women and men in Other Ranks remained the same. *Figure 15* indicates that the overall representation of women in Officer Ranks increased by **17%** in 2019 (from 6% to 7%), whilst the overall representation of men decreased by **1%** (94% to 93%).

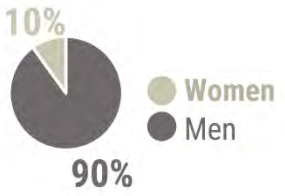


Figure 14: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

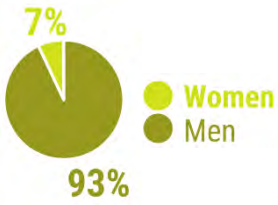


Figure 15: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

Compared to 2017, the representation of women changed in the following ways across military ranks as indicated in *Figures 16 and 17*:

- **+10%** in OR 1-4 (from 10% to 11%)
- **+14%** in OF 1-2 (from 7% to 8%)
- **+67%** in OF 3-5 (from 3% to 5%)
- **-54%** in OF-6 and higher (from 24% to 11%)

The raw data indicated that the number of women in OF-6 and higher remained the same compared to 2017. However, the number of men more than doubled, increasing by 146% and contributing to the decreased representation of women in OF-6 and higher.

In contrast, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 90% to 89%)
- **-1%** in OF 1-2 (from 93% to 92%)
- **-2%** in OF 3-5 (from 97% to 95%)
- **+17%** in OF-6 and higher (from 76% to 89%)

The representation of women and men in OR 5-9 remained relatively the same.

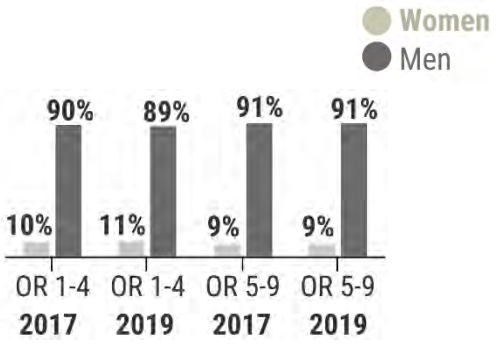


Figure 16: Percentage of Full-Time Women and Men in Other Ranks in 2019

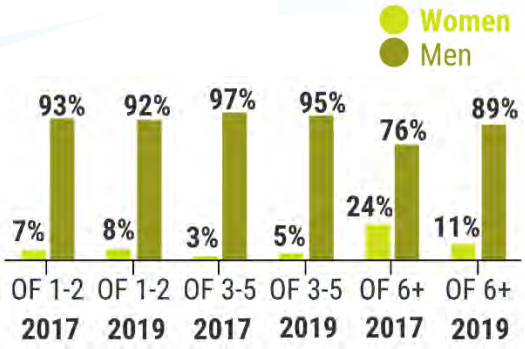


Figure 17: Percentage of Full-Time Women and Men in Officer Ranks in 2019

Whilst the section above compares the representation of women and men within each rank structure, this section looks at where women and men are positioned across all rank structures within the SwAF.

In 2019, the distribution of women indicates that the majority of women are in Other Ranks (**66%**) compared to Officer Ranks (**34%**). In comparison to 2017, the distribution of women changed in the following ways across military ranks as shown in *Figures 18 and 19*:

- **-14%** in OR 1-4 (from 49% to 42%)
- **+26%** in OR 5-9 (from 19% to 24%)
- **-4%** in OF 1-2 (from 25% to 24%)
- **+43%** in OF 3-5 (from 7% to 10%)

In 2019, the distribution of men indicates that the majority of men are in Other Ranks (**56%**) compared to Officer Ranks (**44%**). Compared to 2017, the distribution of men changed in the following ways across military ranks:

- **-14%** in OR 1-4 (from 37% to 32%)
- **+50%** in OR 5-9 (from 16% to 24%)
- **-7%** in OF 1-2 (from 29% to 27%)
- **-6%** in OF 3-5 (from 18% to 17%)

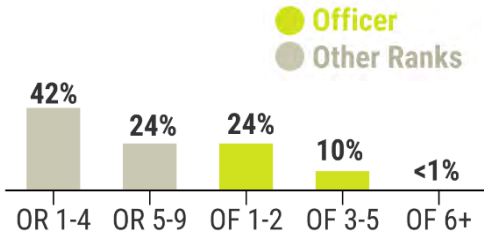


Figure 18: Distribution of Women by Military Rank in 2019

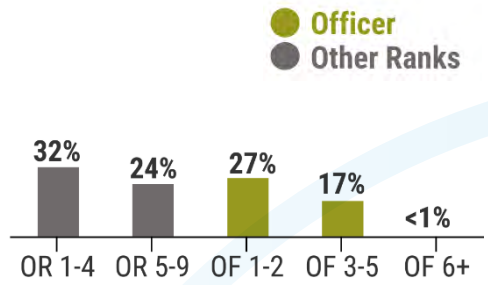


Figure 19: Distribution of Men by Military Rank in 2019

The SwAF reported sex-disaggregated data on military personnel leaving their national armed forces for the first time in 2019. Therefore, a comparison to previous years cannot be made.

The SwAF have an ongoing internet-based exit survey that exiting military members can anonymously fill out. The main reasons for men leaving the SwAF were reported for the first time in 2019.

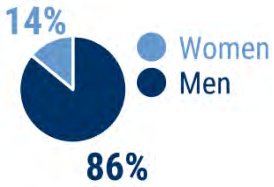


Figure 20: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Difficulties in Balancing Work and Family Life	☑	☑
Pursue a Different Career and/or Educational Opportunity	☑	☑
Retirement	☐	☑

Military Equipment, Facilities and Uniforms

In the SwAF, military equipment is designed to be inclusive regardless of gender. However, there might be limits in terms of height and weight.

Military facilities are adapted for both women and men. SwAF servicemembers live in quarters with mixed genders. Quarters provide for separate shower rooms and toilets for each gender. If locker rooms are mixed, the showers are usually equipped with curtains or doors.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☑	☐
Maternity Uniform	N/A	
Special Occupational Uniform (e.g. diving suits, bomb suits)	N/A	

N/A = Not Available

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	78
Paternity Leave	78
Parental Leave	96

*Parental leave is transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☐
Care for Elderly or Sick	☐	☐
Educational Studies	☑	☐

Parental Rights

Administrative and/or Medical Support Systems

The SwAF have not developed any specific policies or programmes regarding parental rights additional to the ones provided by Swedish Law and regulations.

Specific Programmes or Policies to Support Work-Life Balance for Military Personnel

(e.g. teleworking)

There is a general policy which prescribes that meetings are to be scheduled between 9:00am and 3:00pm. Additionally, there is a clause in Swedish parental law that enables parents to work part-time (75%).

Special Programmes or Measures to Support Dual Service Couples

(e.g. do not deploy both serving parents at same time)

There are special measures to support dual-service couples through the common rule not to deploy both parents at the same time. These decisions are usually taken with/by the commanding officer dialogue.

Do NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Do NOT have a Child Care Policy

While the SwAF have not developed any specific policies or programmes regarding child care, regular Swedish laws and regulations apply.

Average Age of Military Personnel

In 2019, men in the SwAF tend to be older than women.

Since the SwAF reported on the average age for the first time in 2019, a comparison to previous years cannot yet be made.

	Average Age	
	Women	Men
All Military Personnel	32	37
NCOs	32	35
Officers	41	47
Deployed Personnel	N/A	

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☐
Programmes and/or Training for Prevention	☑	☑	☐
Appointed Personnel Overseeing Allegations	☑	☑	☐
Formal Procedures in Place For Reporting an Incident	☑	☑	☐
Reported Incidents in the National Armed Forces in 2019	☑	☑	☐

Strategies and/or Policies for Prevention

During 2019, the SwAF have further developed the strategies and policies to prevent sexual harassment. A central function was established to oversee that allegations of sexual harassment were handled within the organisation in a professional and uniform way, following SwAF strategies and policies.

Formal Procedures in Place For Reporting an Incident

One way to report incidents is through the central function, which can be done anonymously via email or phone. Criminal acts are transferred to the civil judiciary system.

Reported Incidents in the National Armed Forces in 2019

Whilst there have been incidents of sexual harassment and sexual abuse in 2019, the SwAF did not provide the number of cases reported by women and men.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

The SwAF did not use the NATO Gender Education and Training Package for Nations in 2019.

NATO-Certified Gender Education and Training Products Used in 2019

- Gender Advisor Course
- Gender Focal Point Training
- Key Leader Seminar

Gender perspective IS INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were 6 national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. **Gender Advisor Course**
   Phase: Standard National Training
2. **Gender Focal Point Training**
   Phase: Standard National Training
3. **Key Leader Seminar**
4. **Gender Coach Programme**
   Target: OF 6 and higher
   Phase: Standard National Training
5. **Computer-Based Training Advanced Distance Learning (ADL) on Gender Equality and Gender in Military Operations.**
   Phase: Standard National Training
6. **Gender Mainstreaming in the Swedish Armed Forces**
   Target: OF 3-5
   Phase: Standard National Training

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the SwAF had the following number of GENADs and GFPs:

- One NATO-Certified GENAD in the national armed forces and
- 50 NATO-Certified GFPs in the national armed forces.

In 2019, one GENAD received training by the NCGM.

The SwAF deployed the following GENADs and GFPs in 2019:

- One NATO-Certified GENAD;
- One non-NATO Certified GENADs; as well as
- Three non-NATO Certified GFPs.

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

The SwAF took action towards the implementation of the 2019 NATO Committee on Gender Perspectives (NCGP) Recommendations to the MC but did not specify on which Recommendations.

The SwAF do not see gender perspective as a Capability. Integration of gender perspective in all training will be relevant when goals are set and a strategy is created at the military-strategic level. Resourcing will be handled along the normal chain of command. If military-strategic guidance is provided through doctrine, a strategic communications plan will be relevant. However, the SwAF created a centralised message on gender equality to support commanders at all levels when explaining why the SwAF engage with the topic of gender equality.

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken

The Diversity and Inclusion (D&I) department works constantly on improving the work culture and atmosphere towards an inclusive and respectful working environment. A central function has been established to handle unwelcome behavior.

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

C **MC recognises the added value of the WPS CHODs Network and Members and Partners should participate**

Actions Taken

Sweden is part of the Women, Peace and Security (WPS) Chiefs of Defence (CHOD) Network and Sweden's CHOD aims to be the president for 2021.

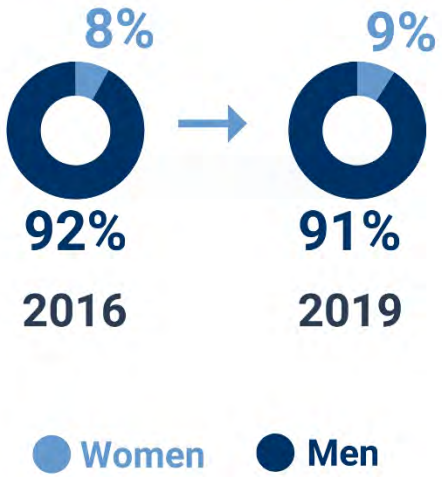
I **MC encourages Members and Partners to develop and implement a defence action plan for the implementation of UNSCR 1325 and related Resolutions as well as the integration of gender perspectives in addition to considering the appointment of dedicated gender staff**

Actions Taken

The SwAF have tasked themselves with creating a Defence Action Plan (DAP) during 2020.

SUMMARY

Percentage of Women and Men in the Full-time Swedish Armed Forces



2017	2019
8% Representation of women in full-time armed forces	**9%** Representation of women in full-time armed forces
13% Representation of women amongst applicants	**22%** Representation of women amongst applicants
13% Representation of women amongst recruits	**15%** Representation of women amongst recruits
3% Representation of women in OF 3-5	**5%** Representation of women in OF 3-5



Republic of North Macedonia

Specific Policies and/or Legislation Related to Integrating Gender Perspective

During 2019, North Macedonia incorporated gender perspective in the Defence Law and the Military Service Law, as well as the latest strategic documents and by-laws of the Ministry of Defence (MoD) and the Army. As a result, gender perspective is now also integrated into the following:

- Long Term Defence Development Plan (LTDDP) 2019-2028;
- Strategic Defence Review;
- Strategy for Human Resources;
- Collective Agreement of the MoD; and
- Code of Ethics.

In addition, Guidelines for Protection against Workplace Harassment within the MoD and the Army were adopted, as well as a brochure to inform the employees of the new procedure of reporting.

During 2019, the Army of the Republic of North Macedonia established a Gender Advisory Structure. A Gender Advisor (GENAD) in the Cabinet of the Chief of Defence (CHOD), a GENAD in the MoD and a number of Gender Focal Points (GFPs) were appointed. The supporting policies are under development. Moreover, the Army of the Republic of North Macedonia began developing Guidelines for Conducting Gender Training, which is anticipated to be adopted in early 2020.

Quotas

The Army of the Republic of North Macedonia does not have a quota system for women or men.

Restrictions on the Incorporation of Women in the Armed Forces

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

Entity Overseeing Gender Perspective

There is no separate military entity that oversees the integration of gender perspective in the National Armed Forces. However in 2019, a Joint Working Group managed the integration of gender perspective with representatives from the MoD and the Army. In addition to being a member of this working group, a Special Advisor for Gender Equality was appointed in the Cabinet of CHOD to coordinate and oversee the integration of gender perspective in the Army.

Additionally, a Coordinator and a Deputy Coordinator for Equal Opportunities operate in the MoD. Whilst these Equal Opportunity Coordinators do not oversee the integration of gender perspective, their work is in line with the Law of Equal Opportunities.



Figure 1: Percentage of Women and Men in the Full-Time Army of the Republic of North Macedonia in 2019

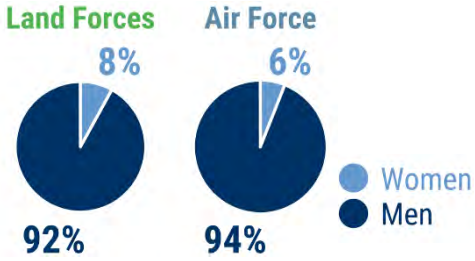


Figure 2: Percentage of Women and Men by Military Component in 2019

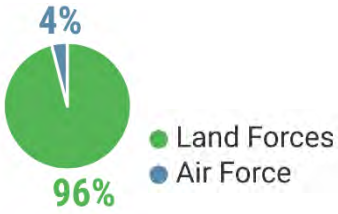


Figure 3: Distribution of Women by Military Component in 2019

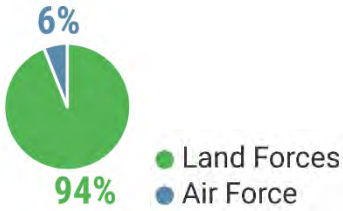


Figure 4: Distribution of Men by Military Component in 2019

Since 2018, the Army of the Republic of North Macedonia's representation of women and men remained relatively the same in 2019. Women represented approximately **1** out of every 10 military personnel in the Army of the Republic of North Macedonia. In contrast, men represent **9** out of every 10 military personnel in 2019.

As highlighted in Figure 2, the representation of women in the Air Force increased by **20%** (from 5% to 6%) in 2019, whilst the representation of men decreased by **1%** (from 95% to 94%). However, the representation of women and men in Land Forces remained approximately the same. The Army of the Republic of North Macedonia does not have a Navy to report upon.

Whilst the section above compares the representation of both women and men in each military component, this section highlights where women and men are positioned across military components.

In 2019, most military women served in Land Forces. Since 2018, the distribution of women across military components remained approximately the same.

Similarly, most military men served in Land Forces whilst the distribution of men across military components remained relatively the same from 2018 to 2019.

Of note, the Army of the Republic of North Macedonia is a small military force. Therefore, minor fluctuations in the number of women and men may have a significant impact on the percentage change.

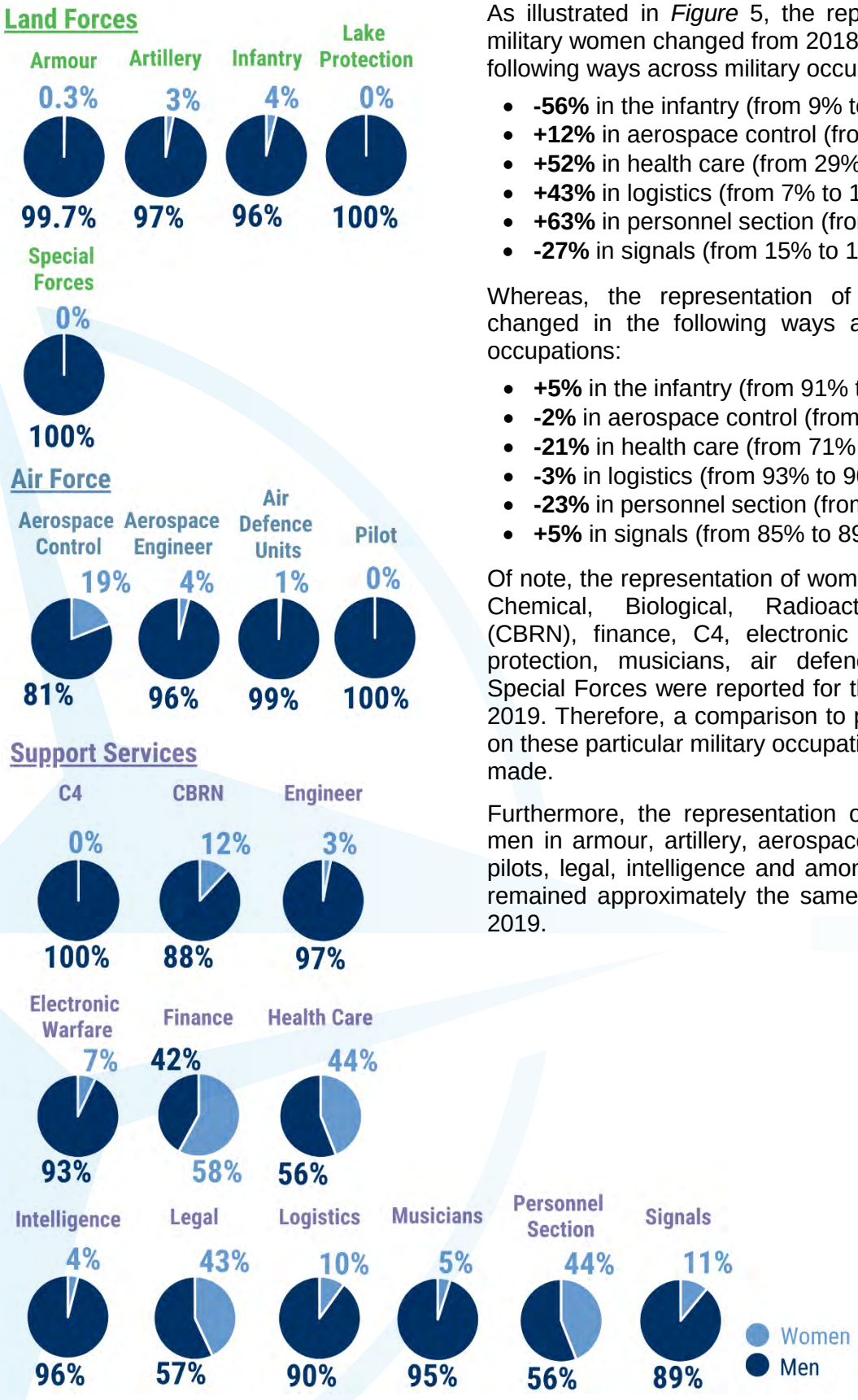


Figure 5: Percentage of Women and Men by Military Occupation in 2019

As illustrated in *Figure* 5, the representation of military women changed from 2018 to 2019 in the following ways across military occupations:

- **-56%** in the infantry (from 9% to 4%)
- **+12%** in aerospace control (from 17% to 19%)
- **+52%** in health care (from 29% to 44%)
- **+43%** in logistics (from 7% to 10%)
- **+63%** in personnel section (from 27% to 44%)
- **-27%** in signals (from 15% to 11%)

Whereas, the representation of military men changed in the following ways across military occupations:

- **+5%** in the infantry (from 91% to 96%)
- **-2%** in aerospace control (from 83% to 81%)
- **-21%** in health care (from 71% to 56%)
- **-3%** in logistics (from 93% to 90%)
- **-23%** in personnel section (from 73% to 56%)
- **+5%** in signals (from 85% to 89%)

Of note, the representation of women and men in Chemical, Biological, Radioactive, Nuclear (CBRN), finance, C4, electronic warfare, lake protection, musicians, air defence units and Special Forces were reported for the first time in 2019. Therefore, a comparison to previous years on these particular military occupations cannot be made.

Furthermore, the representation of women and men in armour, artillery, aerospace engineering, pilots, legal, intelligence and amongst engineers remained approximately the same from 2018 to 2019.

In 2019, women had the highest representation in finance. However, there was no representation of women in C4, lake protection, Special Forces and Pilots military occupations.

Whilst the section above compares the representation of women and men in each military occupation, this section looks at where women and men are positioned across the Army of the Republic of North Macedonia.

Women	Men
1. Finance (58%)	1. C4 (100%)
2. Health Care (44%)	Lake Protection (100%)
Personnel Section (44%)	Pilot (100%)
3. Legal (43%)	Special Forces (100%)
4. Aerospace Control (19%)	2. Armour (99.7%)
5. CBRN (12%)	3. Air Defence Units (99%)
6. Signals (11%)	4. Artillery (97%)
7. Logistics (10%)	Engineer (97%)
8. Electronic Warfare (7%)	5. Aerospace Engineer (96%)
9. Musicians (5%)	Infantry (96%)
10. Aerospace Engineer (4%)	Intelligence (96%)
Infantry (4%)	6. Musicians (95%)
Intelligence (4%)	7. Electronic Warfare (93%)
11. Artillery (3%)	8. Logistics (90%)
Engineer (3%)	9. Signals (91%)
12. Air Defence Units (1%)	10. CBRN (88%)
13. Armour (0.3%)	11. Aerospace Control (81%)
14. C4 (0%)	12. Legal (57%)
Lake Protection (0%)	13. Health Care (56%)
Pilot (0%)	Personnel Section (56%)
Special Forces (0%)	14. Finance (42%)

Figure 6: Rankings in the Representation of Women and Men Across Military Occupations

Average Age of Enlistment	
Women	21-25
Men	21-25

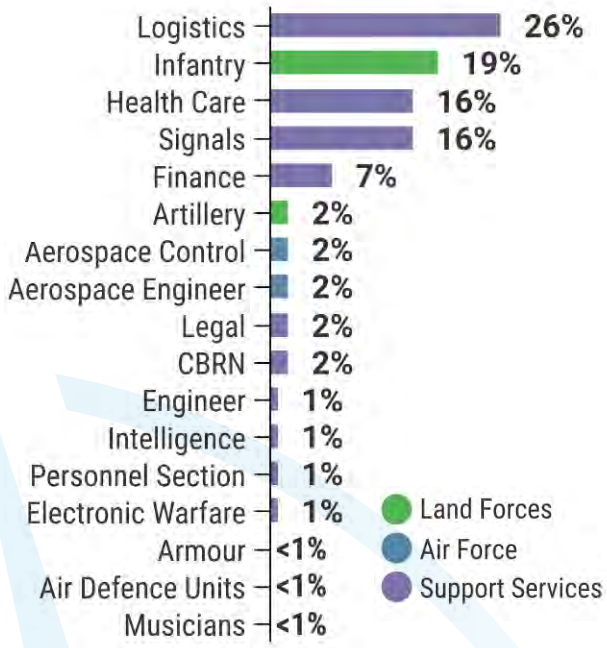


Figure 7: Distribution of Women by Military Occupation in 2019

In 2019, most military women served in logistics. Whereas, most military men served in the infantry.

Due to eight military occupations being reported for the first time in 2019, comparisons to the distribution of women and men across military occupations cannot be compared to previous years.

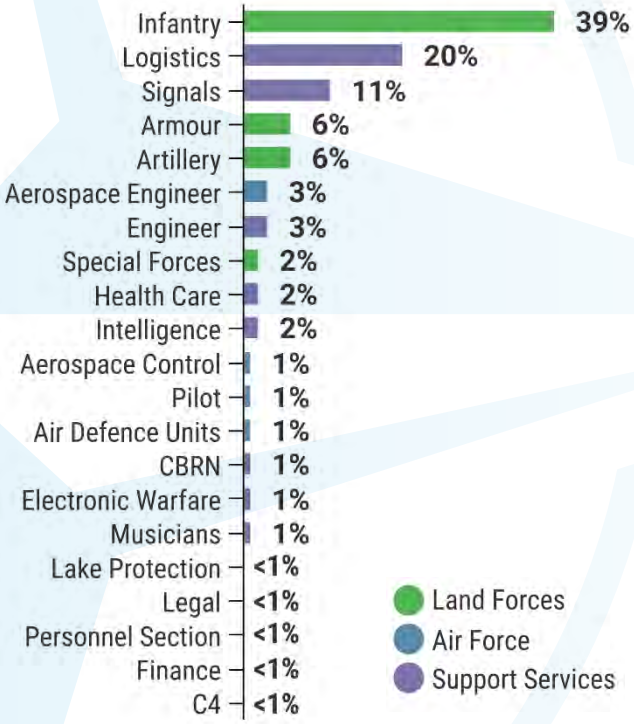


Figure 8: Distribution of Men by Military Occupation in 2019



Figure 9: Percentage of Full-Time Women and Men Engaged in All Operations in 2019



Figure 10: Percentage of Full-Time Women and Men Engaged in NATO Operations in 2019

In 2019, the Army of the Republic of North Macedonia engaged in NATO, EU and UN military operations. Of note, only Land Forces were engaged in military operations, whereas the Air Force did not participate in military operations in 2019.

As highlighted in *Figure* 9, the representation of women and men engaged in All Operations has remained relatively the same from 2018 to 2019.

However, the representation of women engaged in NATO Operations in 2019 has decreased by **13%** (from 8% to 7%), whilst the representation of men increased by **1%** (from 92% to 93%) as shown in *Figure* 10.

Policies to Support Entry into the Reserve Forces

The Army of the Republic of North Macedonia has policies to support the entry into the Reserves or other military structures as a civilian employee. Although there is no Active Reserve at the moment, the Law on Defence stipulates that Army Reserve Forces may be composed. Furthermore, members of the Reserve Force may be engaged in missions and operations insofar they agreed so. While serving abroad, members of the Army Reserve Forces have the status of military personnel.

Persons who have served in the Army and are not older than 60 years perform general Reserve Service. Persons who have served in the Army and are not older than 50 years perform active Reserve Service. Non-military personnel who are Subject Matter Experts (SMEs) in areas of interest to the Army may be eligible for the service in the Active Reserve Force, based on an agreement with the MoD.

Policies to Compensate Civilian Employers of Reserve Personnel

There are no policies to compensate civilian employers who hire Reserve Personnel.

Incentives or Bonuses for Civilians to Enter the Reserves

Incentives and bonuses are available for civilian employees who enter the Reserves or other military structures. The Defense Law stipulates that Active Reserve personnel may be entitled to a monthly cash allowance. When serving outside the territory of the Republic of North Macedonia, members of Reserve Forces have the same status and benefits of the permanent military personnel of the Army.

Recruitment

Enlistment Requirements

Enlistment Requirements for the Army of the Republic of North Macedonia

Same for women and men

Enlistment Requirements for the Physical Fitness Test

Women have slightly lower criteria for the running and push-up portions of the test.

Enlistment Requirements Related to Physical Characteristics (e.g. height, weight)

The enlistment requirements related to physical characteristics differ for women and men in terms of height and weight.

The Army of the Republic of North Macedonia had no policy to promote the recruitment of women in the military. However in 2019, a Recruitment Policy was drafted in order to include special measures for the recruitment of women. This policy is anticipated to be adopted in 2020. In addition, continuous efforts have been vested in the promotion of women across military professions through popularisation teams. Military women serve as role models by sharing personal experiences and explaining the benefits of their military profession. Furthermore, promotional brochures and videos are frequently produced with success stories of military women on mainstream and social media platforms.

As illustrated in *Figures 11, 12 and 13*, the representation of changed in the following ways from 2018 to 2019:

- **-31%** of all applicants were women (from 13% to 9%)
- **-40%** of all successfully recruited were women (from 15% to 9%)
- **-40%** of all recruits successfully completing basic training were women (from 15% to 9%)

In contrast, the representation of men changed in the following ways across the recruitment processes:

- **+5%** of all applicants were men (from 87% to 91%)
- **+7%** of all successfully recruited were men (from 85% to 91%)
- **+7%** of all recruits successfully completing basic training were men (from 85% to 91%)

The 2019 raw data indicates that fewer women and men applied to the Army of the Republic of North Macedonia compared to the previous year. In comparison to 2018, there was a 72% decrease in the number of women who applied and a 55% decrease in the number of men who applied. Whilst fewer women and men applied in 2019, the decrease of women applying was more significant compared to men.

Similarly, fewer women and men recruits completed basic training in 2019 compared to the previous year. Compared to 2018, there was a 58% decrease in the number of

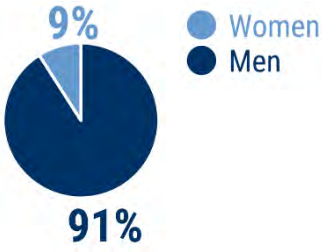


Figure 11: Percentage of Women and Men Applicants for Full-Time Service in 2019

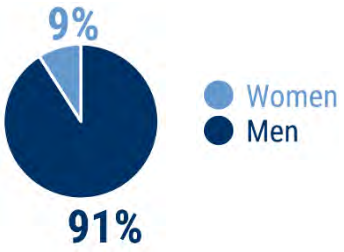


Figure 12: Percentage of Women and Men Successfully Recruited Out of All Applicants in 2019

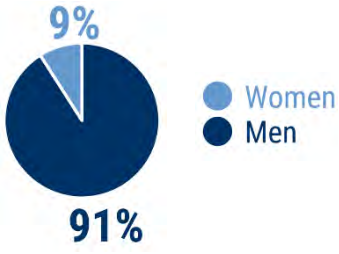


Figure 13: Percentage of Women and Men Successfully Completing Basic Training Out of All Recruits in 2019

women recruits who completed basic training and a 31% decrease in the number of men recruits who completed basic training. Whilst both women and men had fewer completions of basic training in 2019, the decrease of women completing basic training was more significant compared to men.

Whilst the section above compares the representation of women and men throughout the recruitment process, this section looks at the success rate of women and men during each recruitment stage.

Since 2018, the success rate of women applicants being recruited increased by **50%** (from 42% to 63%), as shown in *Figure 14*. In comparison, the success rate of women recruits completing basic training remained the same, as illustrated in *Figure 15*. In both 2018 and 2019, all women recruits completed basic training.

Since 2018, *Figure 16* shows that the success rate of men applicants being recruited increased by **54%** (from 37% to 57%) from 2018 to 2019. The success rate of men recruits completing basic training remained the same. In both 2018 and 2019, all men recruits completed basic training, as illustrated in *Figure 17*.

Overall, these trends show that women applicants have a slightly higher success rate in being recruited compared to men applicants. Notably, the success rate of both women and men applicants increased in 2019 compared to the previous year. Regarding the completion of basic training, women and men recruits had the same success rate in both 2018 and 2019.

Retention

The Army of the Republic of North Macedonia did not have general retention policies in 2019, nor specific retention policies for women. However, a Retention Policy was drafted in 2019 and it is anticipated to be adopted in 2020.

Additionally, the Army of the Republic of North Macedonia does not have a formal network to support women in the military. However, a GFP network was formed in 2019 to provide gender-related support.

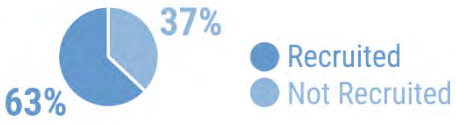


Figure 14: Percentage of Women Successfully Recruited Out of Women Who Applied in 2019



Figure 15: Percentage of Women Successfully Completing Basic Training Out of Women Recruited in 2019



Figure 16: Percentage of Men Successfully Recruited Out of Men Who Applied in 2019



Figure 17: Percentage of Men Successfully Completing Basic Training Out of Men Recruited in 2019

As indicated in *Figure* 18, the overall representation of women increased from 2018 to 2019 by **17%** (from 6% to 7%) in Other Ranks, whilst the overall representation of men decreased by **1%** (from 94% to 93%). However, *Figure 19* indicates that the overall representation of women and men in Officer Ranks remained relatively the same.

As illustrated in *Figure 20*, the representation of women changed in the following ways across military ranks from 2018 to 2019:

- **+25 %** in OR 1-4 (from 4% to 5%)
- **-8%** in OR 5-9 (from 12% to 11%)

In contrast, the representation of men changed in the following ways across military ranks:

- **-1%** in OR 1-4 (from 96% to 95%)
- **+1%** in OR 5-9 (from 88% to 89%)

Whilst *Figures 18, 19, 20 and 21* compare the representation of women and men within each rank structure, this section looks at where women and men are positioned across all rank structures.

In 2019, the distribution of women indicated that the majority of women were in Other Ranks (**72%**) compared to Officer Ranks (**28%**). As shown in *Figure 22*, the distribution of full-time military women changed in the following ways across military ranks from 2018 to 2019:

- **+3%** in OR 1-4 (from 36% to 37%)
- **-3%** in OR 5-9 (from 36% to 35%)

The distribution of women remained relatively the same across all Officer Ranks.

As highlighted in *Figure 23*, the distribution of men indicated that the majority of men were in Other Ranks (**84%**) compared to Officer Ranks (**16%**) in 2019. Since 2018, the distribution of full-time military men changed in the following ways across military ranks:

- **-3%** in OR 1-4 (from 63% to 61%)
- **+5%** in OR 5-9 (from 22% to 23%)
- **+9%** in OF 3-5 (from 11% to 12%)

The distribution of men remained relatively the same in OF 1-2 and OF-6 and higher.

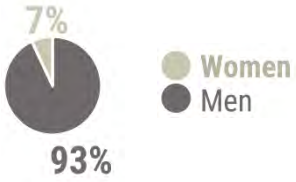


Figure 18: Overall Percentage of Full-Time Women and Men in Other Ranks in 2019

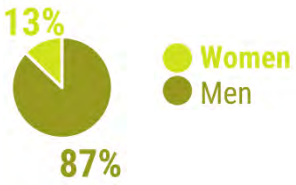


Figure 19: Overall Percentage of Full-Time Women and Men in Officer Ranks in 2019

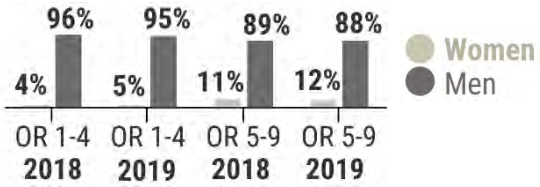


Figure 20: Percentage of Full-Time Women and Men in Other Ranks



Figure 21: Percentage of Full-Time Women and Men in Officer Ranks

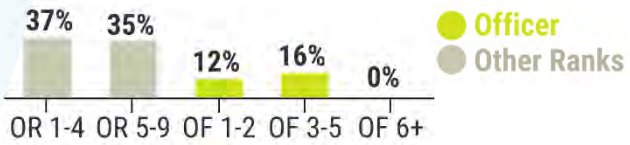


Figure 22: Distribution of Full-Time Women by Military Rank in 2019

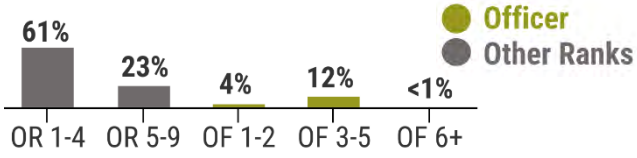


Figure 23: Distribution of Full-Time Men by Military Rank in 2019

As indicated in *Figure 24*, **7%** of the total military personnel who left the military were women in 2019, whilst women represented **4%** of service members who left in 2018.

The raw data indicates that more women and men left the military in 2019 compared to the previous year. The number of women leaving the military increased by **162%**, whereas the number of men leaving the military only increased by **33%**.

However, more women entered the military in 2019 compared to the number of women exiting the military. In contrast, more men exited the military in 2019 compared to the number of men entering the military.

The Army of the Republic of North Macedonia does not carry out exit surveys. Exiting military personnel are registered in the Command and Control Reviews. These reviews vaguely state the reasons women and men leave the military. In 2019, retirement became a main reason for women leaving, whereas this was not the case in 2018. Personal undisclosed reasons and death were main reasons for women and men leaving the military in 2018 and 2019.

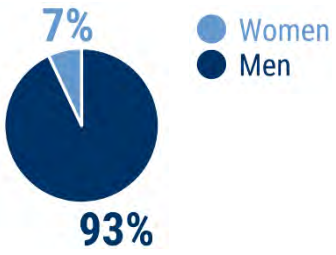


Figure 24: Representation of Women and Men Out of Military Personnel Who Left the Armed Forces in 2019

Main Reasons Women and Men Left the Military in 2019

	Women	Men
Death	☐	☑
Personal Undisclosed Reasons	☑	☑
Retirement	☑	☑

Military Equipment, Facilities and Uniforms

The Army of the Republic of North Macedonia has not adapted military equipment for both women and men. However, military facilities are designed and adapted for both women and men, providing for separate lavatories, bathrooms and bedrooms.

	Yes	No
Service Uniform	☑	☐
Combat Uniform	☐	☑
Maternity Uniform	☐	☑
Special Occupational Uniform (e.g. diving suits, bomb suits)	☐	☑

Parental Rights

Administration and/or Medical Support System
(regulations, policies and programmes)

	Number of Weeks
Maternity Leave	38-52
Paternity Leave	38-52
Parental Leave	N/A

*Parental leave is NOT transferable between parents

	Part-time Employment Options	Flexible Working Hours
Child Care	☑	☐
Care for Elderly or Sick	☑	☐
Educational Studies	☐	☐

Parental Rights

Administrative and/or Medical Support Systems

The Army of the Republic of North Macedonia provides paternity and maternity support. The duration of leave varies from 38 to 52 weeks, depending on the number of children at birth. A service woman has the right to a continuous paid leave of absence of nine months during pregnancy, childbirth and parenthood. In the case of pregnancy with two or more children (twins or triplets), a service woman has the right to a continuous leave of absence of 15 months. The service woman may commence the leave 45 days before birth, if found necessary by a competent health authority. Leave is compulsory 28 days prior to giving birth. If the birth occurs earlier than that, the maternity leave begins from the day of the birth of the child and lasts for the full nine months. A service woman may return to work before the expiration of the maternity leave, but not earlier than 45 days after the child's birth.

If a child is kept for treatment in a health institution while the parent returns to work in the meantime, the parental leave is terminated and the remaining portion may be taken at a later point.

In accordance with the Labour Law of the Republic of North Macedonia for cases of adoption, a service woman is entitled to nine months of paid leave or 15 months of leave in cases of adoption of two or more children. This entitlement is valid until the child reaches the age of nine months. Furthermore, in case of adoption, a service woman is entitled to paid leave for the duration of the child's adaptation period.

If a service woman experiences a miscarriage or if the child dies before the expiration of maternity leave, she has the right to extend the leave as long as deemed necessary for her to mentally and emotionally recover from the loss of a child. In this case, the minimum leave is 45 days, during which all rights on the basis of parental leave apply.

In accordance with health care regulations, a service woman is entitled to the compensation for maternity leave in the amount of 50% of the determined amount for the leave. At the end of parental leave, the employee has the right to return to the same position. If returning to the same position is not possible, the employee can alternatively serve in an appropriate job under the terms of the employment contract.

If the parental leave is not exercised by the mother, the right of parental leave shall be exercised by the child's father or adoptive parent. Dual service parents cannot take leave at the same time.

Does NOT have Specific Programmes or Policies to Support Work-Life Balance for Military Personnel (e.g. teleworking)

Does NOT have Special Programmes or Measures to Support Dual Service Couples
(e.g. do not deploy both serving parents at same time)

Does NOT have Support or Facilitation for Service Duties to Single Parents, Divorced Parents or Widows/Widowers Looking After Their Children

Special Programmes Related to Child Care

- ☑ Breastfeeding breaks
- ☑ Policy on duties assignments, night duties and/or overtime work

Gender Advisors (GENADs) and Gender Focal Points (GFPs)

In 2019, the Army of the Republic of North Macedonia had the following number of GENADs and GFPs:

- One non-NATO Certified GENAD and in the MoD;
- 16 non-NATO Certified GFPs in the MoD;
- One non-NATO Certified GENAD in the General Staff;
- One NATO-Certified GFP in the General Staff;
- Two non-NATO Certified GFPs in the General Staff; and
- 17 non-NATO Certified GFPs in the Army of North Macedonia.

In 2019, 36 GFPs received training from national training programmes. The Republic of North Macedonia did not deploy GENADs or GFPs 2019, nor has this been done in the past.

Average Age of Military Personnel

In the Army of the Republic of North Macedonia, men tend to be older then women. Since 2018, the average age of women changed in the following ways:

- -1 year amongst All Military Personnel (from 38 to 37)
- +3 years amongst Non-Commissioned Officers (NCOs) (from 37 to 40)
- -2 years amongst Officers (from 40 to 38)
- +6 years amongst Deployed Personnel (from 35 to 41)

The average age of men changed in the following ways:

- -2 years amongst All Military Personnel (from 43 to 41)
- +4 years amongst NCOs (from 40 to 44)
- -2 years amongst Officers (from 45 to 43)
- +4 years amongst Deployed Personnel (from 38 to 42)

Average Age

	Women	Men
All Military Personnel	**37**	**41**
NCOs	**40**	**44**
Officers	**38**	**43**
Deployed Personnel	**41**	**42**

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

	Sexual Harassment	Sexual Abuse	Sexual Assault
Strategies and/or Policies for Prevention	☑	☑	☑
Programmes and/or Training for Prevention	☑	☑	☑
Appointed Personnel Overseeing Allegations	☑	☑	☑
Formal Procedures in Place For Reporting an Incident	☑	☑	☑
Reported Incidents in the National Armed Forces in 2019	☐	☐	☑

Strategies and/or Policies for Prevention

The protection against workplace harassment in the MoD and the Army is regulated by newly adopted Guidelines.

Formal Procedures in Place For Reporting an Incident

The Guidelines provide for formal procedures for reporting incidents of harassment. Further, they regulate the appointment of personnel overseeing the allegations of harassment. In 2019, the website of the MoD received a special section on workplace harassment, including relevant information on this topic, information on the reporting procedure, as well as a telephone line and an email-address for reporting. Furthermore a special brochure on workplace harassment for employees was prepared.

Programmes and/or Training for Prevention

The newly adopted Guidelines were promoted amongst the employees in the Barracks. Furthermore, Gender Focal Points (GFPs) were trained to advise and liaise upon allegations of harassment.

Prevention of Sexual Harassment, Sexual Abuse and Sexual Assault

Reported Incidents in the National Armed Forces in 2019

The Army of the Republic of North Macedonia stated that there were no reported incidents of sexual harassment in 2019. However, there was one incident of sexual assault reported by a woman, which was identified as attempted rape.

Education and Training Programmes Related to Gender Perspective

NATO Gender Education and Training Package for Nations

- Module 2: Tactical Level
- Module 3: Pre-deployment

NATO-Certified Gender Education and Training Products Used in 2019

- Advanced Distance Learning (ADL) 169
- Gender Training of Trainers Course
- ADL 171

Gender perspective IS NOT INCLUDED as a topic in operational planning
Gender perspective IS INCLUDED in pre-deployment training and/or exercises

There were three national programmes for education/training on gender perspective

National Gender Perspective Related Education/Training Programmes

1. Training of Gender Focal Points

Description

During 2019, a network of 36 GFPs was created and the training of further GFPs is ongoing. So far, the GFPs have completed the NATO ADL 169, ADL 171 and national tailored training for combating workplace harassment. A more comprehensive course for GFPs will take place in April 2020.

Target: OF 1-6 and higher
Phase: Standard National Training

2. Pre-Deployment Training

Description

This training teaches about Gender in Military Operations.

Target: OR 1-9 and OF 1-5
Phase: Pre-Deployment Training

3. Gender Awareness Raising

Description

This training includes courses conducted by NATO-Certified Gender Trainers, available national electronic courses and occasional seminars conducted in cooperation with local experts.

Target: OR 5-9 and OF 1-6 and higher
Phase: Pre-Deployment Training

Considerations or Initiatives Taken Towards Any Draft Military Committee/Permanent Session (MC/PS) 2019 NCGP Recommendations

No actions were taken in 2019 towards the implementation of the 2019 NATO Committee on Gender Perspectives (NCGP) Recommendations to the Military Committee (MC).

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

A **NATO Members and Partners should pursue an inclusive and respectful working environment**

Actions Taken in 2019 Towards Implementation of the 2018 NCGP Recommendations to the MC

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

Actions Taken

During 2019, the Republic of North Macedonia adopted Guidelines for Protection against Workplace Harassment. The Guidelines provide adequate measures to pursue an inclusive and respectful working environment. Furthermore, they establish effective prevention, reporting and response mechanisms to combat sexual and other forms of harassment in the workplace.

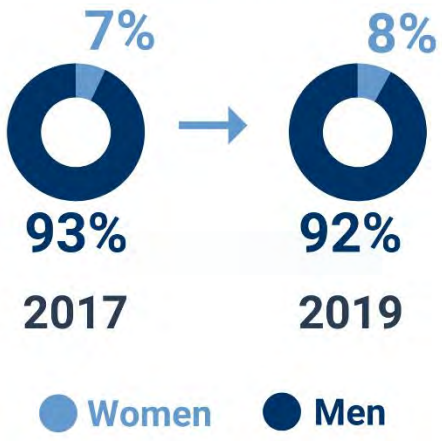
D **MC recognises the importance and the positioning of the Gender Advisor's office. For NATO entities with a Command Group, the Gender Advisor should be positioned within the Command Group; for NATO entities without a Command Group, the GENDER Advisor should be positioned to have direct access to the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

Actions Taken

Recognising the importance of GENADs and GFPs, the Republic of North Macedonia initiated the establishment of a Gender Advisory Structure during 2019.

SUMMARY

Percentage of Women and Men in the Full-time Army of the Republic of North Macedonia



2018	2019
5% Representation of women in the Air Force	**6%** Representation of women in the Air Force
42% Success rate of women applicants being recruited	**63%** Success rate of women applicants being recruited
37% Success rate of men applicants being recruited	**57%** Success rate of men applicants being recruited
Did Not Have a policy to promote the recruitment of women	**Drafted** a policy to promote the recruitment of women
Did Not Have a retention policy	**Drafted** a retention policy
Did Not Have guidelines on workplace harassment	**Adopted** guidelines on workplace harassment
Did Not Have a Gender Advisory Structure	**Established** a Gender Advisory Structure

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