



SUMMARY OF THE NATIONAL REPORTS

OF NATO MEMBER AND PARTNER NATIONS

2022

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THE NATO COMMITTEE ON GENDER PERSPECTIVES

2022 SUMMARY OF THE NATIONAL REPORTS OF NATO MEMBER AND PARTNER NATIONS

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NATO COMMITTEE ON GENDER PERSPECTIVES

The NATO Committee on Gender Perspectives promotes gender mainstreaming as a strategy for making the concerns and experiences of both women and men an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations.

The NCGP advises NATO Military Committee and member Nations on gender-related topics to enhance operational effectiveness, in support of the Alliance's objectives across NATO's core tasks. This report is NATO's largest repository of military gender statistics which is historically facilitated by NCGP with the logistical support of NATO International Military Staff Office of the Gender Advisor.

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ACRONYMS

CHOD – Chief of Defence
CRSV – Conflict-Related Sexual Violence
DoD – Department of Defence
GBV – Gender Based Violence
GENAD – Gender Advisor
GFP – Gender Focal Point
HR – Human Resources
IHL – International Humanitarian Law
IMS – International Military Staff
LEGAD – Legal Advisor
MC – Military Committee
MoD – Ministry of Defence
NAP – National Action Plan
NATO – North Atlantic Treaty Organization
NCGM – Nordic Centre for Gender in Military Operations
NCGP – NATO Committee on Gender Perspectives
NCO – Non-Commissioned Officer
PoC – Protection of Civilians
PR – Public Relations
SADD – Sex-and-Age Disaggregated Data
SEA – Sexual Exploitation and Abuse
WPS – Women, Peace and Security
UNSCR – United Nations Security Council Resolution

INTRODUCTION

Since 2014, the Annual Summary of National Reports of NATO Member and Partner Nations to the NCGP has collected and compiled data voluntarily provided by nations on the progress of implementing UNSCR 1325 and integrating gender perspectives to ultimately achieve gender equality. The Annual Summary of National Reports extends throughout and beyond the Alliance, serving as a mechanism for transparently sharing information and best practices, reinforcing NATO's commitment to UNSCR 1325 and the integration of the WPS agenda into the Military Instrument of Power. The Annual Summary of National Reports provides a comprehensive analysis of how Member and Partner Nations have integrated gender perspectives into their military structures and operations, resulting in a more effective and diverse Alliance.

In 2022 NATO adopted its new Strategic Concept which emphasises the importance of integrating Women, Peace and Security across the Alliance's three core tasks: Deterrence and Defence, Crisis Prevention and Management and Cooperative Security. The 2022 Strategic Concept identifies the WPS agenda as one of the key efforts to carry out the Alliance's core tasks. The aforementioned also commits to continuing NATO's efforts to advance gender equality as a reflection of our shared values. NATO Heads of State and Government issued the 2022 Madrid Summit Declaration, which emphasised Nations' determination to advance a robust WPS agenda and incorporate gender perspectives across NATO.



The Alliance recognises that gender mainstreaming enhances NATO's decision-making, operational effectiveness and overall efforts to achieve gender equality. The implementation of the global WPS Agenda remains primarily a national responsibility; however, NATO continues to provide a unique platform for coordinating efforts and fostering closer cooperation between Nations and Partner countries. Across NATO, a robust GENAD and GFP network helps to deliver this agenda at the strategic and operational levels by advising military leaders on the planning, execution and evaluation of gender perspectives throughout all activities, missions and operations.

Janusz Adamczak
Lieutenant General, Polish Army
Director General
International Military Staff

EXECUTIVE SUMMARY

The Annual Summary of National Reports is a mechanism for transparently sharing information and good practices regarding progress towards integrating the WPS Agenda and gender perspectives throughout and beyond the Alliance.

This edition of the Summary of National Reports depicts NATO Member and Partner Nations' efforts to mainstream gender into their armed forces, as well as their implementation of UNSCR 1325. As with previous editions, this iteration of the Summary of National Reports continues the quantitative analysis of national data. The detailed provision of sex-disaggregated data offers a comprehensive analysis of national numbers, which serve as the foundation for NATO gender-related statistics.

The 2022 edition also includes a qualitative analysis of national good practices, policies and procedures across four areas of focus.



Work-Life Balance

National implementation of specific policies, programmes and measures to support military personnel's work-life balance.



Sexual-Related Offences

National legislation and/or procedure pertaining the prevention of sexual harassment and sexual exploitation and abuse.



Recruitment and Retention

Policies, campaigns or other strategies implemented to promote recruitment and retention of women in national armed forces.



Education and Training

Trainings or education programmes used in national armed forces to instruct personnel on gender perspectives and gender-related topics.

This edition reintroduces the section on Education and Training, which aims to provide a more comprehensive understanding and overall picture of gender perspectives integration across Allied and Partner armed forces.

Aside from promoting gender awareness and ensuring continuous reporting progress, this Report focuses on highlighting the situation of both men and women in the armed forces, including successes and advancements in the national security sector, as well as gender-specific challenges. Whenever possible, contrasts, parallels and comparisons to previous reporting years are used to present overall trends. This report aims to better equip decision-makers with information on how to respond to shortcomings in integrating gender perspectives at the strategic, operational and tactical levels for their own armed forces by making this analysis publicly available to a broad audience which includes national armed forces, governments, academic researchers, international organisations and other key stakeholders. This report also aims to improve situational awareness, overall military readiness and mission success among NATO Member and Partner Nations.

28 Allied Member and 7 Partner Nations voluntarily contributed to the 2022 Summary of National Reports, demonstrating their commitment to implementing UNSCR 1325 and integrating gender perspectives into their armed forces. Iceland, one of the 28 reporting Nations, is included in this report despite not having a military. Its qualitative data on progress toward advancing the WPS agenda remains an important part of the analysis. It is worth noting that 26 NATO Member Nations provided quantitative

data that fed into the overall NATO statistics graphs, resulting in an incomplete picture of NATO as a whole.

The Summary of National Reports is a part of the NCGP's mission to provide information and advice on gender to the NATO MC and the Alliance as a whole. As NATO's largest compilation of gender statistics, the Summary of National Reports represents a continuous effort to strengthen the Alliance's effectiveness. Integrating gender perspectives is akin to a powerful force multiplier. Building on the findings and trends highlighted in this compilation, nations are encouraged to share good practices and lessons learned in order to develop gender-specific policies at the national level. This aims to help increase the representation of women in their armed forces and eliminate the barriers that continue to hinder women's participation in the defence sector. Nations' enduring commitment to gender perspectives is critical for a comprehensive and overarching approach to deterrence and defence, crisis prevention and management and cooperative security in a changing security environment. Gender mainstreaming remains a fundamental goal of the Alliance. It enhances our political decision-making and operational effectiveness and aligns with our commitment to defending and promoting the principles of individual liberty, human rights, democracy and the rule of law.

The **key findings** of the 2022 Summary of the National Reports are the following:

1. NATO's average percentage of women in the armed forces increased by **0.2%** percentage points to a **total of 12.73%** compared to 2021.
2. **19** NATO Member Nations reported an **increase in the percentage** of women in their armed forces.
3. **78.6%** of NATO Member Nations had a **valid NAP on WPS** during 2022.
4. **70.4%** of NATO Member Nations integrate **gender perspectives** in their **national education and training programmes**.

METHODOLOGY

Areas of Interest and Scope

The scope of the Summary of National Reports was determined by two factors: the content and theme of previous iterations, as well as new areas of interest for NATO. As the Summary of National Reports is conducted and published on an annual basis, it is vital to maintain consistent lines of research and methodology over time.

The Summary of National Reports gathers statistical data on progress and challenges to implementing the UNSCR 1325 and integrating gender perspectives in the national Armed Forces of NATO Member and Partner Nations.

Data Collection

Data collection and analysis took place between April 2023 and December 2024. In total, 28 Allied Member Nations and 7 Partner Nations voluntarily provided data and information to the IMS GENAD Office. Contributing Nations were: Albania, Belgium, Canada, Croatia, Czechia, Denmark, Estonia, France, Germany, Greece, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Montenegro, The Netherlands, North Macedonia, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Türkiye, United Kingdom and the United States. Some member nations reported on both qualitative and quantitative data, albeit inconsistently throughout their submissions. However, some countries did not report quantitative data or provided very limited quantitative responses that prevented analysis and calculations.

Contributing Partners were: Austria, Bosnia and Herzegovina, Finland, Moldova, Serbia, Tunisia and Ukraine. It is worth noting that Finland submitted its data before joining NATO on 4 April 2023. As a result, for 2022, Finland is included in the data for NATO Partner Nations.

In line with previous years, the Summary collected both qualitative and quantitative data on Member and Partner Nations using a survey developed and distributed in English in a simplified Microsoft Excel format by the IMS GENAD Office. The qualitative data was analysed using Microsoft Excel. The data was then analysed and compared to the previous year's submission, as shown by the percentage change from one value to another. The questionnaire was designed to collect comparable statistical data on the progress and challenges of implementing UNSCR 1325 and integrating gender perspectives in the national Armed Forces of NATO Member and Partner Nations.

Please note that the term “NATO Member and Partner Nations” used throughout this report refers specifically to those nations that provided data for 2022, rather than NATO Members and Partners as a whole.

Limitations

NATO does not require nations to share national data, thus all data submitted for this Report is done so on a voluntary basis. As a result, the IMS GENAD Office cannot verify the reported data. These factors may result in inconsistencies and voids as the same nations may not volunteer to report data each year or may choose to respond to different questions. In addition, some nations report generic data rather than specifics, which effectively limits the scope of analysis conducted for this Report. Therefore, the Report cannot be considered a complete and holistic picture of the integration of gender perspectives across NATO Allies and Partners.

Furthermore, each Member and Partner Nation organizes its military in their unique way, utilizing different language and terminology. While the implementation and use of NATO common language (NATOTerm) has helped to mitigate this to the greatest extent possible, there are still some terms or phrases that lack a standardized definition. Finally, the structure of the military, and thus the definitions used, varies greatly across nations, resulting in inconsistencies and discrepancies in the overall final product. Due to issues with language, terminology and national military institutions, there are limitations to the data collection and analysis.

It must be specified that this report intentionally omits some data for 2021. The IMS GENAD Office was in the process of reviewing the 2021 version of this Report while the 2022 edition was being compiled. Thus, the IMS GENAD Office proceeded without including some of the data of the previous Summary of National Reports to avoid further delays.



NATO MEMBER NATIONS

Overview

In 2022, the NATO Member Nations Armed Forces average was 12.73% for women and 87.27% for men. This is a 0.2% increase from the previous reporting cycle. It is important to note that not all Member Nations reported quantitative data for 2022 and different Member Nations report each year, which impacts this indicator.

	2020	2021	2022
Men	87.76%	87.49%	87.27%
Women	12.24%	12.51%	12.73%

Key successes:

- An increase in women applicants recruited, compared to 2021 (12.9% to **41.25%**).
- An increase in women who completed basic training once recruited, compared to 2021 (79% to **82.27%**).
- An increase in women serving in officer ranks, compared to 2021.
 - OF-1 to OF-2: 1.8% to **2.84%**
 - OF-3 to OF-5: 1% to **1.41%**
 - OF-6 to higher: 0% to **0.01%**

Work-Life Balance

26% of Member Nations reported that they have a comprehensive and institutionalized work-life balance policy and overarching plans for military personnel. However, this does not mean that other Allies do not have similar measures in place for their defence sectors. Most countries have some programmes in place that still support the work-life balance of their personnel.

29.6% of NATO Member Nations reported having measures in place for military personnel which include the ability to telework, work from home or work from satellite offices. This is a significant decrease from 57.7% in 2021. Further investigation into these types of measures is required to understand whether these flexibility options were implemented *ad interim* to cover the emergency period during the pandemic and were gradually lifted as COVID-19 restrictions eased.

96.3% of NATO Allies reported the existence of flexible working hours, part-time employment and/or breastfeeding breaks for their military personnel. Specifically:

- 81.5% reported having the abovementioned measures in their childcare policies.

- 37% explicitly reported having these policies to support caregiving responsibilities for the elderly and the sick.
- 40.7% explicitly reported having these measures for personnel pursuing educational studies.

To support the careers of parents in the military, 44.4% of NATO Allies reported institutionalized provisions for nurseries, childcare facilities or childcare allowances. Lastly, 66.7% of NATO Member Nations reported having special measures in place for dual service couples and single, divorced or widowed parents.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

66.7% of reporting NATO Member Nations stated that they have specific policies or legislation in place to prevent and respond to sexual harassment and SEA.

Furthermore, 92.6% of NATO Allies reported having internal (and to a certain extent external) complaints mechanisms in place to report incidents and allegations of sexual harassment and SEA. These mechanisms are not standardized across Allies and remain highly inconsistent from one member nation to the other. While this is a sensitive subject under the remit of each national jurisdiction, reporting Allies still outlined the way they handle allegations and cases of sexual harassment and SEA for military personnel. Based on the reports, three commonalities persist:

1. Formal or informal complaints reporting mechanisms.
2. Structured persons of trust/point of contact networks.
3. Support systems within the Chain of Command.

70.4% of NATO Member Nations also reported having trainings on prevention and response to sexual harassment and SEA. Sexual harassment and SEA trainings are widely included in professional military education, pre-deployment trainings and in-theatre trainings.

Recruitment and Retention

The IMS GENAD Office indicates a slight decrease of 0.5% compared to 2021 (22.2% to 21.7%) in the average of women applying for the Armed Forces of NATO Member Nations. On the contrary, two recruitment and retention indicators have increased: women applicants who were recruited in the Armed Forces and women that successfully completed basic training. The average number of women applicants recruited in NATO Allies' Armed Forces was 41.2% in 2022, signalling an increase of 28.3% compared to 2021 (12.9%). Another valuable increase (+3.3%) was recorded in the average of women who completed basic training across NATO Member Nations with 82.3% in 2022 compared to 79% in 2021.

66.7% of reporting NATO Allies have policies or campaigns that promote the recruitment of women in their armed forces. These recruitment efforts range from institutionalised procedures to targeted campaigns on traditional or social media as well as different marketing strategies.

37% of NATO Member Nations also reported having formal or informal support networks for women in the military. Equally, 37% of NATO Allies reported using exit surveys to monitor why men and women leave the armed forces. Exit surveys differ across Allies, with some collecting SADD or gender-related data to develop better retention policies and strategies.

Education and Training

The IMS GENAD Office reintegrated analyses of national trends on the integration of gender perspectives into education and training as this critically enables comprehensive implementation of UNSCR 1325 tailored to NATO's mandate.

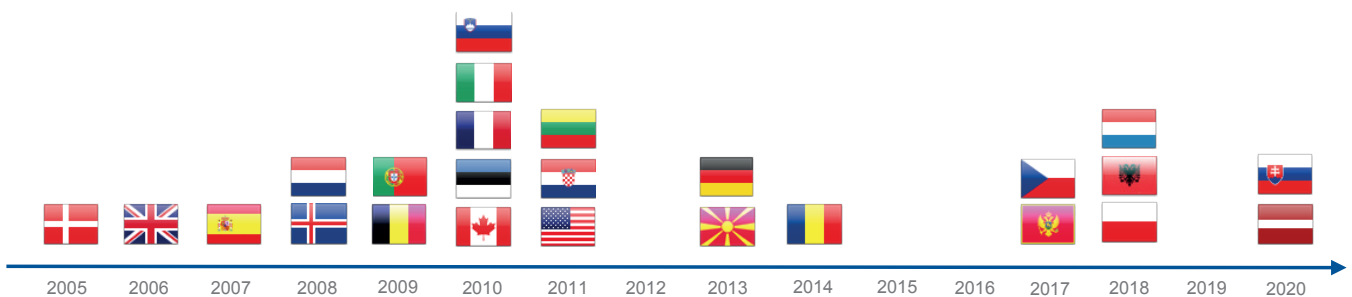
Among Member Nations reporting in 2022, 26% adopted the NATO Gender Education and Training Package for Nations to ensure alignment with international standards. 70.4% of NATO Allies reported the implementation of national gender perspectives into their training and education programmes. This differs among Member Nations, meaning some NATO Allies have more comprehensive training modules in terms of content and others implement specific gender-related elements, such as CRSV or PoC.

Most notably, in 2022:

- One Nation developed specialized courses to integrate gender perspectives into military operations.
- One Nation considered gender as one of the core elements in its Military Academy's education and training.
- One Nation developed an Internal Handbook to standardize trainings in gender equality for the security sector.

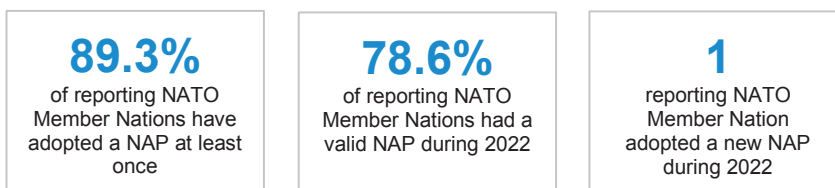
National Action Plans on Women, Peace and Security

Among the 28 NATO Allies who submitted the survey for the 2022 SNR, 25 have adopted a NAP for WPS at least once in their history.

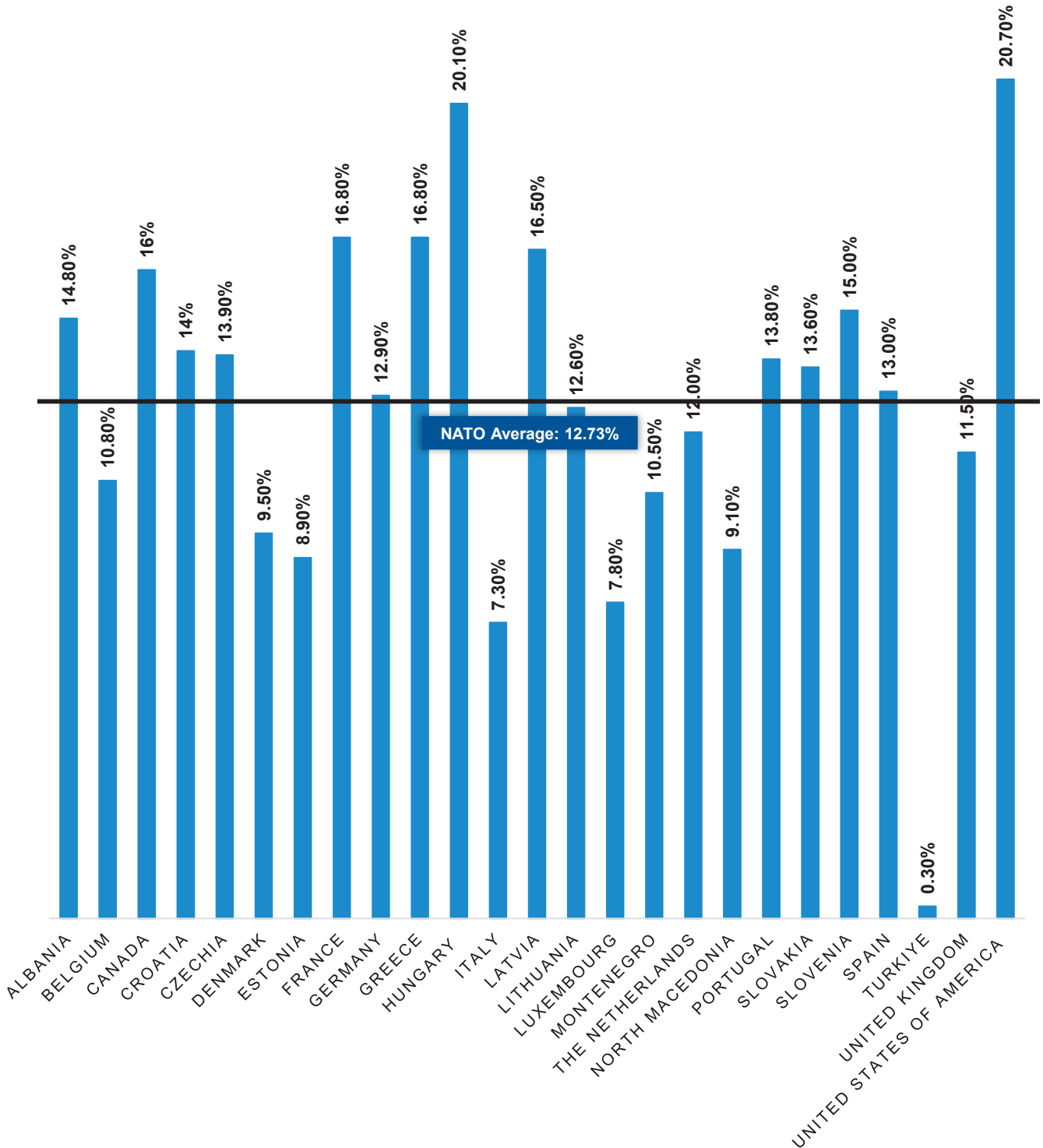


When Member Nations that reported in 2022 Adopted their first NAP

However, among those 25 Member Nations, 21 had a valid in-date NAP on WPS in 2022, while 3 Allies had an expired NAP for the same reporting period. One Member Nation adopted a new NAP on WPS in 2022. 3 reporting Member Nations have not yet adopted a NAP on WPS to outline their national strategy for the implementation of UNSCR 1325.

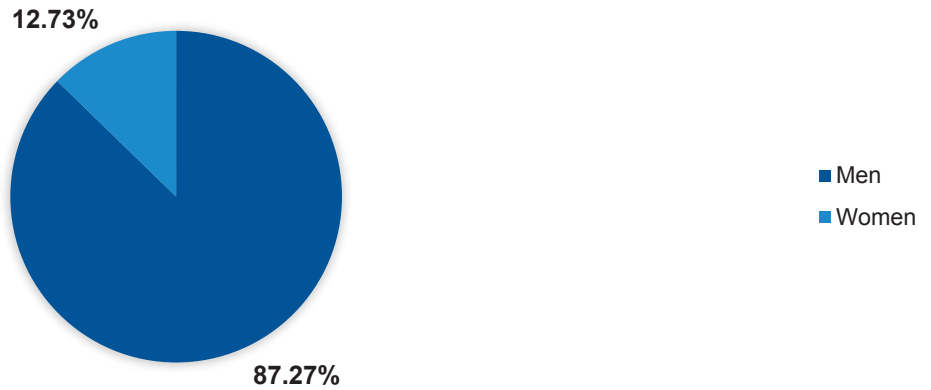


AVERAGE OF WOMEN IN THE ARMED FORCES OF NATO MEMBER STATES

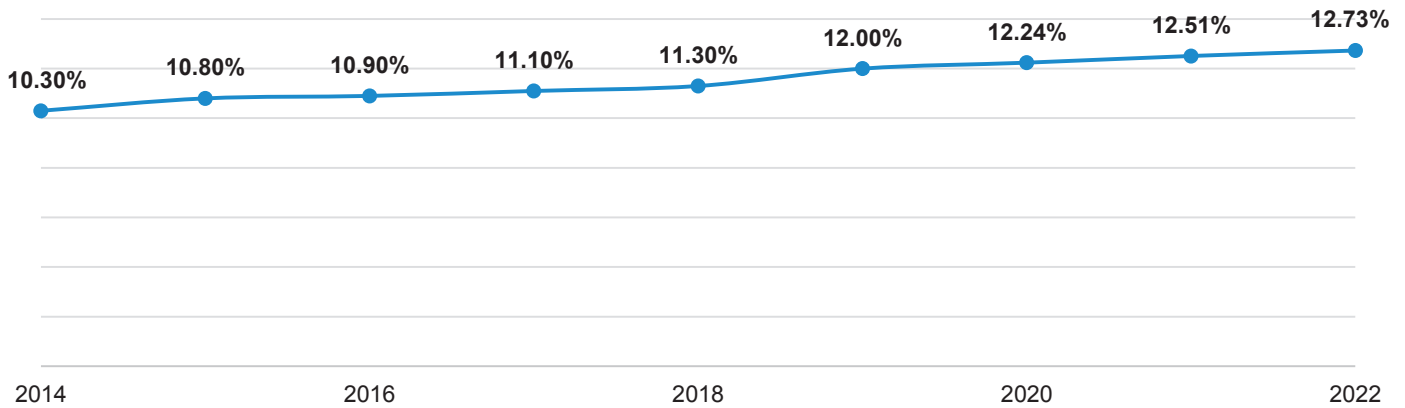


<p>12.73% of NATO Allies Armed Forces are Women</p>	<p>87.27% of NATO Allies Armed Forces are Men</p>	<p>21.75% of NATO Allies Applicants are Women</p>	<p>41.25% of NATO Allies Women Applicants were Recruited</p>	<p>82.27% of NATO Allies Women Completed Basic Training</p>
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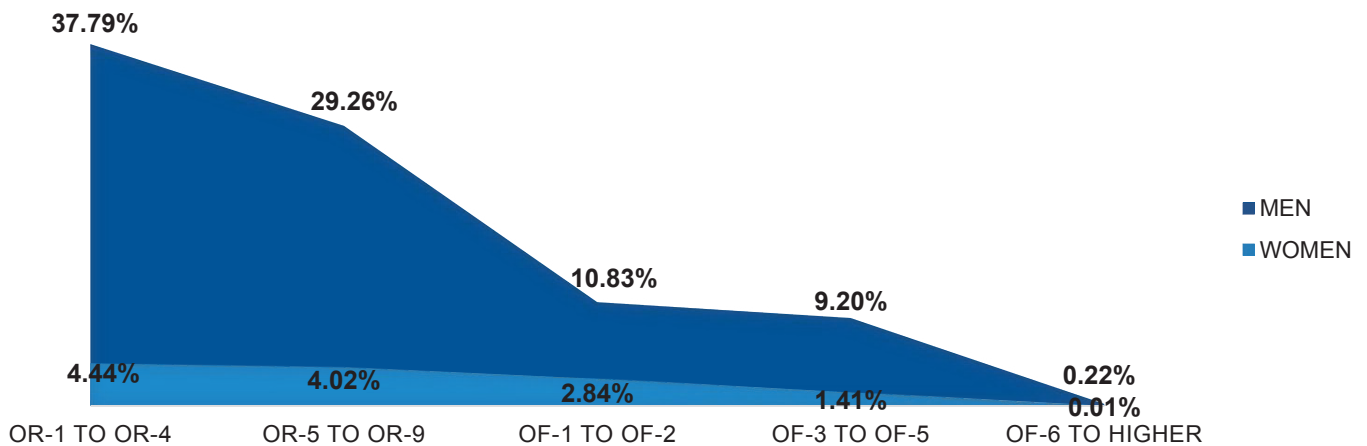
AVERAGE PERCENTAGE OF MEN AND WOMEN IN ALLIES ARMED FORCES



PERCENTAGE OF WOMEN IN ARMED FORCES OF NATO ALLIES OVER TIME

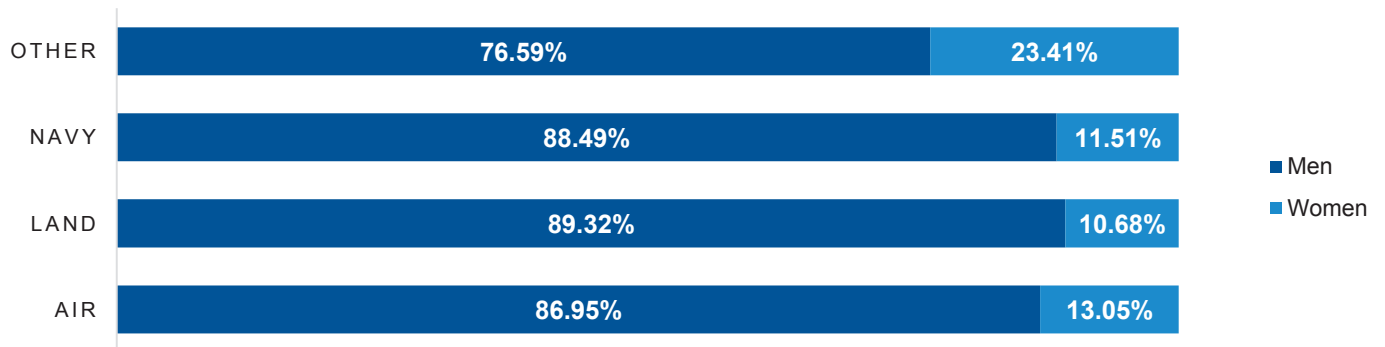


AVERAGE OF DISTRIBUTION OF MEN AND WOMEN BY RANK IN NATO ALLIES ARMED FORCES

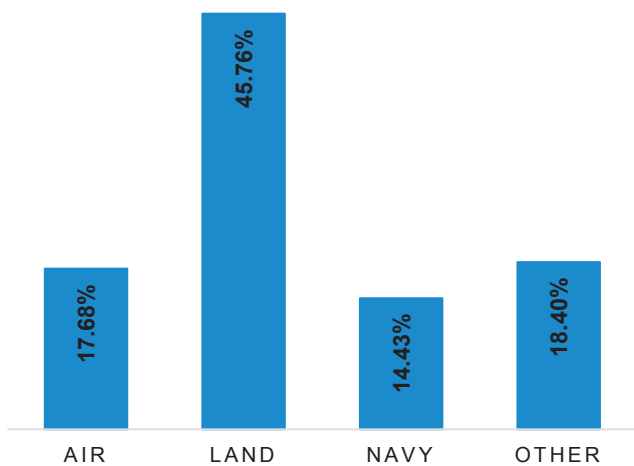


Please note for NATO Quantitative Data, Other = Combined different branches of service based on Member Nations data

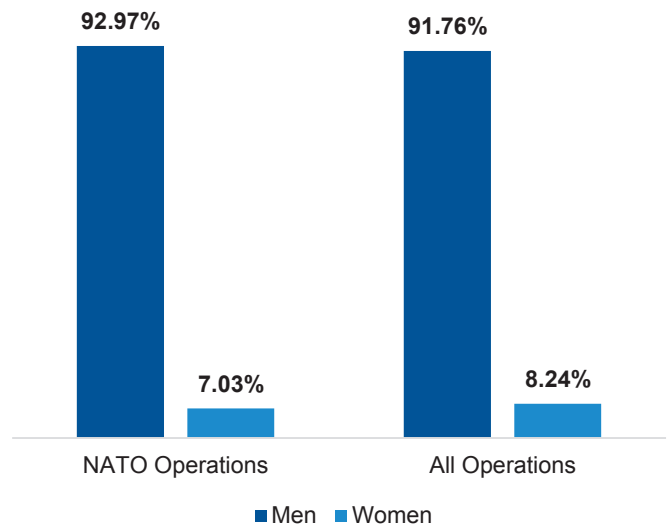
AVERAGE DISTRIBUTION OF MEN AND WOMEN BY BRANCH IN NATO ALLIES ARMED FORCES



AVERAGE DISTRIBUTION OF WOMEN BY BRANCH IN NATO ALLIES ARMED FORCES



AVERAGE OF THE DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS OF NATO ALLIES



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

NATO MEMBER NATIONS



ALBANIA

Overview

In 2022, the Albanian Armed Forces were composed of 14.8% women and 85.2% men. This signals a 0.5% increase in the percentage of women in the armed forces compared to 2021. The percentage of women in Officer ranks also increased for each reporting category. Women in OF-1 – OF-2 ranks increased by 0.34%, in OF-3 – OF-5 ranks by 0.26% and in OF-6 or higher ranks by 0.02% compared to 2021.

Key Successes

- Approval of the policy to remove the restriction limiting the proportion of women in the AAF to a maximum of 15%.
- Endorsement of the MoD Action Plan for Gender Equality 2022-2030.
- Continued implementation of the National Strategy for Gender Equality 2021-2030.

Work-Life Balance

The Albanian Armed Forces provide maternity and paternity leave, as well as combined parental leave. Part-time employment options for childcare are also offered to military personnel.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Since 2021, Albania has implemented “Policies and Procedures for the Elimination of Violence, Harassment, and Sexual Harassment in the Workplace in the MoD and Armed Forces Structures”. Formal reporting mechanisms, as well as annual surveys conducted by HR, are in place to report incidents and cases of sexual harassment, and sexual exploitation and abuse. These allegations are overseen by direct superiors and personnel specialists.

Recruitment and Retention

The new MoD Action Plan for Gender Equality was approved in 2022. This new Action Plan includes additional efforts on promoting female military recruitment. Further, the Personnel Recruitment Centre and Cultural Centre of Media and Publications run targeted campaigns to encourage women to join the military. Lastly, Gender Specialists in Albania conduct extensive monitoring, analysis and data collection to determine reasons why women and men leave the Albanian Armed Forces, granting a better overview of the military.

Education and Training

The Albanian Armed Forces employ the NATO Gender Education and Training Package and have a national Gender Perspectives related training and education programme.



ALB

14.8%
of Armed Forces
are Women

85.2%
of Armed Forces
are Men

50%
of Applicants are
Women

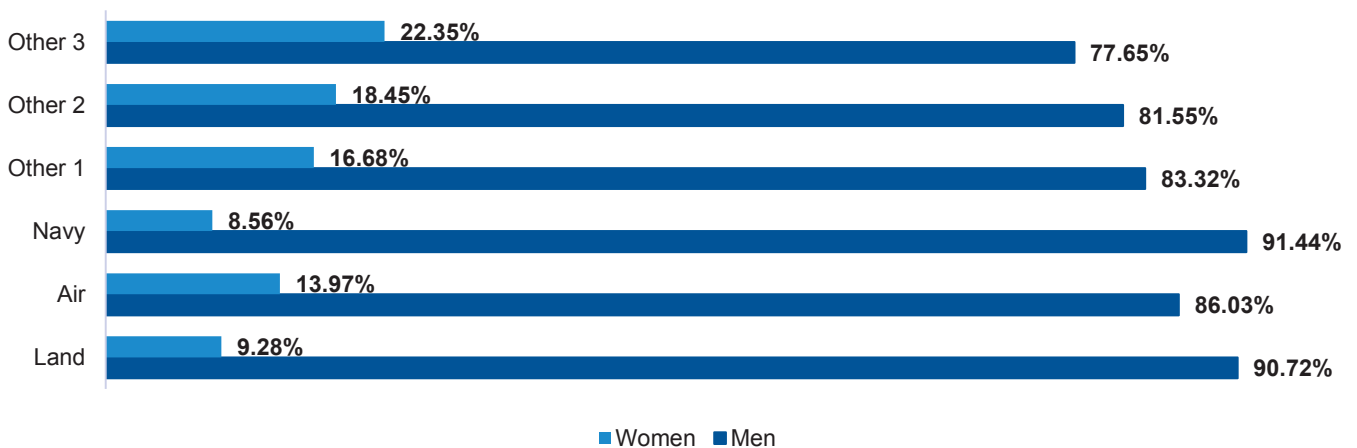
11.2%
of Women Applicants
were Recruited

NO DATA
of Women Completed
Basic Training

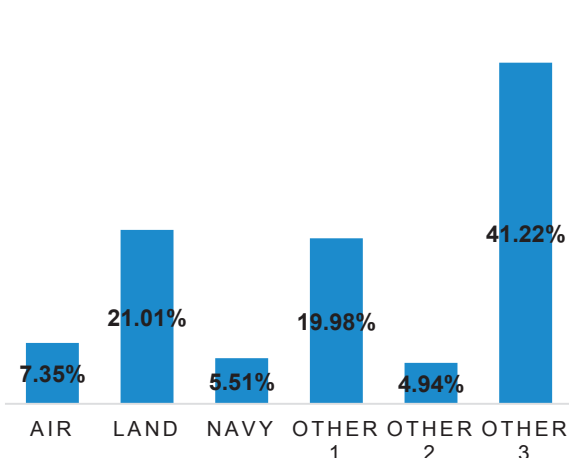
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



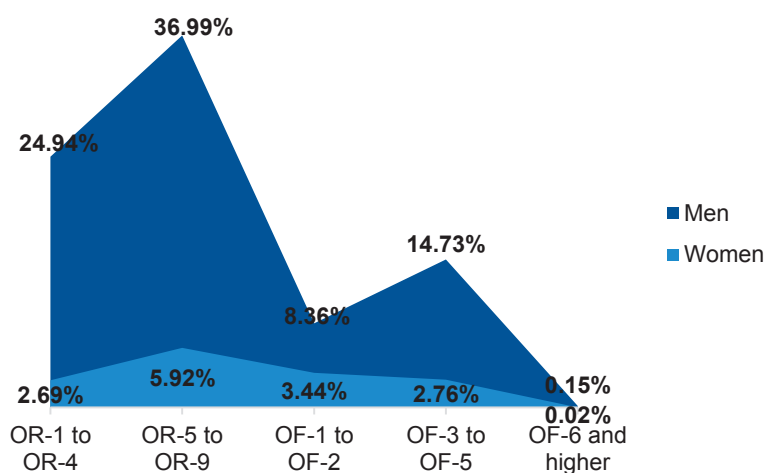
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

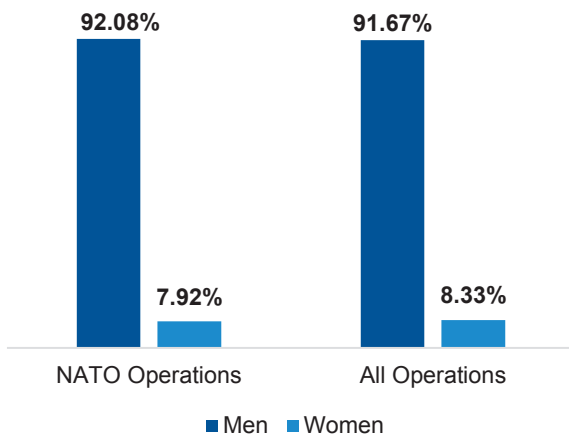


DISTRIBUTION OF MEN AND WOMEN BY RANK

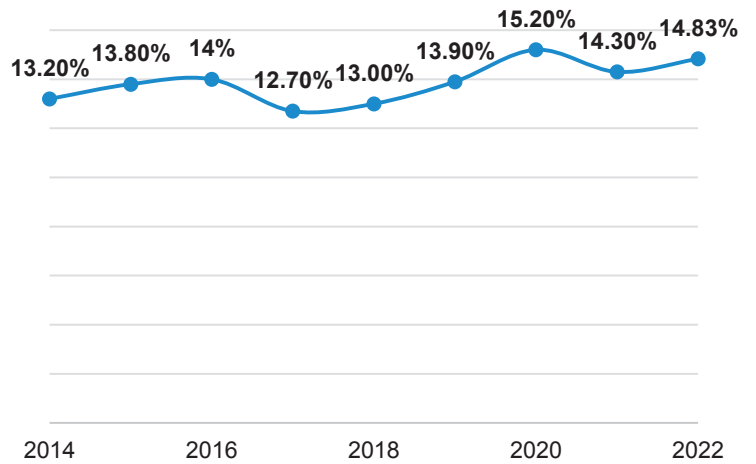


Please note for Albania Quantitative Data, Other 1= Support Command; Other 2 = Armed Forces Academy; Other 3 = MoD & General Staff

PERCENTAGE OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	6.71%
Women	Air	1.09%
Men	Land	30.47%
Women	Land	3.12%
Men	Navy	8.73%
Women	Navy	0.82%
Men	Other 1	14.79%
Women	Other 1	2.96%
Men	Other 2	3.23%
Women	Other 2	0.73%
Men	Other 3	21.23%
Women	Other 3	6.11%
Total		100.00%

Please note for Albania Quantitative Data, Other 1= Support Command; Other 2 = Armed Forces Academy; Other 3 = MoD & General Staff



BELGIUM

Overview

In 2022 Belgium adopted its fourth NAP titled '*Women, Peace and Security*' 2022-2026 which retained the six objectives from its previous NAP.

Key Successes

- An inclusion platform (intern Defence) was created in 2022 to overcome the lack of an official support network for women in the military.
- The Belgian Defence Clothing System (BDCS) has been adapted to the morphology of women in 2022, specifically in regards to combat uniforms.

Work-Life Balance

Except for certain critical posts, Defence Personnel in the Belgian Armed Forces can work in satellite offices, telework and work from home for a maximum of 3 days per week. Additionally, personnel can work part time at a 4/5 rate. Part time and flexible working hours are foreseen for childcare. For dual service couples, deployment of both partners at the same time is avoided per policy measures. In the case where one partner from a military couple participates in an operation, the other can request to work 4 days a week for the whole duration of the mission, with loss of pay. Personnel also have access to nurseries at the workplace. The Belgian Armed Forces also provide breastfeeding breaks, flexible working and service hours or variable start/finish times of working days. A policy on duties assignment, night duties and/or overtime work is also in place and parents are protected from deployment in specific provisions.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Belgian Armed Forces have programmes and trainings on the prevention and response to sexual harassment and SEA. Education and training are required for new civilians and military persons joining the Defence Personnel and continued training is available through a hierarchal line. Awareness on sexual harassment and SEA is also raised through briefings in units and military schools and through information campaigns, such as posters and information for trade union.

There are formal and informal procedures in place to report incidents and allegations of sexual harassment and SEA which include legal procedures with direct contact to a psychosocial advisor or person of trust, access to a free phone number available for civilians and military personnel, access to an internal Centre for psychosocial support, as well as an internet Defence contact portal allows for the option of anonymous reporting. Internal allegations of sexual harassment and SEA are overseen by a person or team present in the Belgian Armed Forces and the Internal Service of Prevention and Protection at Work, which is made up of one plus five psychological hubs with twelve psychosocial advisors and ten full-time Persons of Trust present. Internal to each unit, there is a person of trust in *cumul* designated by the commanding officer according to their needs. As regards

external SEA, other social services exist (such as Global Inspection and Social Services) which transfer the victim to the Person of Trust to the appropriate body.

Recruitment and Retention

Some physical tests thresholds for the BAF recruitment are adjusted to ensure equitability in scores and equal opportunities for men and women. Tests remain identical but the quotations tables of some specific tests are different in order to remain gender neutral. Communication and PR campaigns are committed to the visibility of women during advertising spots, websites, as well as official Defence social media outreach in order to promote the recruitment of women. Additionally, figures representing the number of de-commitments is disaggregated by sex and rank for each category. For 2022, no new specific policies or campaigns on the retention of women in the were implemented however the Central Office for Social and Cultural Action of Defence continues to offer a series of services free of charge for all personnel.

Education and Training

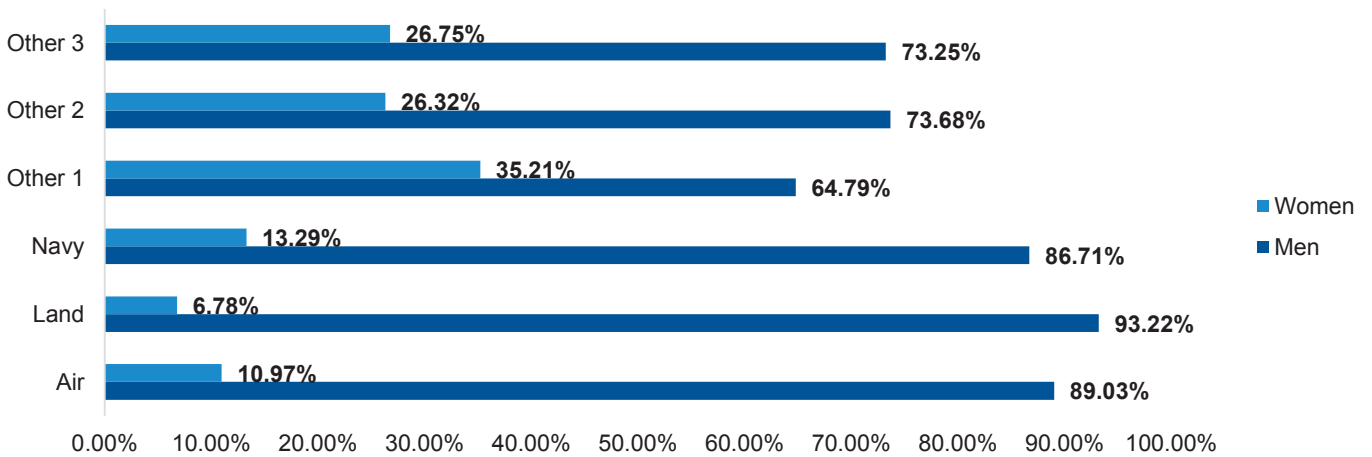
The Belgian Armed Forces have implemented two modules (Modules 1 and 2) out of the four provided by NATO in “NATO Gender and Education Training Package for Nations”, judging them as ‘incredibly useful’. As well, Belgium integrates gender perspectives into operational planning and pre-deployment training and/or exercise. GFPs give a briefing on gender to all staff members who are deployed in operations as a part of their Pre-Deployment Training (PDT) course.

10.8% of Armed Forces are Women	89.2% of Armed Forces are Men	15.3% of Applicants are Women	33.3% of Women Applicants were Recruited	100% of Women Completed Basic Training
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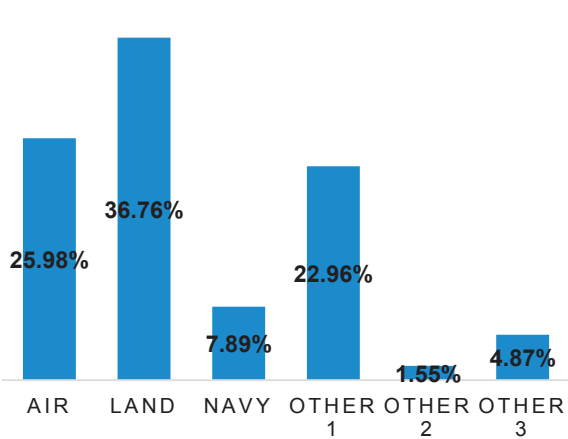
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



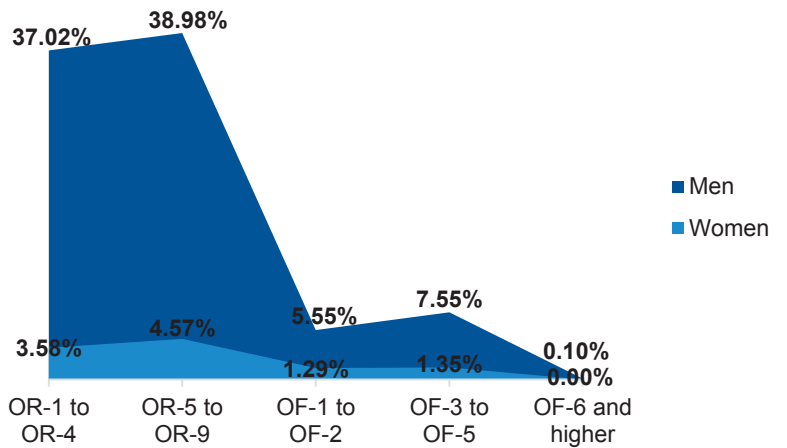
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

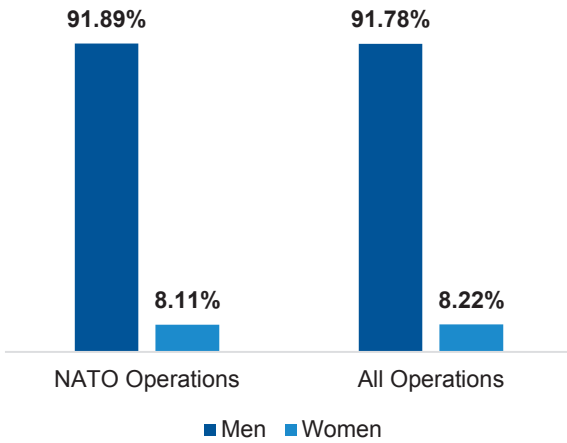


DISTRIBUTION OF MEN AND WOMEN BY RANK

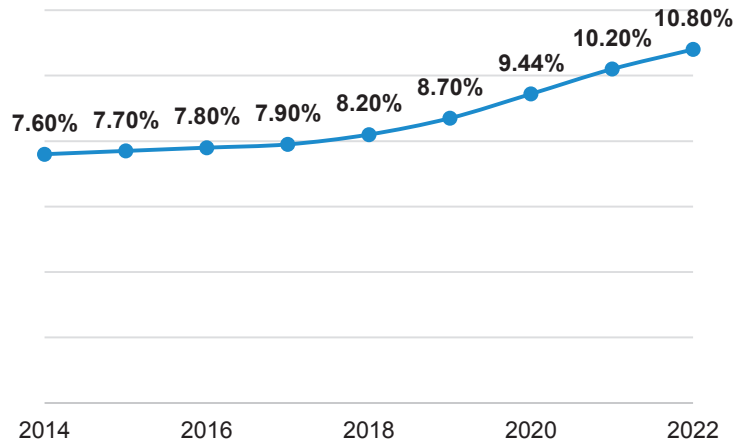


Please note for Belgium Quantitative Data, Other 1 = Medical; Other 2 = Musician; Other 3 = Not Disclosed

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% Total
Men	Air	22.73%
Women	Air	2.80%
Men	Land	54.48%
Women	Land	3.96%
Men	Navy	5.55%
Women	Navy	0.85%
Men	Other 1	4.56%
Women	Other 1	2.48%
Men	Other 2	0.47%
Women	Other 2	0.17%
Men	Other 3	1.44%
Women	Other 3	0.53%
Total		100.00%

Please note for Belgium Quantitative Data, Other 1 = Medical; Other 2 = Musician; Other 3 = Not Disclosed



CANADA

Overview

Canada continued to implement its second NAP titled '*Canada's National Action Plan for the implementation of the UNSCR 1325 on WPS 2017-2022*' which provides a cohesive whole-of-government approach to the implementation of the Agenda. It ensures that activities conducted by the Canadian Armed Forces in fragile and conflict-affected states align with broader national commitments, such as those regarding gender equality, women and girls' empowerment, respect for women and girls' human rights, inclusion and respect for diversity.

Key Successes

- Establishment of a long-term representation goal (25.1%) for women in Regular Forces and Primary Reserve by 2026 as per the Canadian Employment Equity Act.
- In Fiscal Year 2021-2022, women represented 21.5% of selected members to attend the Joint Command Staff Program (JCSP) at the Canadian Forces College.

Work-Life Balance

Parental leave in the Canadian Armed Forces is transferable between parents. If both parents are members of the Canadian Armed Forces and one is entitled to an exemption from duty, or is entitled to maternity leave, the sum of the period of exemption from duty and training for each parent shall not exceed 52 weeks. The Canadian Armed Forces further seek to create necessary conditions to support the work-life balance of personnel through the Defence Team Total Health and Wellness Strategy. The Canadian Armed Forces have a policy on contingency cost moves for personal reasons, compassionate status and compassionate posting. This policy applies to all members of the Canadian Armed Forces, not just military service couples. When a member of a married service couple is being considered for an out-of-area posting, an effort is made to co-locate the member's military spouse to the same geographical region, provided that a suitable position exists, the relocation is consistent with the needs of the Canadian Armed Forces and the new positioning would not negatively impact the Canadian Armed Forces' member career progression. Additionally, the Military Spouse Employment Initiative provides military spouses and common law partners with tools and resources to develop their skills and pursue their careers within the federal Public Service. Part-time and flexible working hours are foreseen for childcare, care for the elderly or the sick and educational studies. Childcare policy includes day care at military installations and/or the MoD, extra weeks of subsidized maternity/paternity leave, flexible working and service hours or variable start/finish time of working.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Canadian Armed Forces have programmes and trainings on prevention and responses to sexual harassment. The Canadian Armed Forces Peace Support Training Centre has incorporated education on the prevention and response to SEA into pre-deployment training. The Command Teams of all deploying units within the Canadian Armed Forces are being briefed and trained on the WPS Agenda,

gender perspectives and their obligations concerning SEA, CRSV and child soldiers. In addition, the Defence Team provided WPS subject-matter expertise contributions to a new online course on the prevention and response to SEA and gender perspectives are also incorporated into key academic events, also by establishing specific committees on equity and inclusion to consider and identify systemic issues regarding sexual misconduct.

Recruitment and Retention

Based on the Canadian Employment Equity Act, the Canadian Armed Forces established a long-term representation goal of 25.1% of women in Regular and Primary Reserve Forces. There are also goals for Indigenous Peoples (3.5%) and visible minorities (11.8%). All of the above goals are set to be achieved by 2026.

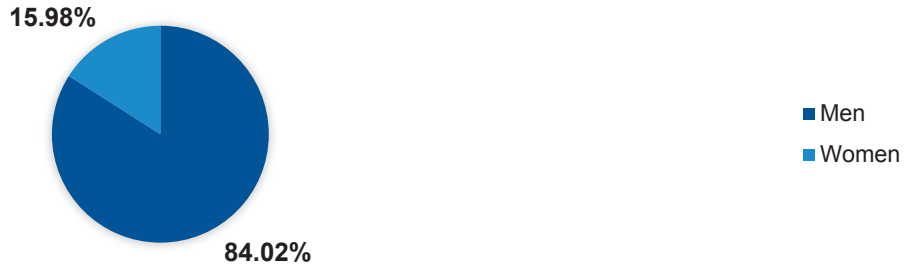
Women-centred advertisement campaigns have been launched to achieve this representation target by 2026. The national advertisement “Women’s Recruitment Campaign” was carried out between January to March 2022, and expected to proceed until March 2023 and the Privy Council Office increased funding by \$1.5 million to extend all advertising campaigns for the CAF. Additionally, the Canadian Special Operations Forces Command (CANSOFCOM) established a Strategic Intake Plan (SIP) which includes women-centric recruiting initiatives while the Royal Canadian Air Force continued collaboration with the Elevate Aviation organization in Fiscal Year 2021-2022, focusing on the shared commitment of advancing women in aviation. The Canadian Armed Forces revised its Exit Survey in 2021 but corresponding data was not available at the time of the collection of data for this report. However, data disaggregation was marked as key in prospective data analysis. Further, the Directorate Air Personnel Strategic conducted research in Fiscal Year 2021-2022 to better understand the impacts of Royal Canadian Air Force-specific factors on the retention of women, with the goal of developing retention strategies targeting female and gender-diverse members. Lastly, the Canadian Armed Forces Retention Strategy seeks to identify the factors that are contributing to attrition at the sub-group level, from an intersectional perspective and including disaggregated gender/sex/visible minority data in specific occupations or environments.

Education and Training

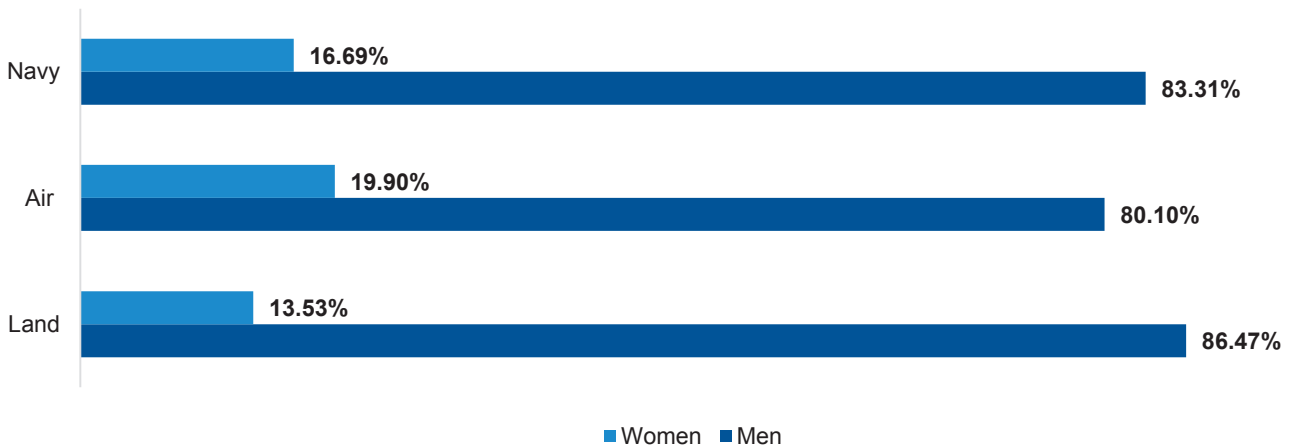
Gender perspectives training is currently incorporated into 14 CAF courses. All Canadian Armed Forces members are required to take the online gender-based analysis plus (GBA+) introduction course. Further, pre-deployment training for Canadian Armed Forces includes lessons on human rights, PoC, WPS, CRSV, child protection, SEA and human trafficking. A central repository was created where existing handbook and reference guides, produced by the Canadian Armed Forces for GFPs and commanders, are collected and all deployed personnel are also required to complete NATO ADL courses 168, 169 and 171.

16% of Armed Forces are Women	84% of Armed Forces are Men	29.4% of Applicants are Women	6.7%* of Women Applicants were Recruited	60% of Women Completed Basic Training
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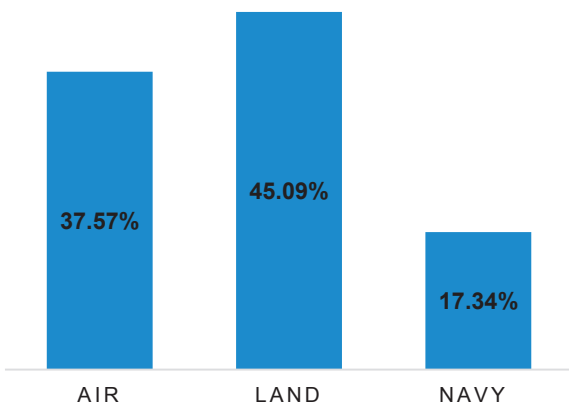
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



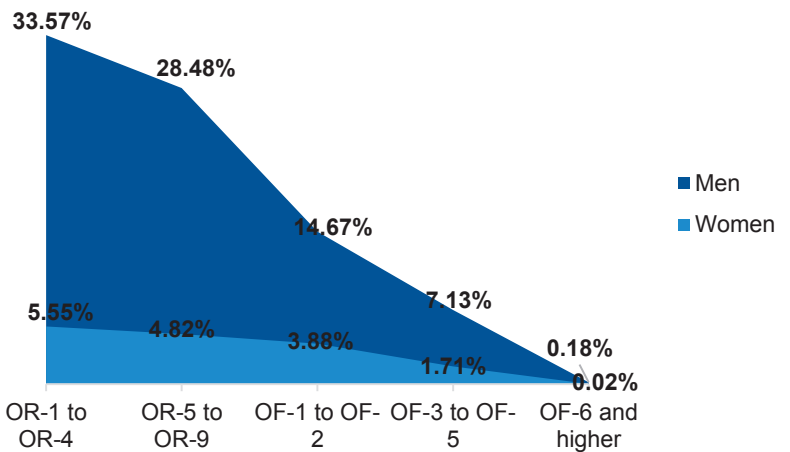
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

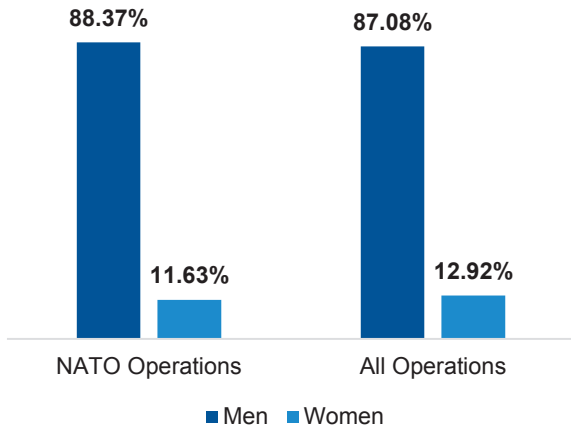


DISTRIBUTION OF MEN AND WOMEN BY RANK

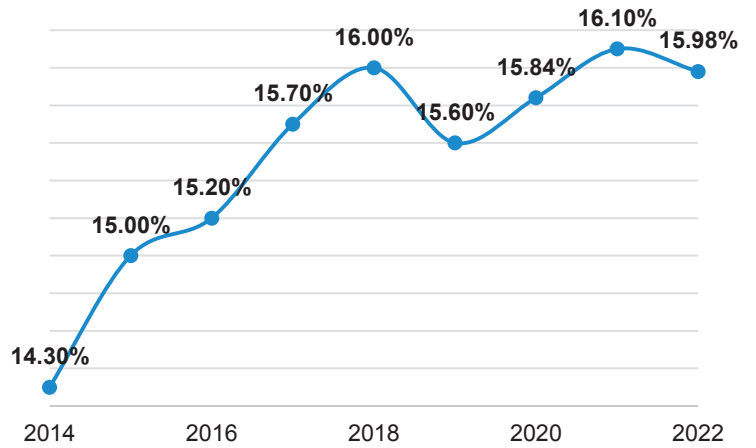


*The CAF differentiate between Applicants and Enrollees. Thus, by making this difference, 15.9% of all enrollees in 2022 were women. This percentage was directly provided by the Canadian Department of National Defence.

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	24.16%
Women	Air	6.00%
Men	Land	46.03%
Women	Land	7.20%
Men	Navy	13.83%
Women	Navy	2.77%
Total		100.00%



CROATIA

Overview

In 2022 Croatia continued to implement its second NAP titled '*National Action Plan for the Implementation of UNSCR 1325 on WPS and Related Resolutions 2019-2023*' which includes priorities on conflict prevention, participation, protection, post-conflict recovery and security risk management.

Key Successes

- The Personnel Directorate General Staff is in charge of integrating the gender perspective into the Armed Forces of the Republic of Croatia.

Work-Life Balance

Both parents in the Armed Forces of the Republic of Croatia are entitled to parental leave which can be taken in full or in part and parents receive additional benefits for each child who is born. The Armed Forces of the Republic of Croatia offer part-time and flexible working hours for childcare, elderly or sick care, but also for educational pursuits. Deployment for parents who are dual service couples is voluntary. Furthermore, specific regulations address the needs of pregnant women and single parents, exempting them from duties that require 24-hour service or night shifts.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

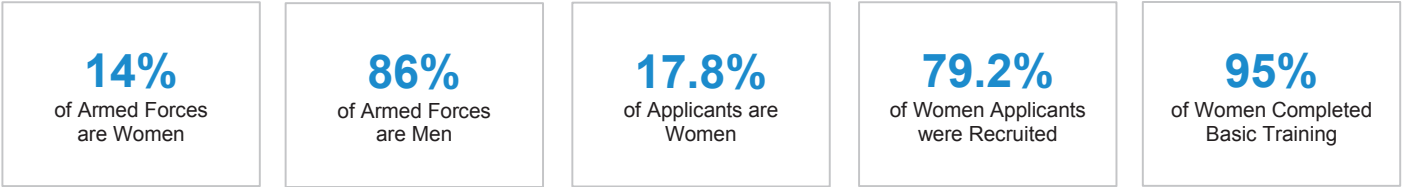
The prevention of all forms of sexual harassment, exploitation and abuse is addressed at different levels of military education programmes for officers and NCOs, as well as pre-deployment training. These trainings cover topics such as CRVS, SEA and PoC. Allegations of sexual harassment, exploitation and abuse can be made through the chain of command, to the Military Police and to medical practitioners. Personnel can also report incidents of sexual harassment, exploitation or abuse to the Committee for Gender Equality in the Ministry of Defence and Armed Forces and the Committee for the Protection of Military Person's Dignity. Authorized Military Police officers are also trained in conducting investigations for sexual harassment, exploitation and abuse.

Recruitment and Retention

Recruitment campaigns for the Armed Forces of the Republic of Croatia equally target women and men. Individuals leaving the military may participate in exit survey to determine why personnel leave the armed forces. Retention policies are applied equally to women and men in the armed forces, in order to retain the specialised services of personnel possessing scarce key skills, such as: doctors, pilots, university professors, and Information and Technology (IT) experts. The incentives include, amongst other benefits: special bonuses for personnel with key skills, accelerated career development, and financial support for further technical training.

Education and Training

The Armed Forces of the Republic of Croatia utilize the NATO Gender Education and Training Package for Nations. Personnel working at the operational level are trained with the NCGM's Gender Advisor Course or Gender Training/Trainers Course. The Armed Forces of the Republic of Croatia also conduct various pre-deployment trainings that incorporate the gender perspectives.



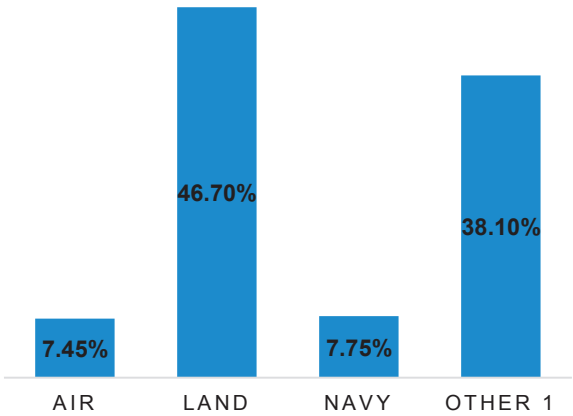
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



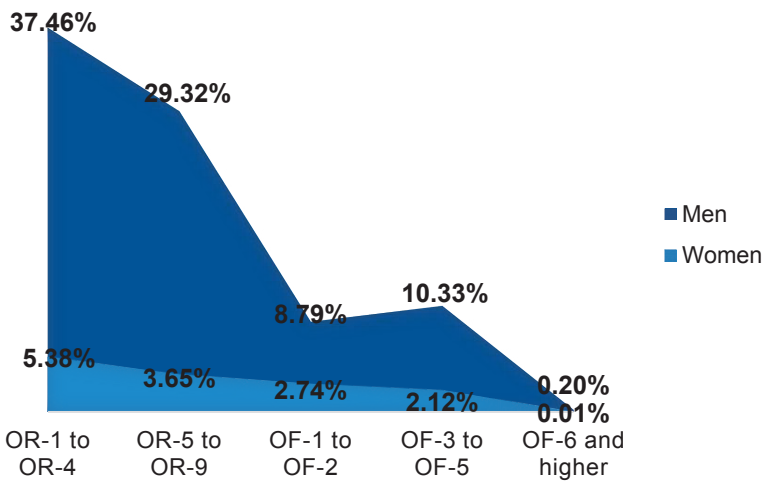
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

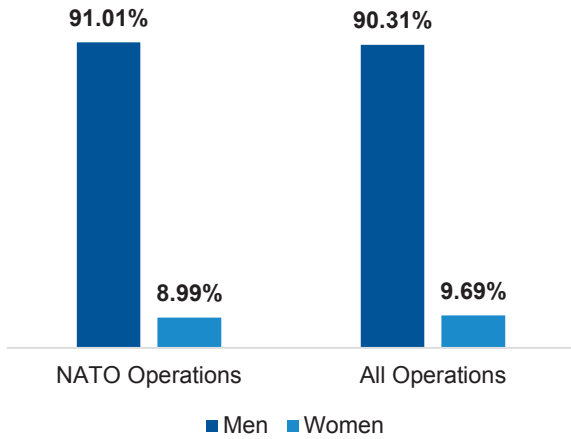


DISTRIBUTION OF MEN AND WOMEN BY RANK

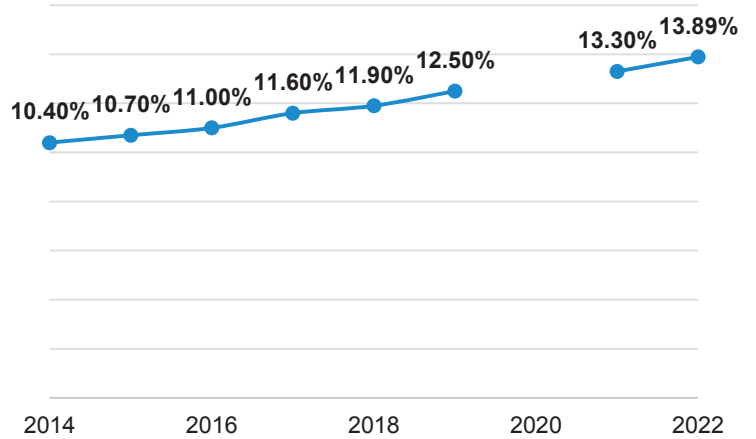


Please note for Croatia Quantitative Data, Other 1 = MOD, GSCAF, GS CAF Subordinate Units, Military Defence Academy, Support Command, Personnel Deployed in PSO

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	8.02%
Women	Air	1.03%
Men	Land	41.05%
Women	Land	6.49%
Men	Navy	8.37%
Women	Navy	1.08%
Men	Other 1	28.67%
Women	Other 1	5.29%
Total		100.00%

Please note for Croatia Quantitative Data, Other 1 = MOD, GSCAF, GS CAF Subordinate Units, Military Defence Academy, Support Command, Personnel Deployed in PSO



CZECHIA

Overview

In 2022 Czechia continued to implement its NAP titled '*Action Plan of the Czech Republic for the implementation of United Nations Security Council resolution 1325 (2000) on women, peace and security and related resolutions for 2021 – 2025*' and published an assessment on the ongoing implementation. Czechia's NAP focuses on participation, gender mainstreaming, conflict prevention and humanitarian assistance for women and girls.

Key Successes

- The Gender Advisor to the CHOD continues to oversee the integration of the gender perspective into the Armed Forces of the Czech Republic.

Work-Life Balance

Parental leave is transferable between parents based on their needs and can also be used up until the child is three years old. Parental leave in the Armed Forces of the Czech Republic is transferable between parents based on their needs and can also be used up until the child is three years old. Additional education opportunities and flexible working hours are also available for parents, such as online career courses for single parents. Further, single parents and parents with children in a specific age range or with health conditions may be exempt from military deployments. Dual service couples are not deployed simultaneously and Commanders must allow 18 months between foreign deployments. It is also possible for personnel to relocate with covered expenses to move closer to their families. The childcare policy of the Armed Forces of the Czech Republic includes breastfeeding breaks, day care at the Ministry of Defence premises and military bases, flexible working hours and night duty regulations.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Armed Forces of the Czech Republic have specific strategies to prevent sexual harassment, including mandatory training and seminars, as well as the Programme on the Prevention of Undesirable Behaviour. The mandatory pre-deployment training includes international humanitarian law and a cultural awareness lecture which covers the prevention of SEA. Appointed personnel are in charge of dealing with allegations and cases of sexual harassment, while Commanders, the military police and Provost Marshall handle SEA. Formal reporting and investigative procedures to deal with sexual harassment, exploitation and abuse are in place.

Recruitment and Retention

In 2022 the Armed Forces of the Czech Republic conducted targeted campaigns to encourage women's recruitment including interviews with female personnel, posters, videos and social media posts highlighting the benefits of military service for women. There are official and unofficial support networks in place for women in the military. The official support group is led by the CHOD's Advisor for

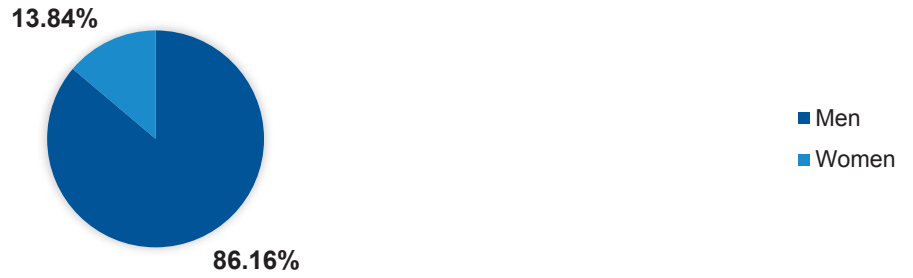
Recruitment and Equal Opportunities. Retention campaigns by the Armed Forces of the Czech Republic emphasize specific policies adopted to service women. At the same time, they provide more information on the above-mentioned policies which highlight the benefits available in the armed forces for service women.

Education and Training

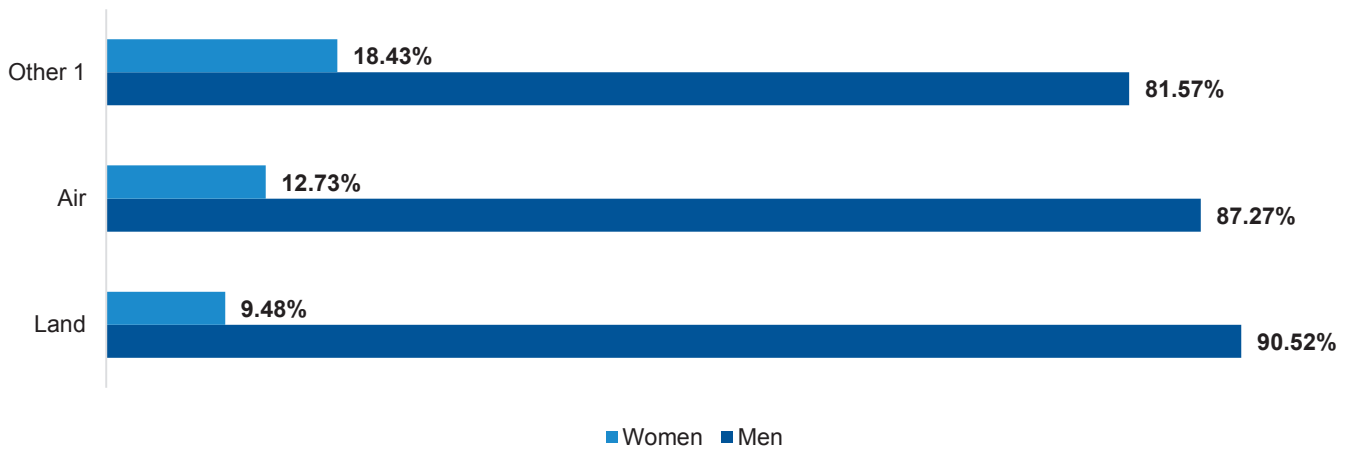
The Armed Forces of the Czech Republic offer nine gender-related training programmes, including the Equal Treatment and Non-Discrimination between Female and Male Service Personnel course. Additionally, trainings include Human Rights and Law of Armed Conflicts

13.9% of Armed Forces are Women	86.1% of Armed Forces are Men	17.5% of Applicants are Women	67.5% of Women Applicants were Recruited	91.4% of Women Completed Basic Training
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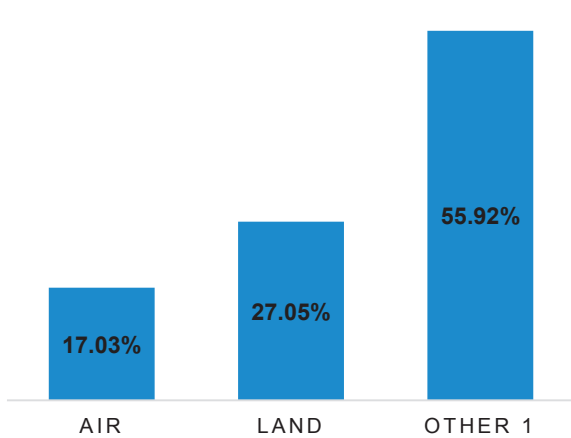
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



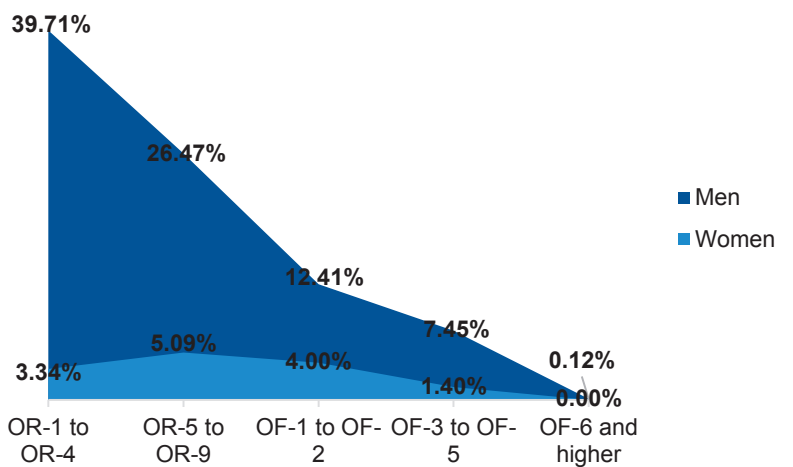
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

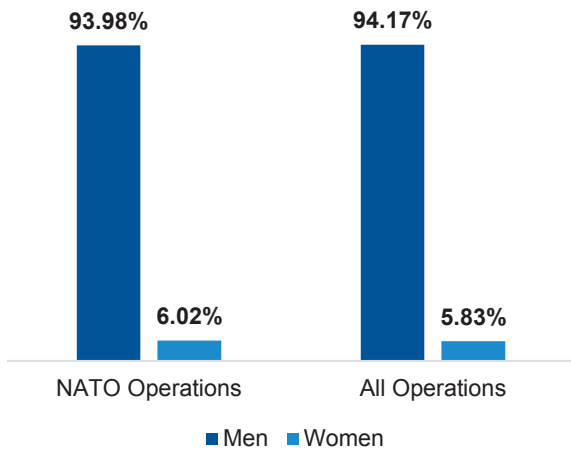


DISTRIBUTION OF MEN AND WOMEN BY RANK

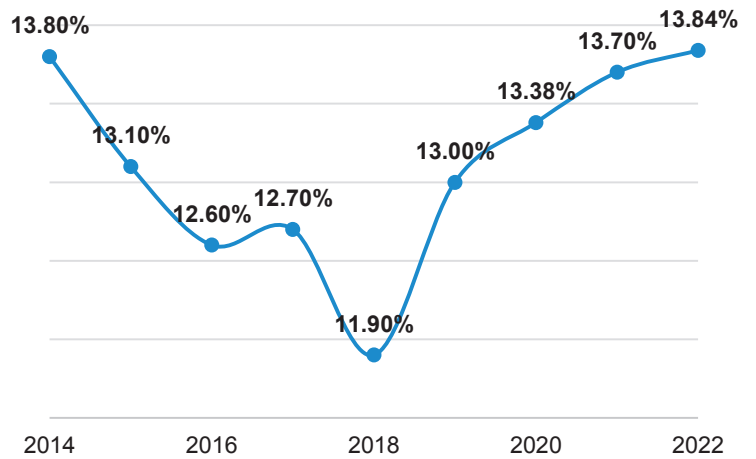


Please note for Czechia Quantitative Data, Other 1 = Administrative and Command, Central Support and Military Police

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	16.16%
Women	Air	2.36%
Men	Land	35.74%
Women	Land	3.74%
Men	Other 1	34.26%
Women	Other 1	7.74%
Total		100.00%

Please note for Czechia Quantitative Data, Other 1 = Administrative and Command, Central Support and Military Police



DENMARK

Overview

In 2022 Denmark continued to implement its fourth NAP titled ‘Denmark’s National Action Plan on Women, Peace and Security’ 2020-2024.

Key Successes

- Denmark aims for a proportion of 50% of women when recruiting for basic training.
- Denmark has established a mentoring network for female officers to foster advancement of women into military career.
- Various points of contact are present at the Defence Command, the MoD, Personnel Agency and in all military branches to oversee the integration of gender perspectives.
- Throughout 2022, Denmark has started the adaptation of personal protective equipment, workout clothes and other types of equipment to women’s morphology.

Work-Life Balance

The Danish Armed Forces provide 28 weeks of maternity leave (13 of which are transferrable between parents) and 24 weeks of paternity leave (all of which is transferable between parents). Personnel are required to discuss personal development and performance at least once a year, including general work conditions, work-life balance and family life. Part-time or flexible working hours are foreseen for childcare, care for the elderly and the sick, educational studies or other reasons agreed upon by the individual employee with their leadership (among the reasons, long commutes can be included). There are no specific measures in place for dual service couples, however the MoD seeks to demonstrate the greatest possible flexibility when both individuals are applying for positions abroad. With regards to childcare policy, Denmark provides for two days of paid leave when the child is ill. In cases of the child’s hospitalization, parents are granted up to 5 days of paid leave. If the child is hospitalized for 12 days or more, the policy foresees for up to 52 weeks of paid leave for the service member. In cases of single parents, the condition of 12 days hospitalisation does not apply.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Danish Armed Forces have guidelines on offending behaviour which include sexual harassment and bullying. Denmark aims at introducing several procedures to prevent and handle internal cases of sexual harassment and SEA by 2023. Nevertheless, the Danish Armed Forces have instructions and procedures in place for handling cases of SEA. For instance, the ‘Duty to Act Policy’ applies to leaders and management concerning sexual harassment, SEA and CRSV allegations and cases. The Danish Armed Forces are subject to a legal department and prosecution authority that investigate and pursue appropriate administrative, disciplinary or criminal proceeding related to allegations of SEA.

In 2022, a training program called ‘Strong Working Communities – Employeehip and Inclusion’ was introduced for specific military ranks, the program focuses on creating inclusive and safe work environments and further explains how to prevent and respond to sexual harassment and SEA. A

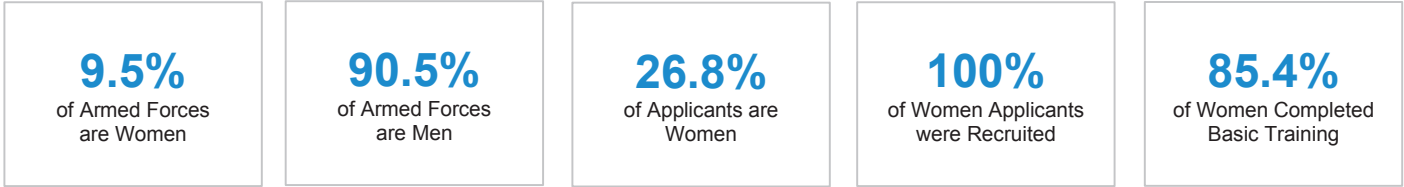
whistle-blower scheme exists for allegations of sexual harassment which also covers former employees of the Danish Armed Forces. The Danish Military Prosecution Service is responsible for all investigation and prosecution of allegations against service members. The service is an independent organisation under the MoD, therefore external to the DAF.

Recruitment and Retention

The standards and requirements to apply and be recruited into the Danish Armed Forces are the same for men and women, except for female applicants to conscription service. In the latter case, women are requested to actively apply for screening, whereas men applicants must undergo screening without applying. A minimum height requirement (women: 169cm; men: 175cm) for conscription service in the Royal Life Guards will be required up to August 2025, afterwards the requirement will cease to exist. Recruitment for women in the armed forces is promoted with a variety of campaigns that include social media contents, films and physical printed materials. In 2022, Denmark started a pilot project on implementing inclusive job descriptions, using a screening software with parameters that detect gender-biased terminology. Marketing campaigns for retention are not specifically tailored and focused on women. However, Denmark aims at applying gender perspectives to all campaigns to make sure all genders are represented and feel included in relevant advertisement efforts. Indeed, the Royal Danish Navy (RDN) and Air Force (RDAF) use female role models at recruiting events to motivate women to join these branches of the armed forces and to debunk negative myths over military roles. Some of the relevant actions the RDN has implemented under this commitment is the setup of gender inclusive accommodation to reduce focus on physical differences and to promote gender inclusive communities. In regards to monitoring women and men who leave the military, the Personnel Agency sends out exit surveys to all employees who leave the Danish MoD. However, the Royal Danish Defence College and the Personnel Agency are still inquiring through academic research on structural and social barriers to the retention of women and other minorities in the armed forces.

Education and Training

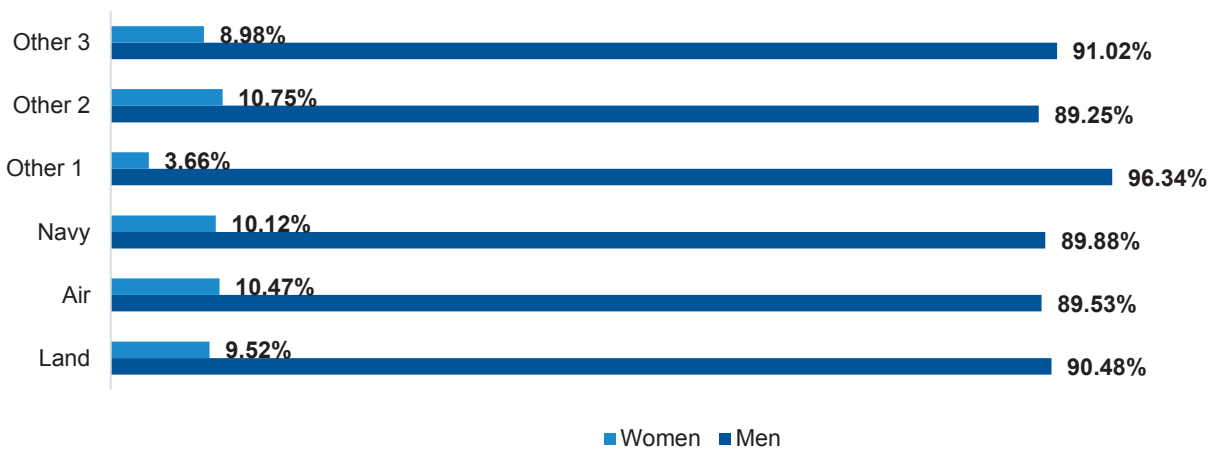
The Danish Armed Forces have appointed and trained GENADs within all services and is building and expanding the pool of GFPs at its HQ. Additionally, the NCGM Military Gender Analysis Tool (MGAT) is being implemented as a tool for operation planning. Elements of gender perspectives, such as PoC, cultural awareness and human rights are also included in the pre-deployment training package.



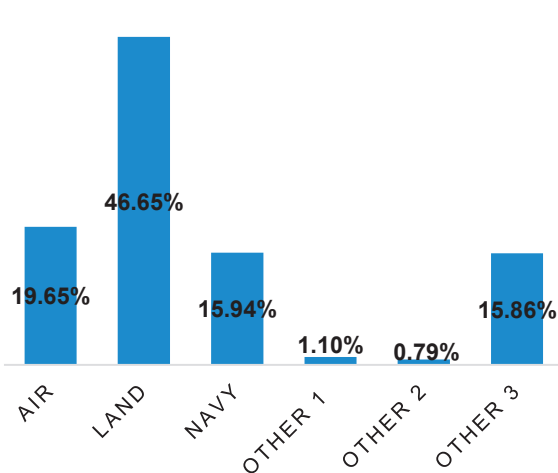
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



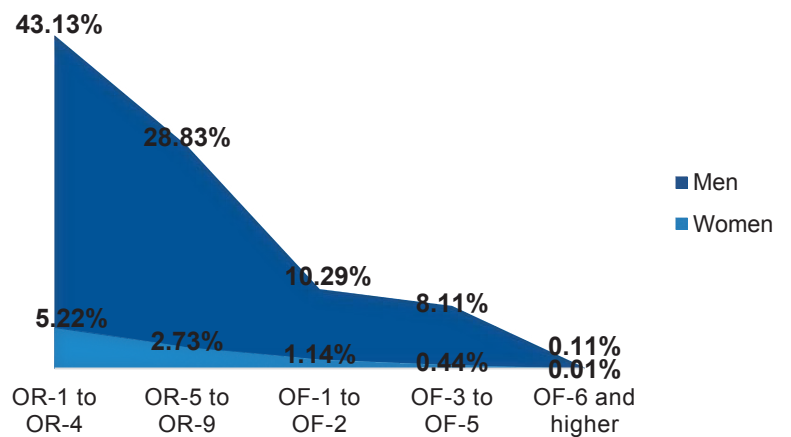
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

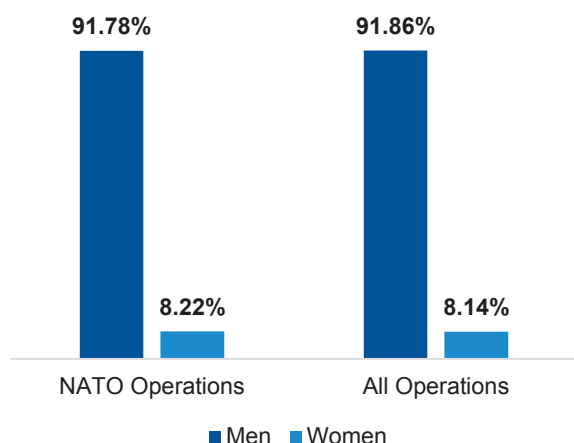


DISTRIBUTION OF MEN AND WOMEN BY RANK

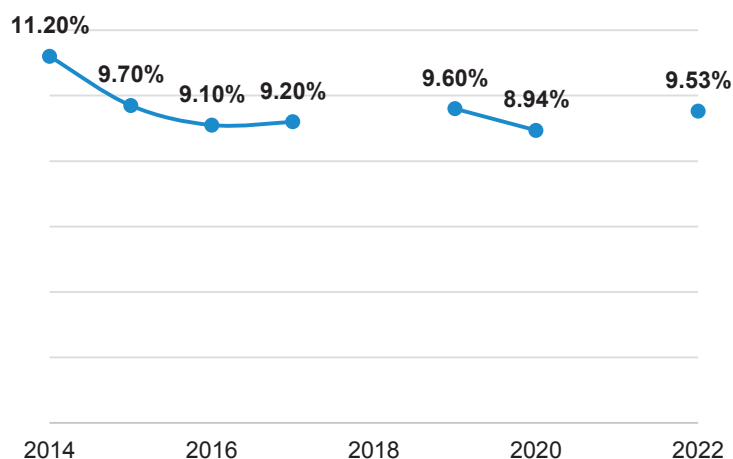


Please note for Denmark Quantitative Data, Other 1 = Special Operations Command; Other 2 = Arctic Command; Other 3 = Royal Danish Defence College, Danish Armed Forces Health Service, Danish Defence Maintenance Agency, Defence Staff

PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



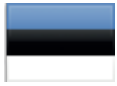
PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	16.02%
Women	Air	1.87%
Men	Land	42.23%
Women	Land	4.44%
Men	Navy	13.50%
Women	Navy	1.52%
Men	Other 1	2.77%
Women	Other 1	0.11%
Men	Other 2	0.62%
Women	Other 2	0.08%
Men	Other 3	15.33%
Women	Other 3	1.51%
Total		100.00%

Please note for Denmark Quantitative Data, Other 1 = Special Operations Command; Other 2 = Arctic Command; Other 3 = Royal Danish Defence College, Danish Armed Forces Health Service, Danish Defence Maintenance Agency, Defence Staff



ESTONIA

Overview

In 2022 Estonia continued to implement its NAP titled '*Estonia's Action Plan for the Implementation of the UN Security Council Resolution 1325 on Women and Peace and Security*' 2020–2025.

Key Successes

- Continued implementation of the “Policy for Increasing the Opportunities for Women’s Participation in the Defence Forces”.

Work-Life Balance

Both mothers and fathers can take up to three years of maternity or paternity leave. Further, some positions in the Estonian Defence Forces fall under the teleworking policies in place to help and enhance work-life balance.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Estonian Defence Forces have an internal policy which outlines how to report cases of sexual harassment, SEA. Incidents and allegations of these cases are reported to the Superior and/or the Chief Inspector. Pre-deployment trainings for the Estonian Defence Forces’ personnel include risk assessment as well as efforts to mitigate SEA.

Recruitment and Retention

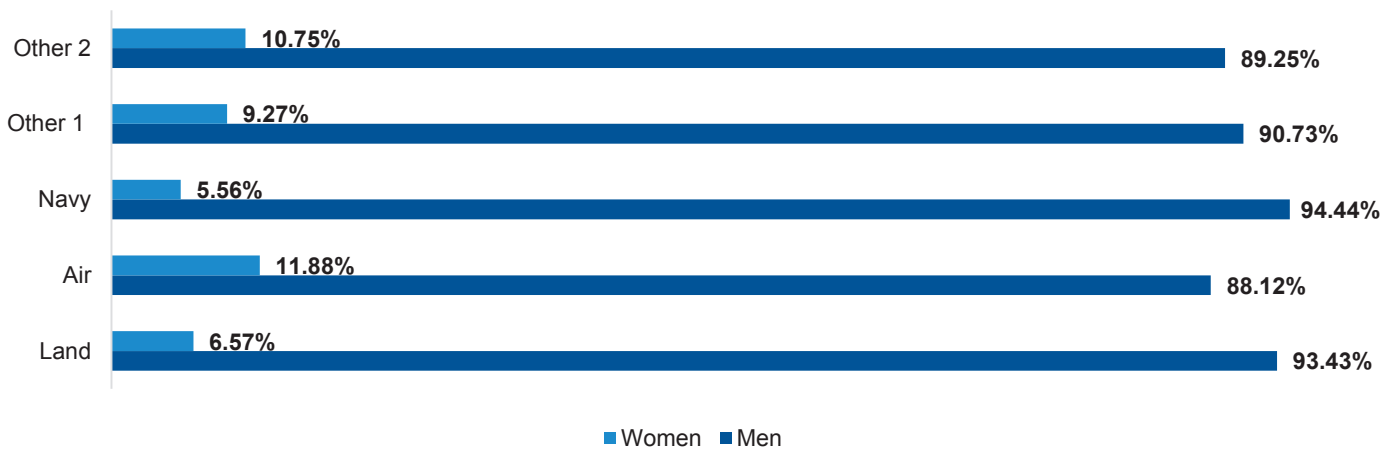
The Estonian Defence Forces continues to highlight its “Women in Uniform!” campaign to encourage women to serve in the military by introducing careers in the Estonian Defence Forces and dispelling misconceptions about conscription. The campaign was promoted on social media and focuses on the skills and strengths that women can gain by joining the Estonian national defence sector. In addition, the “Shadow Conscript Days” PR campaign offers job shadowing opportunities to young women aged between 15 to 25, introducing them to training, living conditions and career opportunities with the Estonian Defence Forces.

8.9% of Armed Forces are Women	91.1% of Armed Forces are Men	NO DATA of Applicants are Women	82% of Women Applicants were Recruited	70% of Women Completed Basic Training
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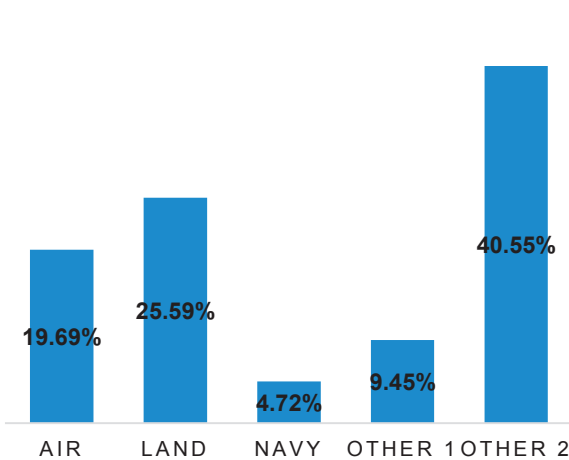
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



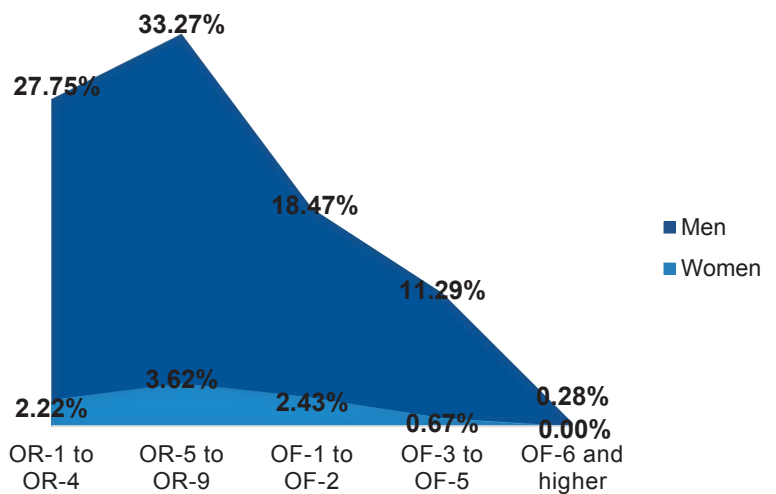
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

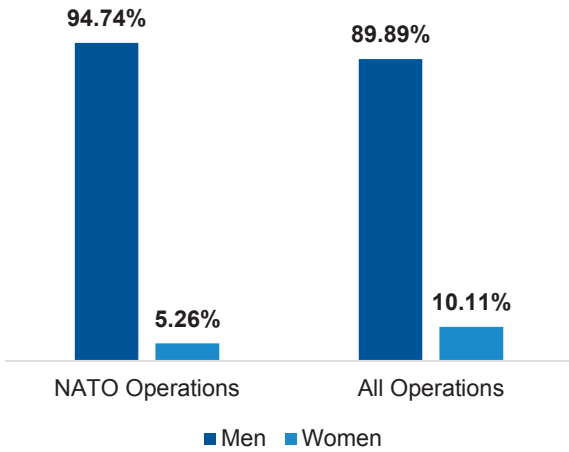


DISTRIBUTION OF MEN AND WOMEN BY RANK

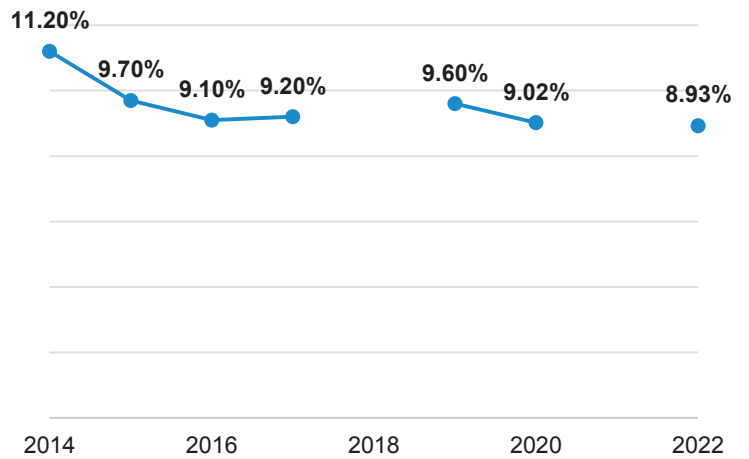


Please note for Estonia Quantitative Data, Other 1 = EDF HQ; Other 2 =Units under Commander of the Defence Forces

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	13.05%
Women	Air	1.76%
Men	Land	32.50%
Women	Land	2.29%
Men	Navy	7.18%
Women	Navy	0.42%
Men	Other 1	8.27%
Women	Other 1	0.84%
Men	Other 2	30.07%
Women	Other 2	3.62%
Total		100.00%

Please note for Estonia Quantitative Data, Other 1 = EDF HQ; Other 2 =Units under Commander of the Defence Forces



FRANCE

Overview

In 2022 France continued to implement its third NAP titled '*3e Plan National D'action de la France 2021-2024 Mise en œuvre des résolutions du Conseil de sécurité des Nations unies « Femmes, paix et sécurité » 2021-2025.*'

Key Successes

- France promoted its first female officer to the rank of OF-9, a historic achievement.
- The French Armed Forces reached their target of 10% female general/flag officers with 61 women attaining OF-6 or higher by the end of the year, as outlined in the 2019-2025 Military Programming Law.
- The French Ministry of Armed Forces was awarded the Association Française de Normalisation (AFNOR) 'Equality' and 'Diversity' Labels.

Work-Life Balance

The France Armed Forces renewed their plan to support military families and improve living conditions for personnel in 2022. Parental leave can be taken until the child turns three, while flexible hours and teleworking options address caregiving needs for children, elderly relatives and those pursuing education. The French Armed Forces also provide childcare facilities and allowances for service outside of regular duty hours. Special measures are in place for divorced parents to accommodate mobility obligations, which includes ensuring they are in the same geographical area. Dual service couples benefit from tailored arrangements, such as adjusting assignment durations or easing reintegration after long leaves of absence, such as maternity or parental leaves.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Local GENADs, known as *Reférents Mixité-Égalité*, are appointed to ensure a positive approach to diversity and prevent cases of sexual harassment and SEA. Policies and training for sexual harassment, SEA and other forms of discrimination are in place, and a dedicated MoD oversight cell 'THEMIS' provides training, investigates reports and refers cases to appropriate legal or disciplinary authorities. When an act does not constitute violence, employers must carry out internal investigations which may lead to legal or disciplinary sanctions. In 2022, over 53,000 personnel underwent THEMIS training, with a focus on military personnel as a priority group.

Recruitment and Retention

The French Armed Forces actively promotes the recruitment of women through various strategies. For instance, 30% of portraits in Airforce magazines feature women aviators, and all branches attend student forums with ambassadors dedicated to female participation. Networks such as 'Avec les femmes de la Défense' provide forums for discussing diversity and gender equality. In addition, 'Combattantes@Numerique' brings together women from the MoD's digital services and seeks to

increase the attractiveness of a digital profession. Annual reviews and interviews are conducted to understand why women leave the military, and in 2022 the first survey on the departure of female officers was requested. Retention initiatives include mentoring programs, professional development programmes, masterclasses, mentor networks and campaigns highlighting women's contributions, using media outreach to amplify their impact.

Education and Training

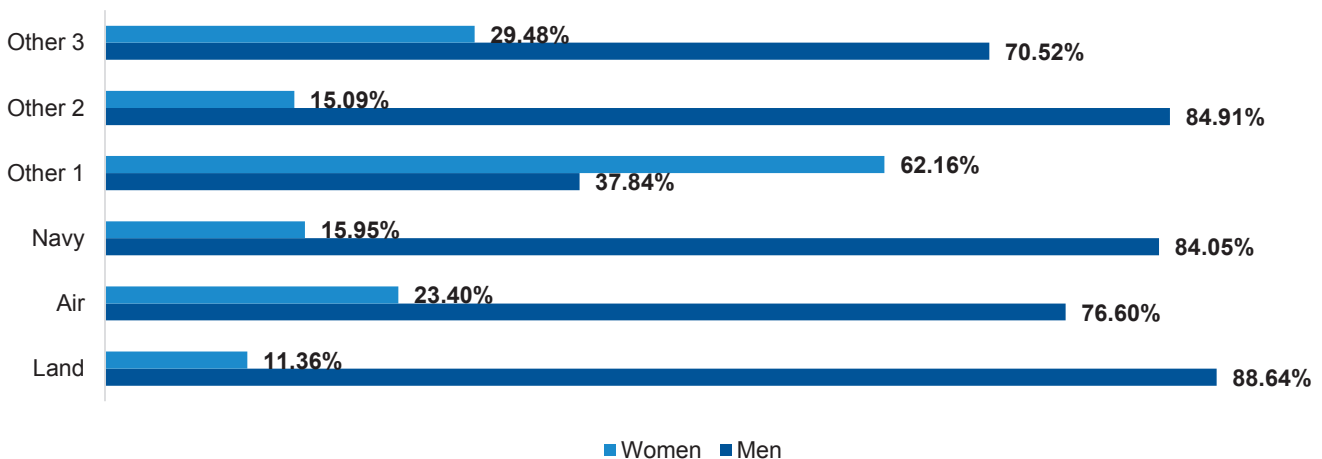
French military personnel are required to complete modules on the Law of Armed Conflict, including sessions on CRSV during initial and pre-deployment training. The Armed Forces General Staff (EMA) is developing specialized courses to integrate gender perspectives into military operations. In the interim, LEGADs are trained to act as gender advisors at operational command levels when a dedicated GENAD is unavailable.

16.8%* of Armed Forces are Women	83.2%* of Armed Forces are Men	NO DATA of Applicants are Women	NO DATA of Women Applicants were Recruited	NO DATA of Women Completed Basic Training
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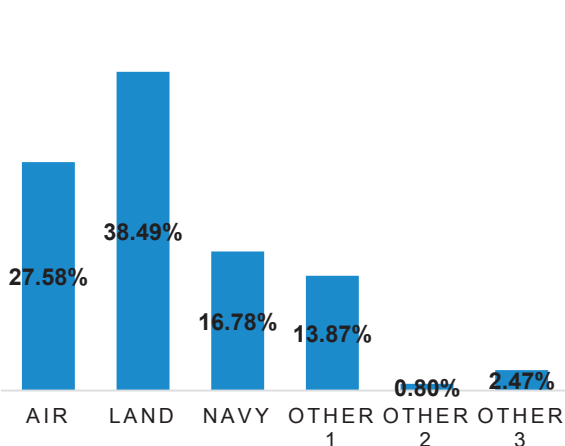
PERCENTAGE OF MEN AND WOMEN IN ARMED FORCES*



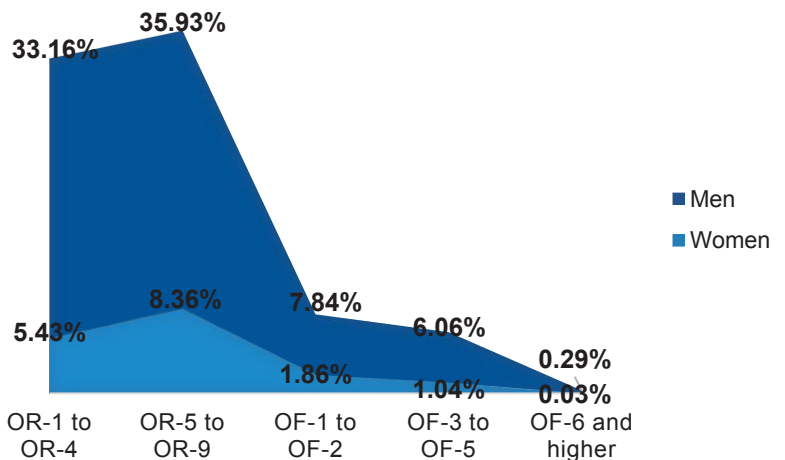
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH



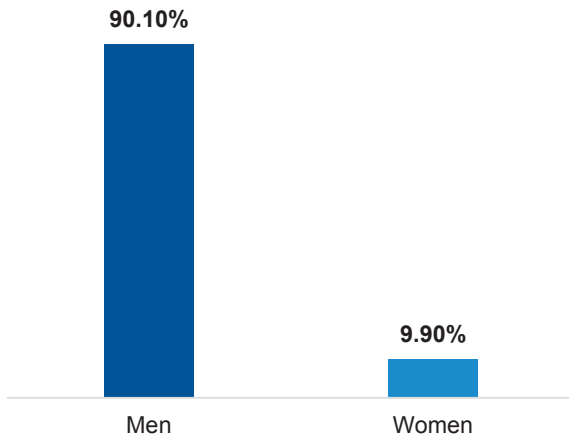
DISTRIBUTION OF MEN AND WOMEN BY RANK



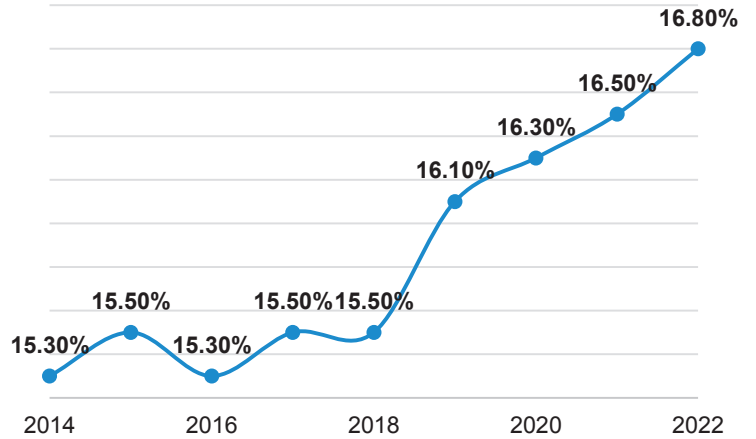
*These data were directly provided by the French MoD and were not verified by the IMS GENAD. Any concerns should be directly addressed with the MoD of France.

Please note for France Quantitative Data, Other 1 = Military Health Services; Other 2 = Armament Engineers; Other 3 = Joint Services (Infrastructure, Audit, Administration, etc.)

DISTIRBUTION OF MEN AND WOMEN ON OPERATIONS*



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME*



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	15.10%
Women	Air	4.61%
Men	Land	50.23%
Women	Land	6.44%
Men	Navy	14.79%
Women	Navy	2.81%
Men	Other 1	1.41%
Women	Other 1	2.32%
Men	Other 2	0.76%
Women	Other 2	0.13%
Men	Other 3	0.99%
Women	Other 3	0.41%
Total		100.00%

**These data were directly provided by the French MoD and were not verified by the IMS GENAD. Any concerns should be directly addressed with the MoD of France.*

Please note for France Quantitative Data, Other 1 = Military Health Services; Other 2 = Armament Engineers; Other 3 = Joint Services (Infrastructure, Audit, Administration, etc.)



GERMANY

Overview

In 2022 Germany continued to implement its third NAP titled ‘*The German Federal Government’s Action Plan for the Women Peace and Security Agenda*’ 2021-2024, which follows two guiding principles: first, that all measures address the root causes of gender inequality and second, that the WPS agenda be mainstreamed comprehensively.

Key Successes

- Introduction of General Publication A-2619/2, ‘Handling of Sexuality and Sexual Misconduct’.

Work-Life Balance

The Bundeswehr (German Armed Forces) offers numerous policies to support family life. These include caregiving and educational leave, part-time work arrangements, flexible hours, remote work options and access to approximately 1,200 childcare places. Special deployment considerations are extended to dual-service parents, while single parents are given priority for childcare placements at garrisons. Additional support is provided through the Bundeswehr Social Services, which offer guidance and manage a hardship fund to assist parents in need. The Family Service also facilitates short-term emergency childcare and holiday childcare arrangements.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Bundeswehr has introduced the General Publication A-2619/2, ‘Handling of Sexuality and Sexual Misconduct’, which offers comprehensive guidelines for preventing and addressing sexual harassment. Reports of harassment, exploitation or abuse are managed through the Bundeswehr Internal and Social Situation Reporting System, ensuring a robust mechanism for accountability and response.

Recruitment and Retention

Efforts to recruit women into the Bundeswehr are bolstered through targeted campaigns and participation in career events such as ‘herCAREER’ and the ‘Female Future Festival’. Retention is supported through initiatives like the ‘Mentoring-Programm der Bundeswehr’, the ‘Referenta’ coaching programme, and the ‘Communication for Women in Leadership Positions’ training. These initiatives aim to foster gender diversity, support career development, enhance leadership and communication skills and address the underrepresentation of women in leadership roles. The Department for Equal Opportunities and Diversity actively examines systemic barriers to equality and implements measures to overcome them.

Education and Training

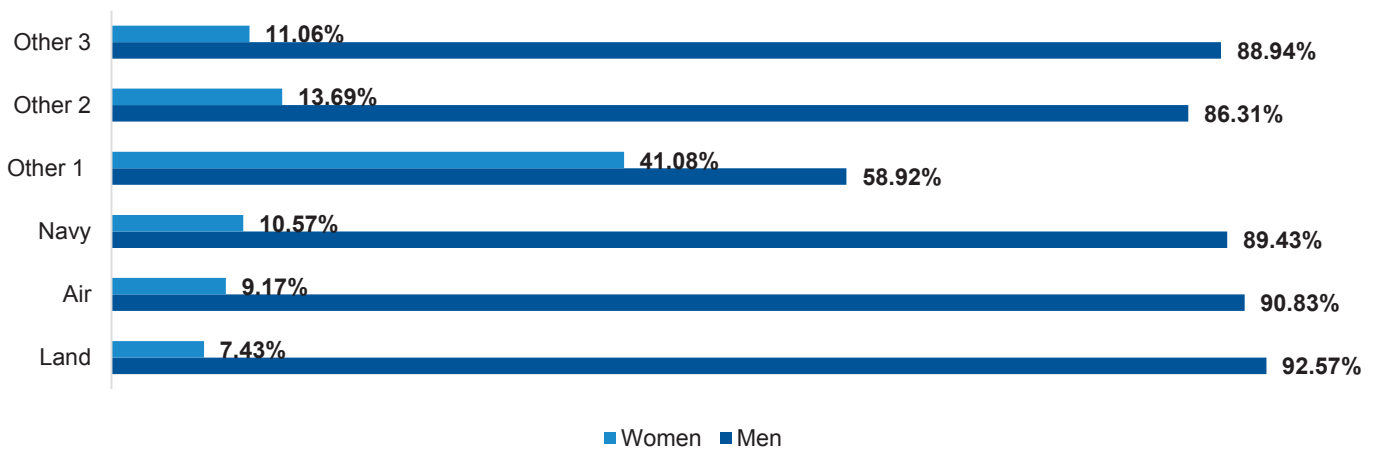
The Bundeswehr integrates a wide range of topics into its training programs, including UNSCR 1325 and related resolutions, WPS, gender-based violence in armed conflicts, best practices for incorporating gender perspectives in operational design, gender considerations in disarmament, demobilisation, and reintegration (DDR) and security sector reform (SSR), the implications of human trafficking, gender equality, gender analysis, gender-disaggregated data usage, legal frameworks and female terrorism.

<p>12.9% of Armed Forces are Women</p>	<p>87.1% of Armed Forces are Men</p>	<p>21.6% of Applicants are Women</p>	<p>42% of Women Applicants were Recruited</p>	<p>NO DATA of Women Completed Basic Training</p>
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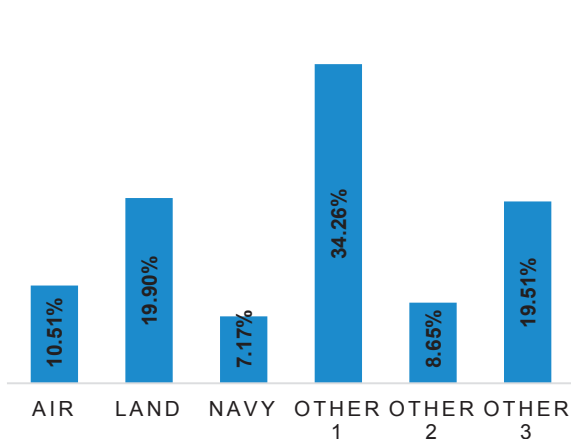
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



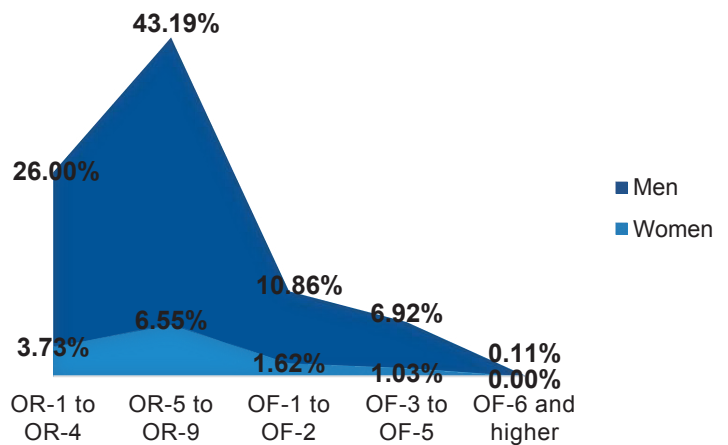
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

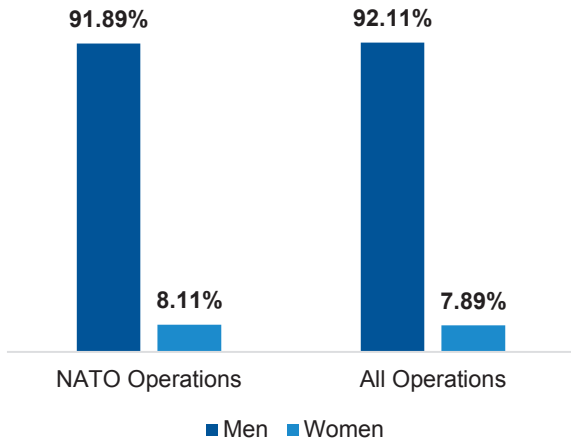


DISTRIBUTION OF MEN AND WOMEN BY RANK

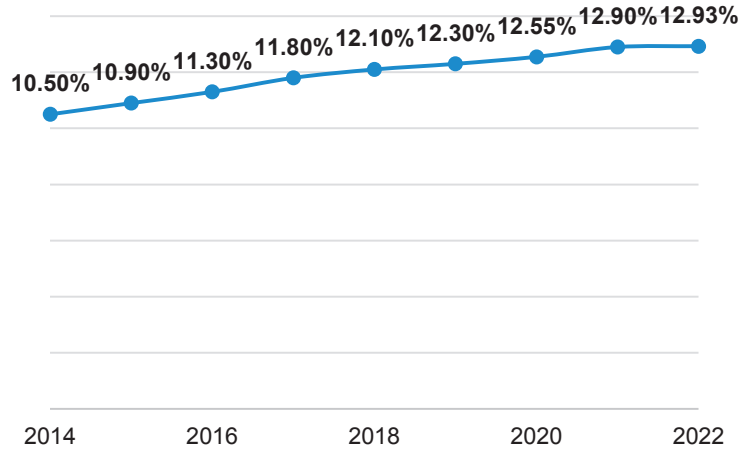


Please note for Germany Quantitative Data, Other 1 = Medical Services; Other 2 = Enabling Command and Info/Cyber Command ; Other 3 = MoD HQ and branches

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	13.46%
Women	Air	1.36%
Men	Land	32.08%
Women	Land	2.57%
Men	Navy	7.84%
Women	Navy	0.93%
Men	Other 1	6.35%
Women	Other 1	4.43%
Men	Other 2	7.06%
Women	Other 2	1.12%
Men	Other 3	20.28%
Women	Other 3	2.52%

Please note for Germany Quantitative Data, Other 1 = Medical Services; Other 2 = Enabling Command and Info/Cyber Command; Other 3 = MoD HQ and branches



GREECE

Overview

In 2022, the Hellenic Armed Forces were composed of 16.8% women and 82.2% men. Greece had an increase of 0.4% percentage points in its number of women in the armed forces, compared to 2021. Another notable data is the increase in the percentage of women on operations for the Hellenic Armed Forces. Compared to 2021, women in NATO Operations increased by 2.3% and by 1.4% in All Operations.

Key Successes

- Continued implementation of the NAP for Gender Equality 2021-2025 which prioritises updating training programmes, establishing reporting mechanisms and integrating NATO policies and good practices.

Work-Life Balance

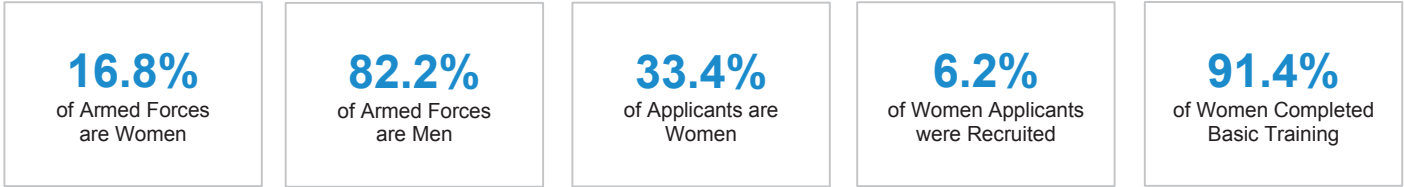
The Hellenic Armed Forces offer flexible working hours and a range of childcare provisions to support families. Parents are exempt from 24-hour service or exercises until their child reaches the age of two, while mothers can be stationed in their preferred areas until their child turns five. Families also benefit from low-cost housing and access to military kindergartens. Dual-service couples are supported through measures that prevent both parents from being deployed or conducting night duties simultaneously and allow them to be stationed in the same area. Single parents also receive accommodations, such as exemptions from night duties and deployment restrictions when caring for young children.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In 2022, the Hellenic Armed Forces organized a series of informative events as part of its NAP for Gender Equality 2021-2025 to raise awareness of sexual harassment within the military. All allegations of sexual harassment and SEA are subject to disciplinary and penal investigations. Pre-deployment training includes identifying and mitigating risk factors related to SEA, ensuring that personnel are equipped to prevent and address these issues effectively.

Education and Training

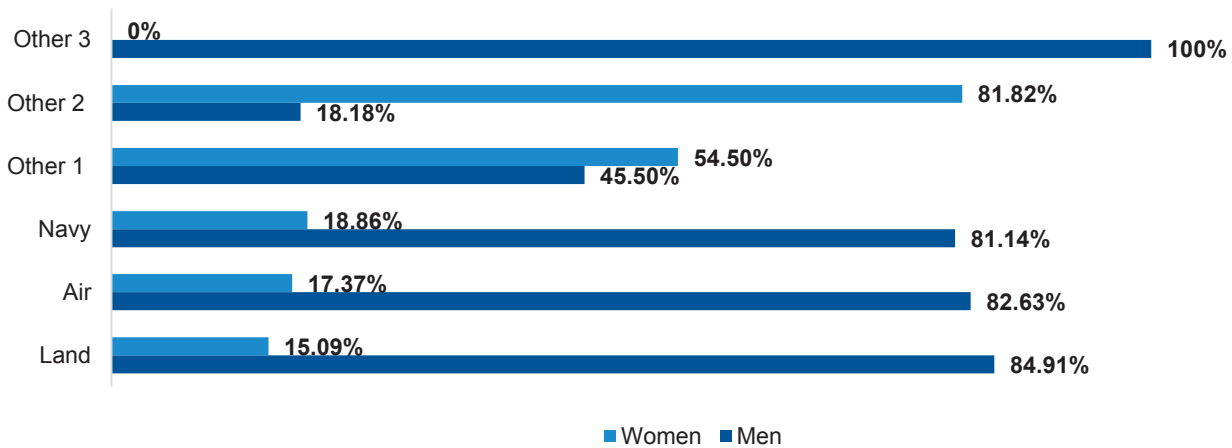
The Hellenic Armed Forces utilise the NATO Gender Education and Training Package to ensure alignment with international standards.



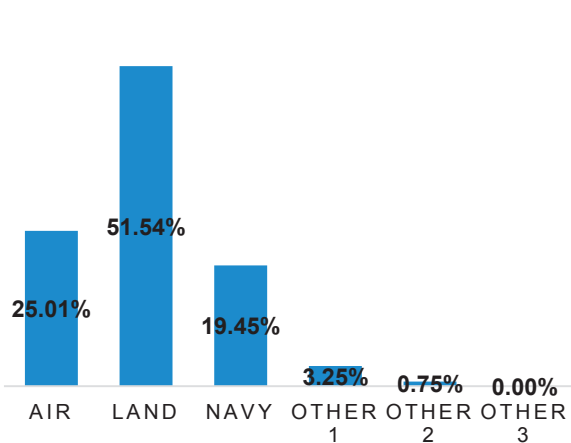
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



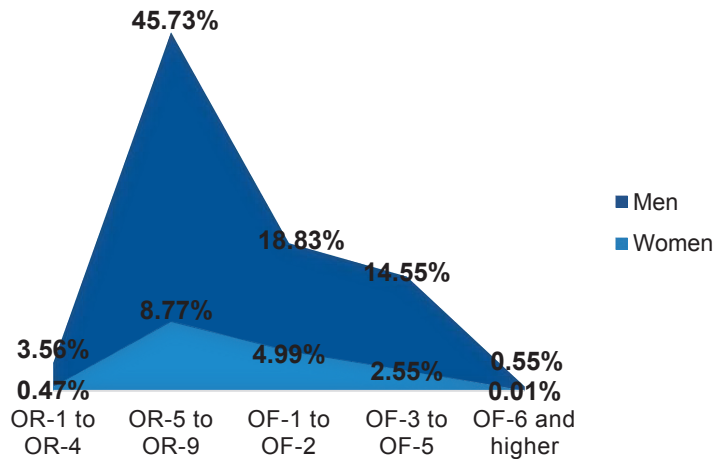
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

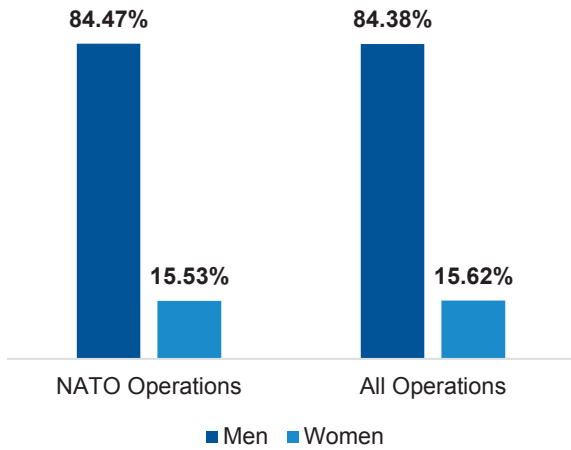


DISTRIBUTION OF MEN AND WOMEN BY RANK

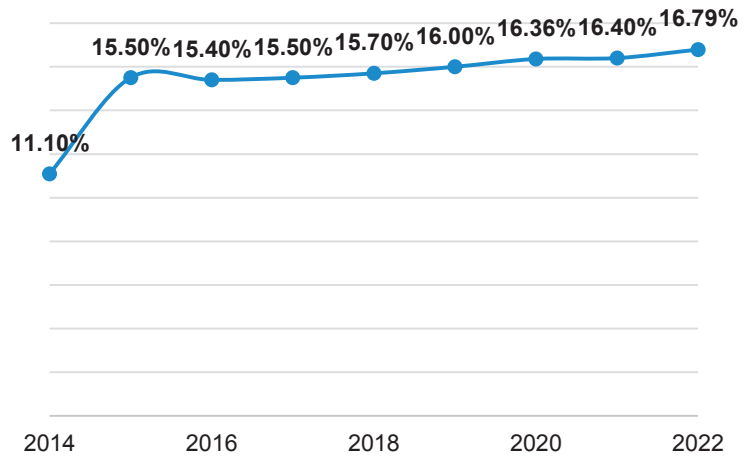


Please note for Greece Quantitative Data, Other 1 = Legal Corps; Other 2 = Military Judicial Secretaries; Other 3 = Corps of Military Chaplains

PERCENTAGE OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Land	48.68%
Women	Land	8.65%
Men	Air	19.96%
Women	Air	4.20%
Men	Navy	14.04%
Women	Navy	3.26%
Men	Other 1	0.46%
Women	Other 1	0.55%
Men	Other 2	0.03%
Women	Other 2	0.13%
Men	Other 3	0.05%
Women	Other 3	0.00%
Total		100.00%

Please note for Greece Quantitative Data, Other 1 = Legal Corps; Other 2 = Military Judicial Secretaries; Other 3 = Corps of Military Chaplains



HUNGARY

Overview

The Hungarian Defence Forces were composed of 20.1% women and 79.9% men during 2022. Hungary recorded a 0.4% increase in the percentage of women in the armed forces compared to 2021. In 2022, Hungary reported an increase in the percentages of the women in 3 branches of its Defence Forces, i.e., Air, Combat Service Support (Other 1) and Other Service Support (Other 2). Respectively, increases of 0.3%, 0.9% and 0.8% were recorded compared to 2021.

Key Successes

- Continued implementation of the 2021 Human Strategy for the Hungarian Defence Forces.
- To encourage retention, personnel received a bonus equivalent to six months' salary in February 2022.

Work-Life Balance

Hungary regulates work-life balance through the 'Status Act on Military Personnel', offering tailored benefits for service members with children. Servicewomen with children under three cannot be sent to other garrisons, employed in stand-by positions, assigned night shifts or forced into overtime. Servicewomen with children under eight can also work part-time. Parents with children under the age of 16 are entitled to two extra days of annual leave, with an additional seven days provided for those with three or more children. Dual-service couples are exempt from simultaneous deployments, while single parents receive some childcare allowances and exemptions from night duty and deployment when caring for young children. Flexible working hours, breastfeeding breaks and education allowances for primary and secondary schooling further support military families.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Hungarian Defence Forces maintain a zero-tolerance policy toward sexual harassment and violence. Pre-deployment training includes modules on sexual harassment prevention, and sexual offences are treated as crimes within the Hungarian Defence Forces. Commanders must report incidents to the Chief of Defence. Based on the initial report, the responsible commanders either notify the component prosecutor's office or initiate an investigation. Although Hungarian law does not explicitly define sexual harassment, relevant offences are prosecuted under the 2012 Act C of the Criminal Code, with harsher penalties for abuse involving authority or trust. If the perpetrator of sexual harassment is a superior officer to the subordinate victim, the offence may fall under Section 449 of the Criminal Code. While such conduct may not always constitute a specific criminal offence, it can trigger an 'unworthiness' procedure. This process can result in termination of service.

Recruitment and Retention

Since 2015, the Hungarian Defence Forces have conducted regular surveys to understand the reasons behind personnel departures. Female personnel often cite family obligations, wages, stress or unpredictable schedules as factors for leaving. The retention policy for the Hungarian Defence Forces primarily focuses on improving the payment system. Between 2020 and 2022, soldiers received an additional 10% pay raise. In February 2022, the government further supported military personnel by approving a bonus equivalent to six months' salary. Additional benefits include housing assistance, health damage support, and discounts for military members. Moreover, a new initiative aims to establish military-operated nurseries to provide childcare for military families.

Education and Training

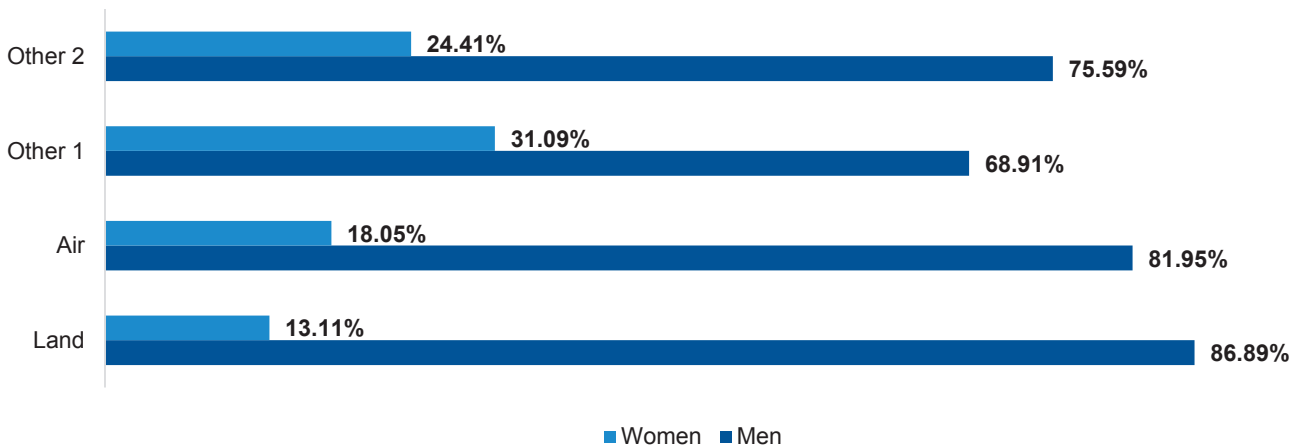
Gender issues are integrated into peacekeeping, CIMIC and human rights courses during pre-deployment training. The Hungarian Defence Forces Peace Support Training Centre (HDF PSTC) offers pre-deployment and international training courses that feature modules on UNSCR 1325. These modules cover topics such as WPS; CRSV; GBV; SEA; child protection and PoC. Additionally, the HDF PSTC conducts specialised Gender Training sessions for leaders of the Hungarian Defence Staff and commanders within the Hungarian Defence Forces.

20.1% of Armed Forces are Women	79.9% of Armed Forces are Men	19.7% of Applicants are Women	64.8% of Women Applicants were Recruited	100% of Women Completed Basic Training
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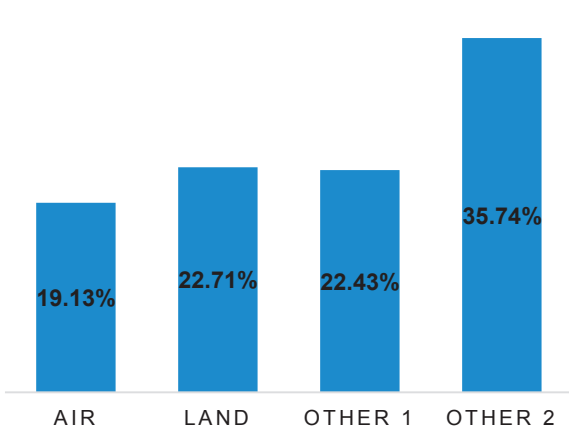
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



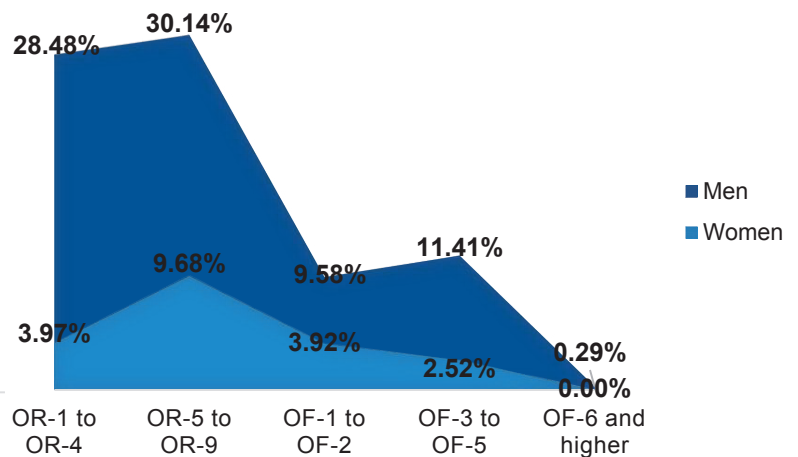
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

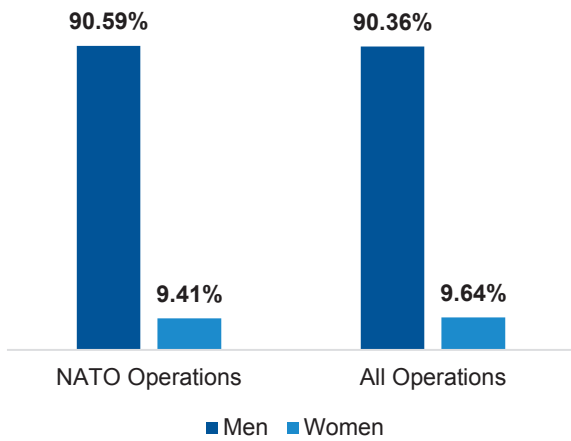


DISTRIBUTION OF MEN AND WOMEN BY RANK

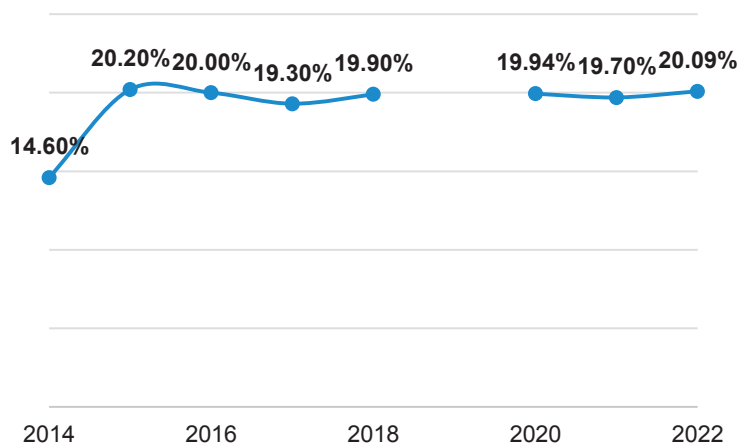


Please note for Hungary Quantitative Data, Other 1 = Combat Service Support; Other 2 = Other Service Support

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN THE ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	17.45%
Women	Air	3.84%
Men	Land	30.25%
Women	Land	4.56%
Men	Other 1	9.99%
Women	Other 1	4.51%
Men	Other 2	22.23%
Women	Other 2	7.18%
Total		100.00%

Please note for Hungary Quantitative Data, Other 1 = Combat Service Support; Other 2 = Other Service Support

 **ICELAND**

Overview

In 2022 Iceland continued to implement its third NAP titled '*Iceland's National Action Plan on Women, Peace and Security 2018-2022*'. It emphasises cooperation between different ministries, institutions and civil society organisations and focuses on four main themes: Training and Advocacy, Participation, Prevention, Protection, Relief and Recovery and Partnership and Collaboration.

Key Successes

- Iceland's Ministry for Foreign Affairs deploys civilian experts to international operations, including to NATO structures. Particular focus is placed on providing expertise on gender perspectives and strategic communications.

Work-Life Balance

Parental leave for deployed personnel is the same as for employees in the Icelandic labour market. Each parent is entitled six months and is permitted to transfer up to six weeks to the other parent. The entire entitlement in total is therefore twelve months.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Government of Iceland has taken decisive actions to address the issue of sexual violence and harassment. These include Iceland's first comprehensive plan for preventive action against sexual and gender-based violence and harassment for the period 2021-2025, with full budget appropriations. Through this plan, the government promote education and awareness of sexual and gender-based violence and harassment.

For all staff of the Ministry for Foreign Affairs, including those who work in the Directorate of Defence and deployed experts, a code of conduct is in place. The Code of Conduct, Article 2, states: "...Employees may not harass their co-workers or engage in gender-based or sexual harassment at the workplace. They may not abuse in any way their position towards a person who is dependent upon them, including their subordinate." According to the Code of Conduct, inappropriate conduct should be reported to a highest ranking superior, head of personnel or the Permanent Secretary of State. The Ministry has furthermore adopted a Prevention and Action Plan on Bullying, Gender-based Harassment, Sexual Harassment and violence, with informal and formal procedures in place to react to cases of such behavior.



Overview

In 2022 Italy continued to implement its fourth NAP on WPS titled '*Italy's IV Plan of Action on Women, Peace and Security (2020 – 2024), in Accordance with UN Security Council Resolution 1325 (2000)*', which builds on and strengthens the actions from earlier editions.

Key Successes

- The Defence General Staff approved the 'Gender Perspective in the Italian Armed Forces – Guidelines'.
- The MoD introduced a 'Code of Conduct for Preventing and Combating Discrimination and Protecting the Integrity and Dignity of Individuals'.
- The 'Joint Council on Gender Perspective' was renewed with a new Chair and new members elected. The Council provides advice to the Chief of Defence on gender related matters, ensuring that gender perspectives are effectively integrated across the Italian Armed Forces.

Work-Life Balance

The Italian Armed Forces support dual-service parents in applications for family reunification. For example, parents with children under the age of three can apply for family reunification and are given preference for postings within the same province or region. Such families are also exempt from dual deployments or night duties. Single, divorced or widowed parents can also request exemptions from night shifts until their child turns twelve. Notably, single fathers can access benefits typically provided to mothers, such as breastfeeding breaks. The childcare policy includes options such as duty exemptions, sick leave for children and nursery school reimbursement for both mothers and fathers.

Prevention of Sexual Harassment, Sexual Abuse, and Sexual Assault

The Italian Armed Forces have implemented different policies and strategies to respond to sexual harassment and SEA. The 'Sexual Harassment Guidelines for Commanders' and a 'Standing Order on UNSCR 2272' raise awareness about preventing and addressing sexual exploitation and abuse. These guidelines target Commanding Officers, Senior National Representatives, National Support Elements, military and civilian personnel and contractors, both domestically and in international missions. The Standing Order emphasizes the responsibilities of National Authorities, mandatory training for personnel, consequences for perpetrators, the adoption of a 'zero-tolerance' approach and support for victims.

The 'Code of Conduct for Preventing and Combating Discrimination and Protecting the Integrity and Dignity of Individuals' outlines tools to prevent and combat all forms of discrimination and harassment. Sexual harassment awareness sessions and training on SEA are mandatory for personnel at all levels. The Carabinieri Corps receive specialized training to support investigations and assist vulnerable victims. Reports of sexual harassment are submitted to the Commanding Officer, while allegations of SEA are directed to the Provost Marshal or the Chief of the Legal Office at the Italian Joint Operations

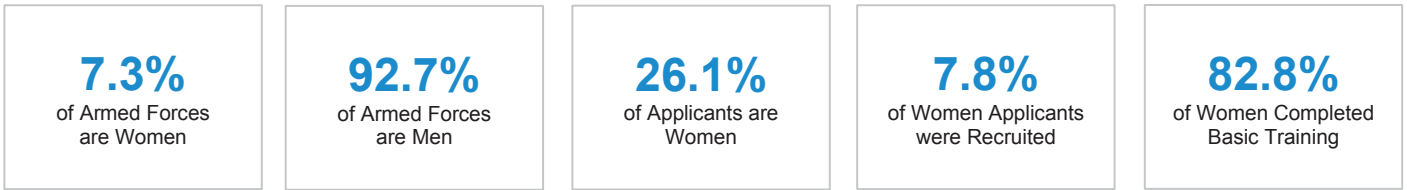
Headquarters. These authorities are empowered to conduct investigations and initiate disciplinary or legal proceedings.

Recruitment and Retention

The Italian Armed Forces 'Gender Policies Section' organises gender-related events and media campaigns. Exit surveys are conducted to better understand why personnel leave the military, enabling the IAF to refine its policies and retention strategies.

Education and Training

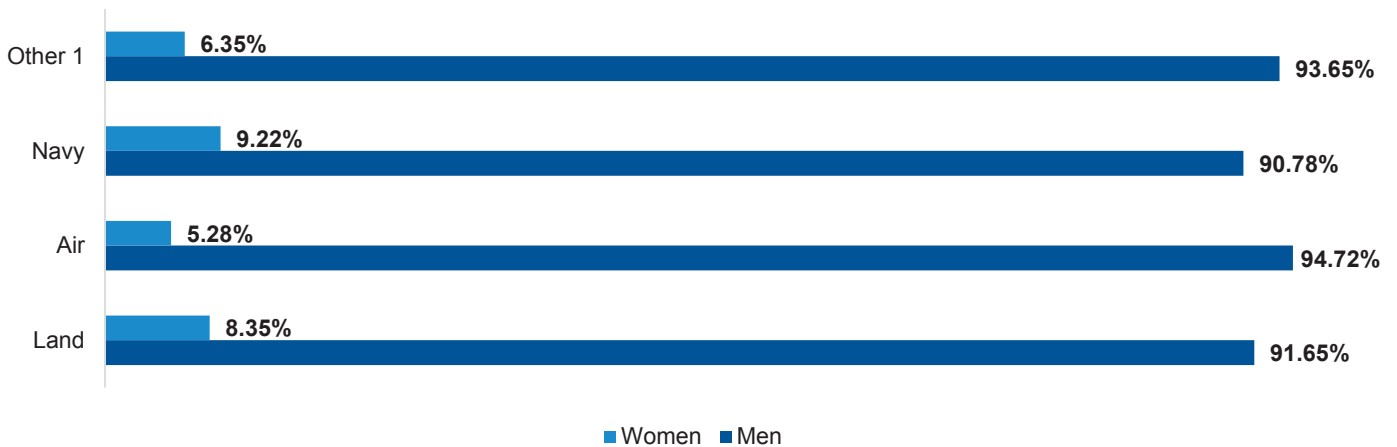
The MoD organizes annual courses for officers and non-commissioned officers, such as the 'Gender Advisor Course' and 'Gender Focal Point Course'. These include lectures from military experts and civilian academics and cover topics such as WPS, gender perspectives and best practices to enhance operational effectiveness.



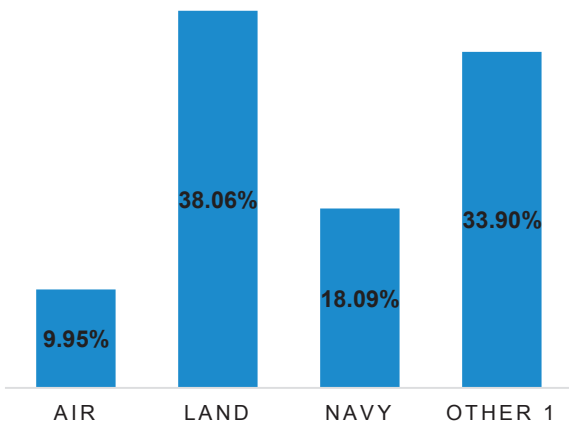
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



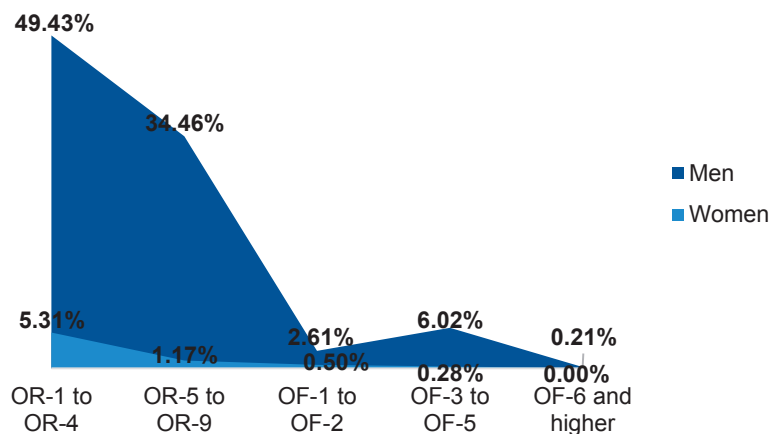
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

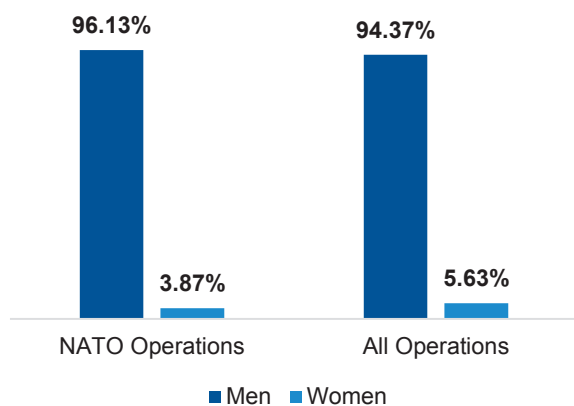


DISTRIBUTION OF MEN AND WOMEN BY RANK

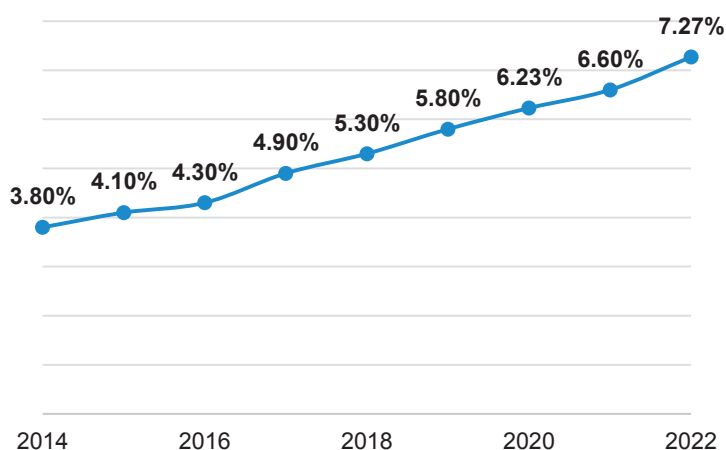


Please note for Italy Quantitative Data, Other 1 = Combat Service Support; Other 2 = Other Service Support

PERCENTAGE OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	13.01%
Women	Air	0.73%
Men	Land	30.46%
Women	Land	2.78%
Men	Navy	12.81%
Women	Navy	1.30%
Men	Other 1	36.44%
Women	Other 1	2.47%
Total		100.00%

Please note for Italy Quantitative Data, Other 1 = Combat Service Support; Other 2 = Other Service Support



Overview

In 2022 Latvia continued to implement its first NAP titled '*National Action Plan on the Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security in Latvia for the period of 2020-2025*', which raises awareness about WPS, shares knowledge and outlines training requirements.

Key Successes

- The Latvian National Armed Forces conducted its first exit survey to identify the reasons why men and women decide to leave.

Work-Life Balance

The Latvian National Armed Forces promote equitable parental leave policies, allowing both mothers and fathers to take equal maternity and paternity leave as well as parental allowance. Mothers are exempt from duties that may put them in harm for up to a year after childbirth and are entitled to breastfeeding breaks. Additional vacation days are also provided for each child. For deployed personnel, the Latvian National Armed Forces support soldiers and their families with reimbursements for kindergarten and school expenses. Special considerations are also made for dual-service couples to coordinate deployments abroad. Additionally, personnel pursuing higher education receive 20 days of study leave to complete graduation requirements.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Latvia's Military Disciplinary Law, Service Regulations and Criminal Law include provisions to prevent sexual harassment and SEA. These regulations establish clear reporting mechanisms and outline the legal and disciplinary actions for violations. Soldiers are entitled to file complaints in accordance with these laws, ensuring system for accountability and victim protection.

Recruitment and Retention

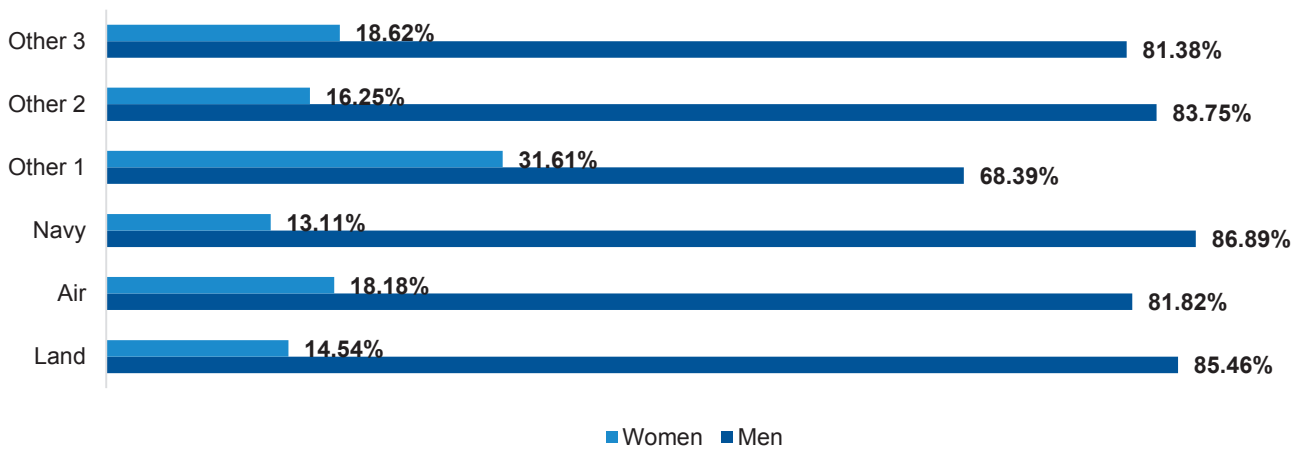
To address retention, Latvia conducted its first exit survey in 2022 to identify reasons for personnel departures. These surveys will be conducted regularly to inform retention policies. Additionally, the Latvian National Armed Forces have introduced measures like increased salaries, compensation and allowances to encourage personnel to continue their military careers.

16.5% of Armed Forces are Women	83.5% of Armed Forces are Men	18.8% of Applicants are Women	35.2% of Women Applicants were Recruited	47.4% of Women Completed Basic Training
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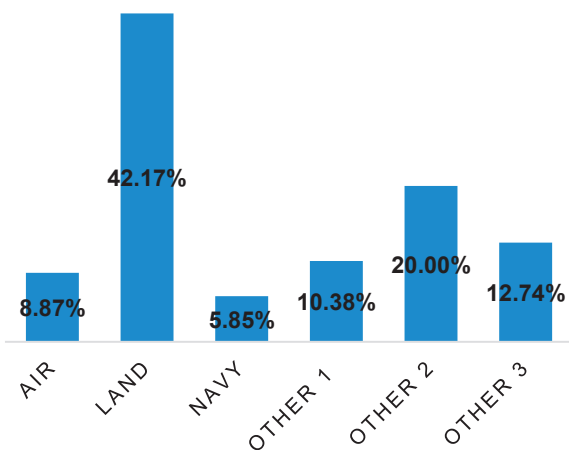
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



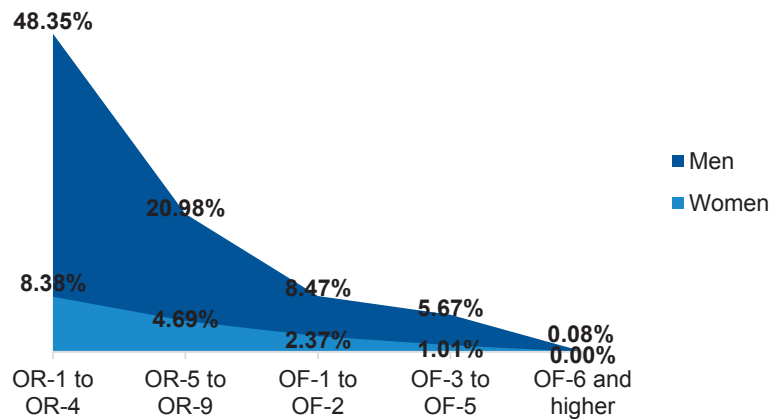
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

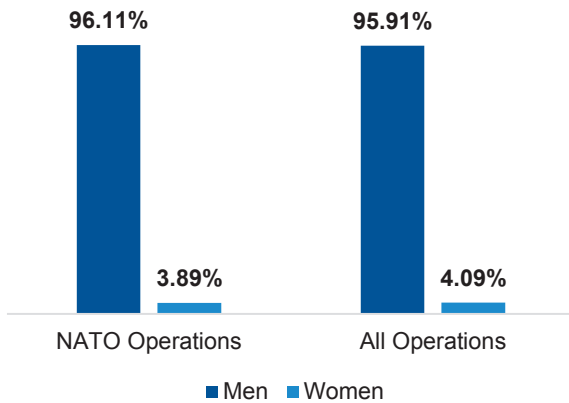


DISTRIBUTION OF MEN AND WOMEN BY RANK

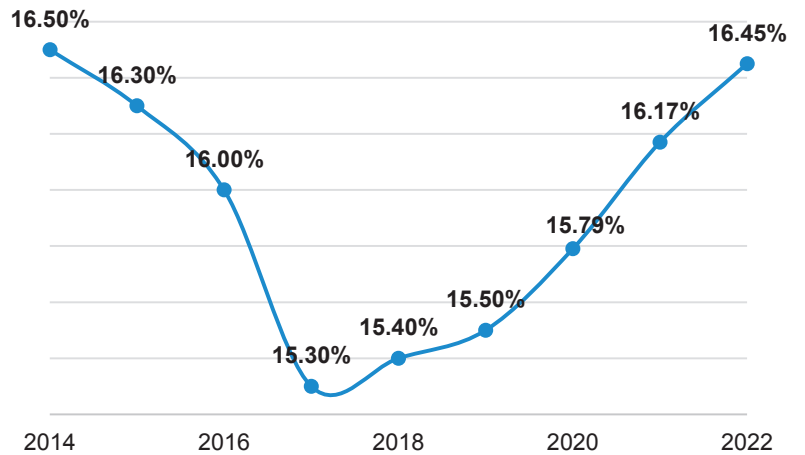


Please note for Latvia Quantitative Data, Other 1 = National Armed Forces Joint Headquarters, NATO Integration Unit, Multinational Division North Headquarters; Other 2 = National Armed Forces Joint Headquarters, Military Police, Logistics Command; Other 3 = TRADOC

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN THE ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	6.57%
Women	Air	1.46%
Men	Land	40.79%
Women	Land	6.94%
Men	Navy	6.38%
Women	Navy	0.96%
Men	Other 1	3.69%
Women	Other 1	1.71%
Men	Other 2	16.96%
Women	Other 2	3.29%
Men	Other 3	9.16%
Women	Other 3	2.10%
Total		100.00%

Please note for Latvia Quantitative Data, Other 1 = National Armed Forces Joint Headquarters, NATO Integration Unit, Multinational Division North Headquarters; Other 2 = National Armed Forces Joint Headquarters, Military Police, Logistics Command; Other 3 = TRADOC



LITHUANIA

Overview

In 2022 Lithuania continued to implement its second NAP titled ‘*Action Plan for the Implementation of the Women, Peace and Security Agenda for 2020-2024*’.

Key Successes

- Lithuania has integrated gender equality and elements of UNSCR 1325 in its professional military education as a core element.

Work-Life Balance

The Lithuanian Armed Forces provide transferable parental leave, two months of which is non-transferable to ensure both parents participate in caregiving. Childcare leave is available until the child turns three, and social insurance benefits are provided for up to two years. Flexible working hours, teleworking and extra leave days are available to military personnel with caregiving responsibilities.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Sexual harassment prevention is embedded in Lithuania’s legislation on military service and industrial relations, which emphasize respect, equality and tolerance and prohibit discrimination and harassment based on sex, sexual orientation, marital or family status, disability, age, race, ethnicity, nationality, religion, faith, language, social status and beliefs. Within the MoD, the Inspectorate General plays an important role in prevention and response by maintaining a hotline and holding anonymous polls. The Inspectorate General staff also hold education and training events across the Lithuanian Armed Forces to raise awareness of legal frameworks and disciplinary measures. In 2022, commanders and supervisors received specific training on their responsibilities under these laws five times. Violations can be reported to the chain of command, the Inspectorate General, the Lithuanian Armed Forces Military Police or external public law enforcement bodies. Confidentiality is ensured through dedicated communication channels, and personnel can also seek support from military psychologists.

Recruitment and Retention

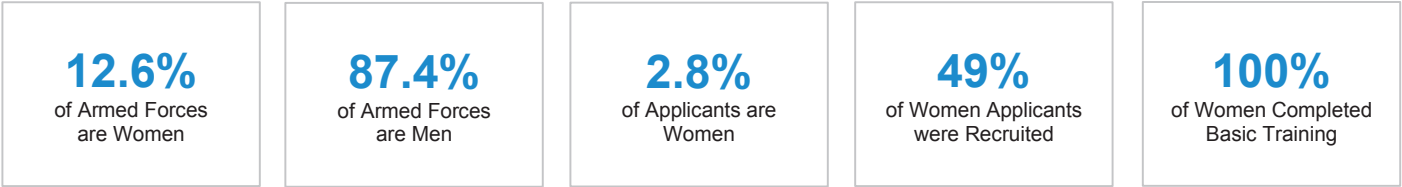
The Lithuanian Armed Forces support retention through social guarantees and incentives, such as incentive payments.

Education and Training

Gender equality, including the principles of UNSCR 1325, is a core element of training and education at the General Jonas Žemaitis Military Academy of Lithuania, the Division General Stasys Raštikis Lithuanian Armed Forces School, and the General Adolfas Ramanauskas Warfare Training Centre. At the General Jonas Žemaitis Military Academy, this is reflected across various programmes. Ethics

courses train officer cadets to uphold gender equality in their duties, while foreign language instruction emphasises gender-neutral English terminology. Courses in IHL explore gender-related legal issues, including the impact of modern warfare on different genders and the duties of military officers toward civilian populations, prisoners of war and interned civilians. Public security courses further examine gender relations as a dimension of international relations and security policy. Additionally, Vytautas the Great Army Command and Staff Course incorporates gender perspectives into military operations, with 43 Baltic students participating in 2022. Gender considerations are also included in CIMIC annexes and assessment reports, underscoring their role in civilian life.

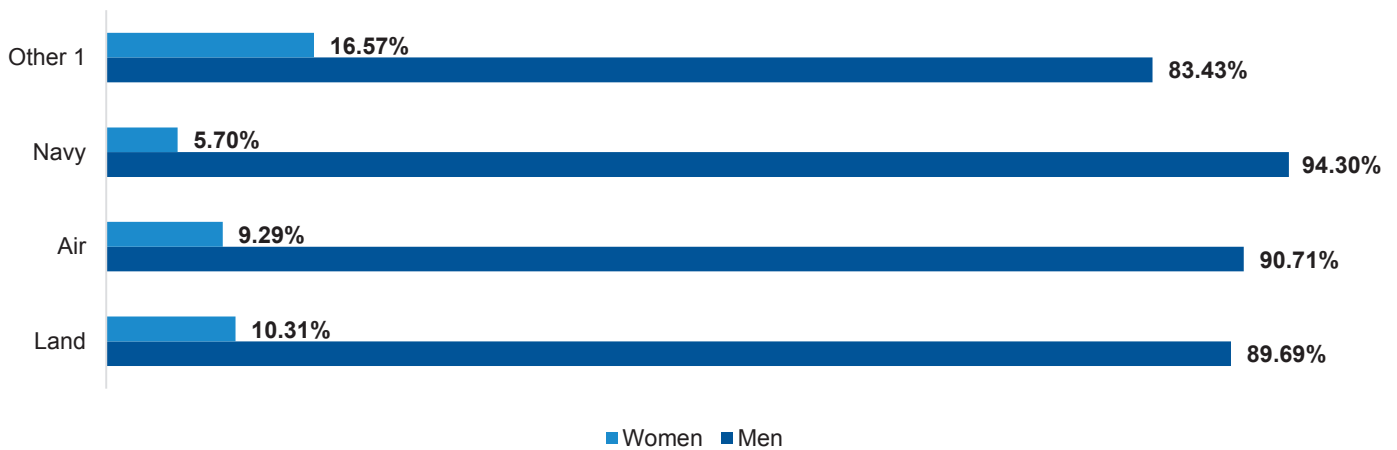
All Lithuanian military commanders are introduced to NATO Bi-SC Directive 040-001 on integrating gender perspectives into the NATO command structure. Defence Staff representatives deliver lectures to soldiers preparing for missions or international operations, emphasising the importance of gender perspectives in conflict zones, key gender terminology and the conditions of women and children in war-affected areas. These sessions also highlight peacekeepers' roles and their influence on the ground, complemented by the Vancouver Principles on preventing child soldier recruitment and the Kigali Principles on civilian protection. Topics such as sexual harassment and SEA receive significant attention. In 2022, pre-deployment training on these issues was provided to personnel preparing for NATO and EU missions.



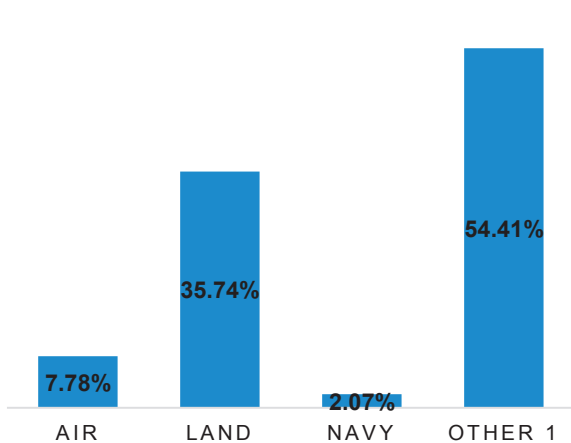
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



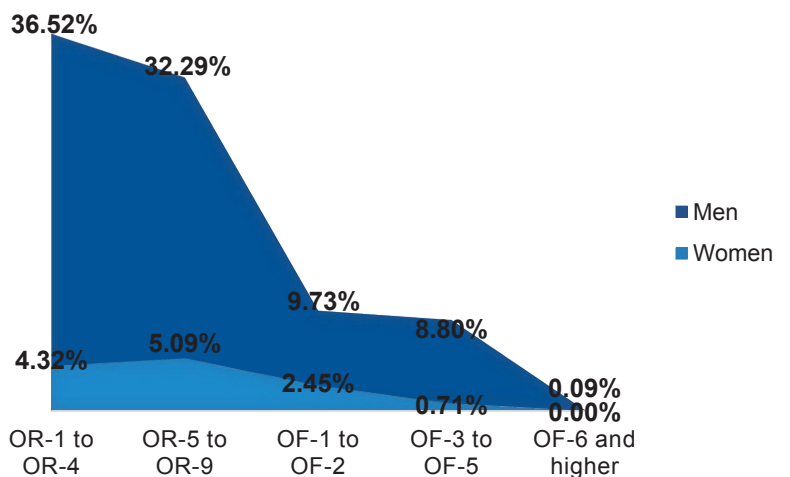
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

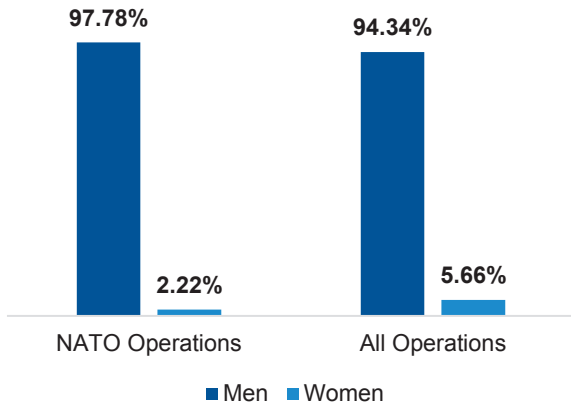


DISTRIBUTION OF MEN AND WOMEN BY RANK

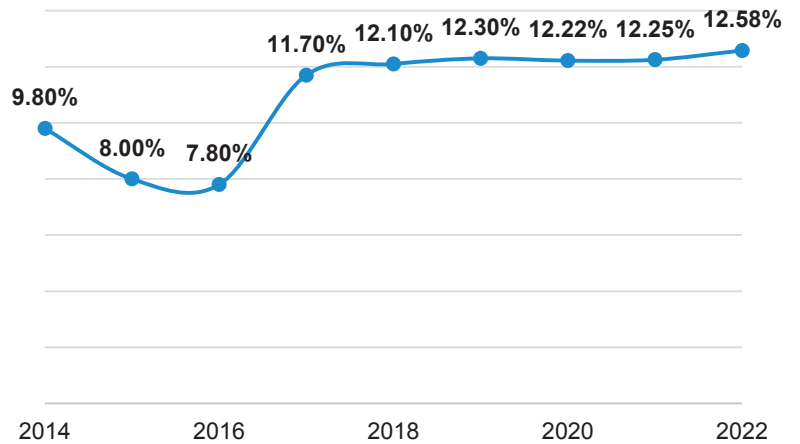


Please note for Lithuania Quantitative Data, Other 1 = Administration and command, Central support, Training, Special Operations Forces, Defence Staff, Logistics

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	9.55%
Women	Air	0.98%
Men	Land	39.12%
Women	Land	4.50%
Men	Navy	4.30%
Women	Navy	0.26%
Men	Other 1	34.46%
Women	Other 1	6.84%
Total		100.00%

Please note for Lithuania Quantitative Data, Other 1 = Administration and command, Central support, Training, Special Operations Forces, Defence Staff, Logistics



LUXEMBOURG

Overview

In 2022 Luxembourg continued to implement its first NAP titled '*Women and Peace and Security National Action Plan 2018-2023 for the implementation of United Nations Security Council Resolution 1325 (2000)*'.

Key Successes

- The Strategic Department of the Luxembourg Armed Forces oversees the integration of gender perspectives.

Work-Life Balance

The Luxembourg Armed Forces support work-life balance through flexible working hours, teleworking option and part-time roles for personnel caring for children, the elderly or the sick. Both parents are also eligible for parental leave.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Code of Conduct of the Luxembourg Armed Forces outlines strict guidelines to prevent abusive behaviour. A system of trusted Points of Contact allows victims to report incidents confidentially. SEA prevention is further reinforced through training sessions for all military and civilian personnel.

Recruitment and Retention

The Luxembourg Armed Forces has established a dedicated committee for women in the military.

Education and Training

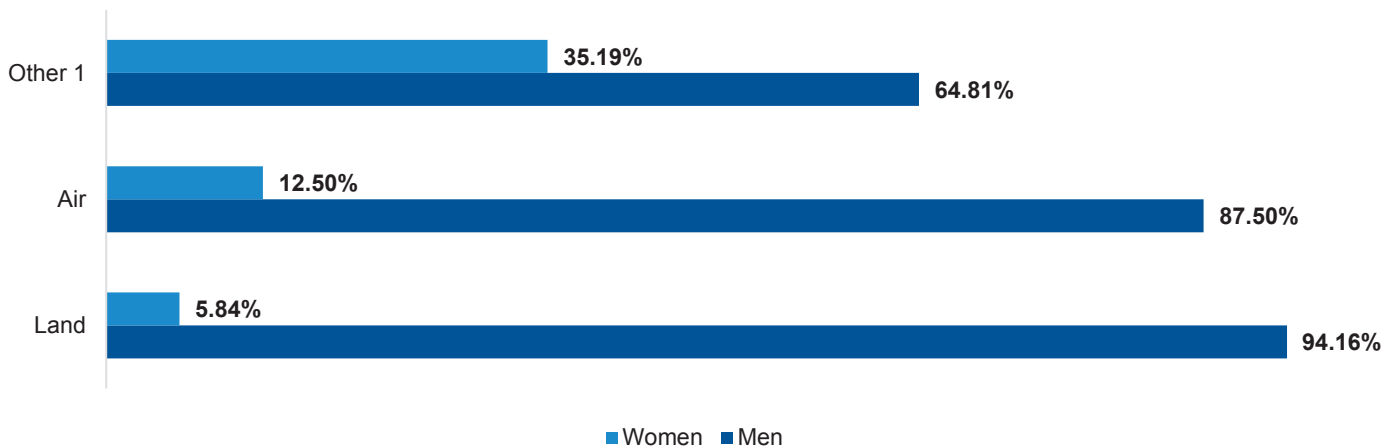
Gender awareness is integrated into Luxembourg's pre-deployment training programmes.

<p>7.8% of Armed Forces are Women</p>	<p>92.2% of Armed Forces are Men</p>	<p>NO DATA of Applicants are Women</p>	<p>NO DATA of Women Applicants were Recruited</p>	<p>88.3% of Women Completed Basic Training</p>
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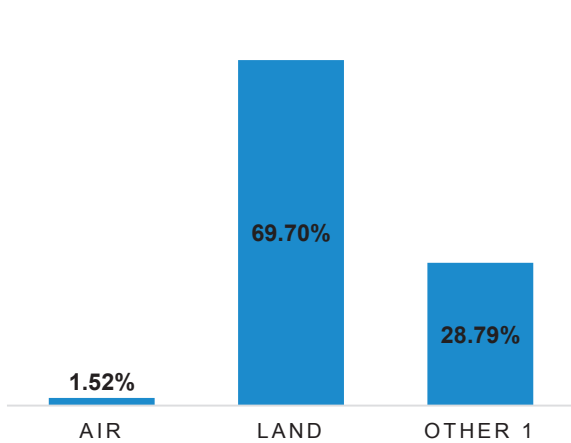
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



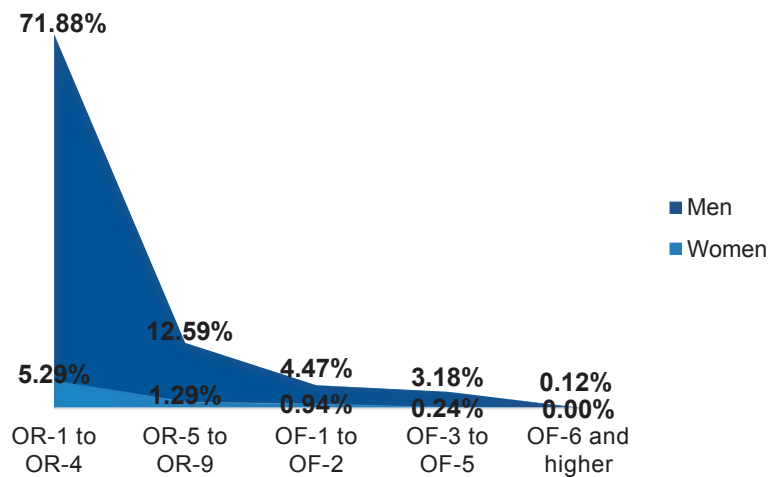
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

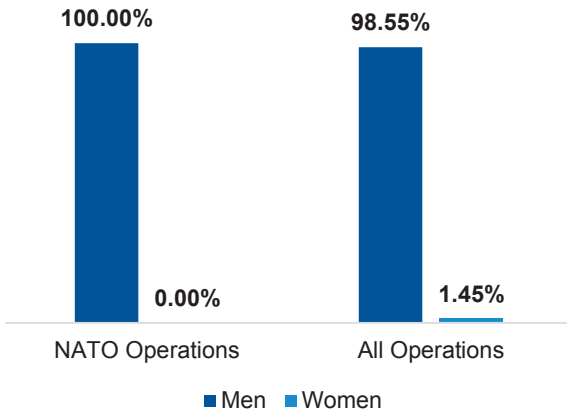


DISTRIBUTION OF MEN AND WOMEN BY RANK

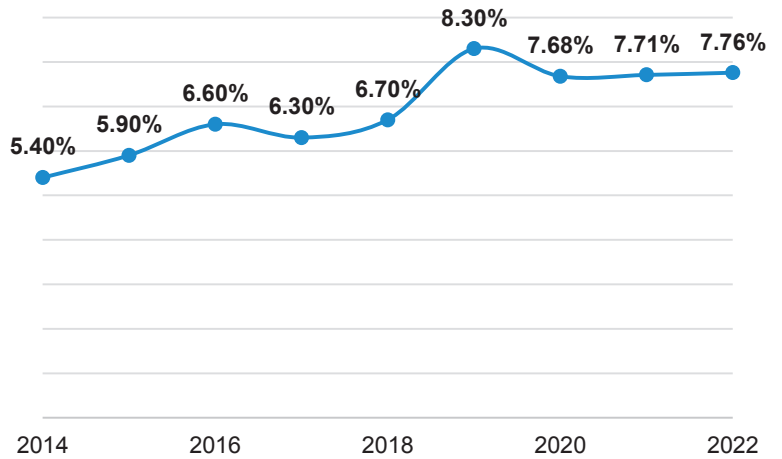


Please note for Luxembourg Quantitative Data, Other 1 = Military Band

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	0.82%
Women	Air	0.12%
Men	Land	87.29%
Women	Land	5.41%
Men	Other 1	4.12%
Women	Other 1	2.24%
Total		100.00%

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



MONTENEGRO

Overview

In 2022 Montenegro continued to implement its second NAP 2019-2022 titled the '*Strategy of Implementation of UNSCR 1325 and its Following Resolutions*' 2019-2022. It aims to enhance the role and status of women and girls in all efforts related to maintaining and promoting peace and security.

Key Successes

In collaboration with the United Nations Development Programme (UNDP) South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), the MoD has undertaken several key initiatives:

- Development of internal documents to promote the Nation's National Action Plan (NAP) and facilitate its implementation at both national and international levels.
- Creation of a 'Guide for Preventing of Discrimination, Sexual Harassment and Abuse in the Armed Forces of Montenegro'.
- Implementation of a 'Mentoring for Gender Equality' programme for senior leadership and command staff to enhance awareness of gender equality and integrate gender perspectives into decision-making processes.

Work-Life Balance

Part-time work is available for single parents with children under the age of 7. Additionally, single parents with children under 15 years old are entitled to two extra days of annual leave. The Armed Forces of Montenegro's childcare policy includes several supportive measures, such as breastfeeding breaks, adjustments to duty assignments, restrictions on night duties and overtime and protections preventing parents from deployment.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The 'Guide for Preventing Discrimination, Sexual Harassment, and Abuse in the Armed Forces of Montenegro' outlines comprehensive methods for addressing and procedures for reporting unwanted behaviour. It emphasises the importance of clear protocols to ensure accountability and support for those affected. In cases of sexual exploitation and abuse, the guide specifies the repatriation of the individual responsible as a critical measure. The military police are authorised to investigate such incidents within the scope of their mandate. If their findings indicate reasonable suspicion of a criminal offence, they are required to inform the state prosecutor, who subsequently initiates formal legal proceedings in a court of law.

Several additional mechanisms are in place to address sexual harassment, exploitation and abuse. The Military Disciplinary Commission handles severe breaches of military discipline, ensuring that violations are dealt with appropriately. Inspection Supervision enforces measures in cases of mobbing or gender-based discrimination, providing oversight to maintain a respectful work environment. The Protector of Human Rights and Freedom serves as a vital resource for individuals submitting

discrimination complaints. Lastly, Courts of Law adjudicate lawsuits to ensure justice is served in accordance with legal standards.

Recruitment and Retention

The Armed Forces of Montenegro implement measures to enhance opportunities for women in the armed forces admission process. Specifically, when two candidates achieve equal scores during the selection process, preference is given to the female candidate. To boost the recruitment of women, the MoD conducts targeted promotional campaigns on mass and social media platforms aimed specifically at female audiences. Additionally, the MoD has established a Working Team for Networking Women in the Security Sector, which includes representatives from the MoD, the Armed Forces of Montenegro, the National Security Agency, the Ministry of the Interior and the Police Directorate.

To ensure retention and address potential concerns, the MoD administers voluntary exit surveys. These surveys provide valuable insights into the reasons behind voluntary departures and gauge satisfaction levels regarding the workplace environment. Promoting gender equality is a strategic priority within the MoD's human resources management policies. To further this objective, an annual gender analysis is conducted. This analysis leverages feedback from the exit surveys to deepen understanding of the factors contributing to female attrition and to develop strategies aimed at improving the representation and experience of women in the military.

Education and Training

The MoD and the Armed Forces of Montenegro, in partnership with UNDP SEESAC, have developed an Internal Handbook on Standardization of Trainings in the field of gender equality. This ensures that all personnel receive pre-deployment training that incorporates gender perspectives. These trainings cover UN Security Council Resolution (UNSCR) 1325 and related resolutions, with a strong focus on the prevention pillar of the Women, Peace, and Security (WPS) Agenda. Key topics include preventing sexual harassment, SEA and CRSV.

Additionally, the MoD has collaborated with UNDP SEESAC to produce the Regional Handbook on Preventing and Responding to Gender-Based Discrimination, Sexual Harassment and Abuse, which is accessible on relevant official websites. The MoD of Montenegro has also actively contributed to the UNDP SEESAC-led Study on integrating gender perspectives into military education and training within the defence system, alongside other regional MoDs. This ongoing collaboration was further exemplified by the 2022 UNDP SEESAC-organised seminar, which focused on building capacity for GFPs within the Armed Forces of Montenegro.



MNE

10.5%
of Armed Forces
are Women

89.5%
of Armed Forces
are Men

25.5%
of Applicants are
Women

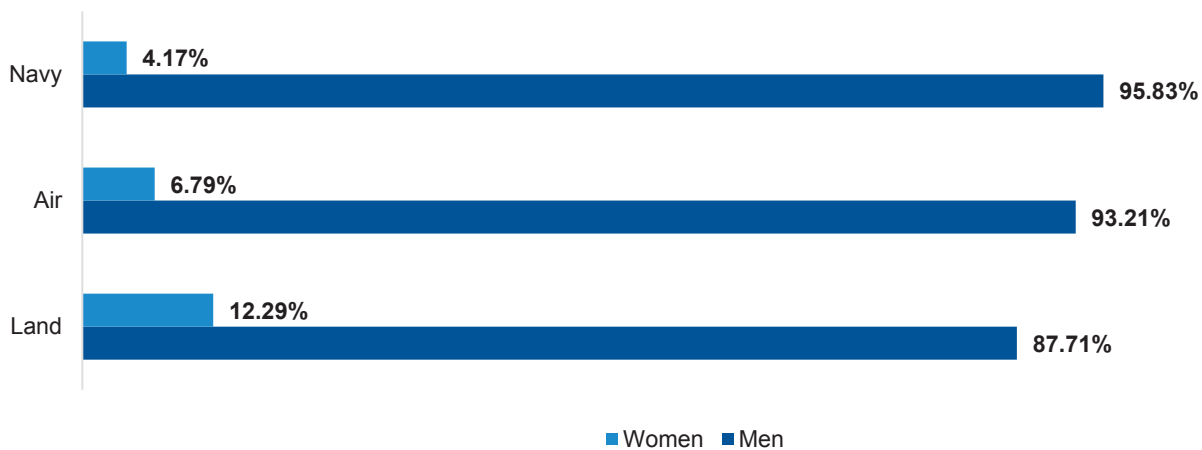
16.7%
of Women Applicants
were Recruited

100%
of Women Completed
Basic Training

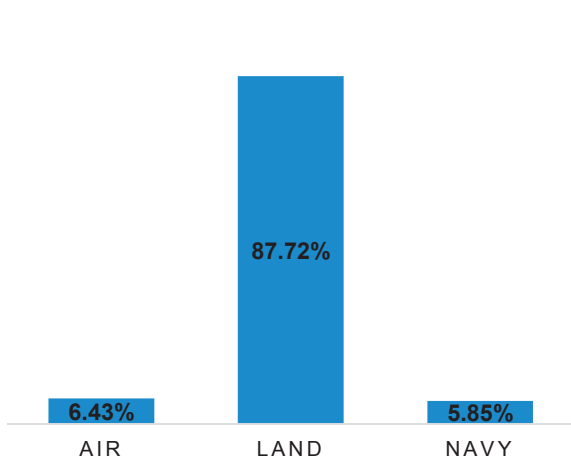
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



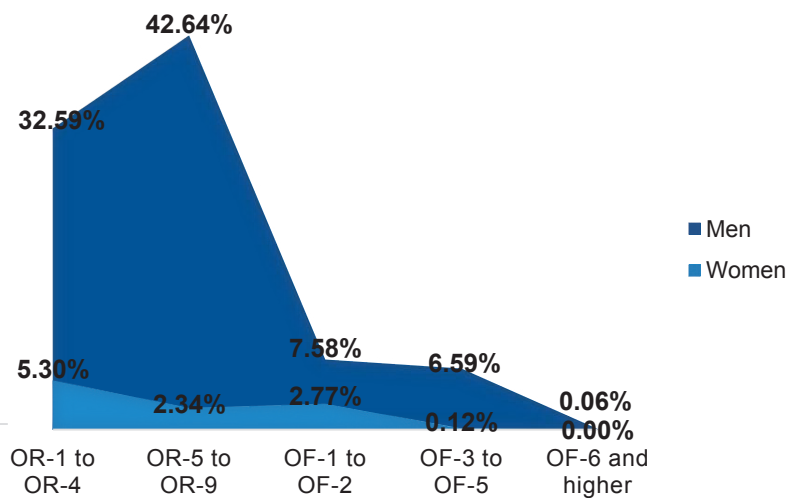
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



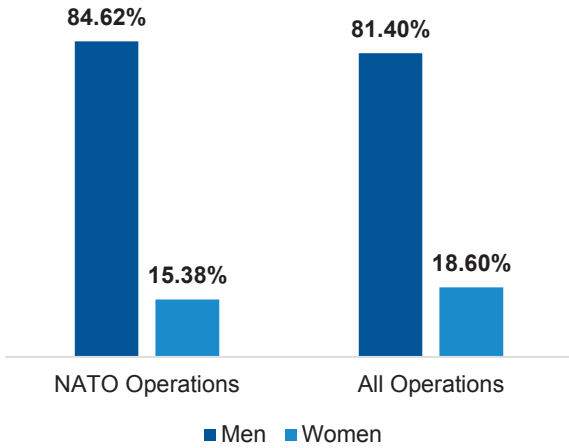
DISTRIBUTION OF WOMEN BY BRANCH



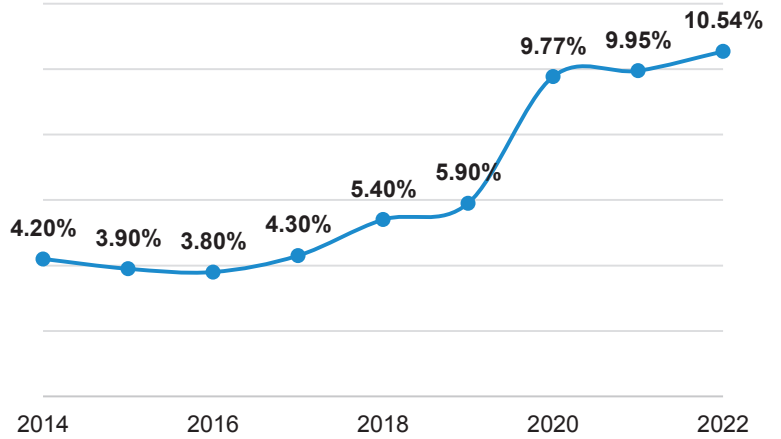
DISTRIBUTION OF MEN AND WOMEN BY RANK



DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	9.30%
Women	Air	0.68%
Men	Land	65.99%
Women	Land	9.24%
Men	Navy	14.17%
Women	Navy	0.62%
Total		100.00%



THE NETHERLANDS

Overview

The Netherlands continued to implement its fourth NAP titled '*Women, Peace and Security NAP 1325-IV (2021-2025)*.'

Key Successes

- Introduced the Diversity and Inclusion Programme in 2022.
- Established a Gender Unit at the highest level of the MoD.
- Developed an online learning module on basic gender knowledge for all Dutch military personnel.
- Developed a specific Dutch Gender Focal Point training.

Work-Life Balance

The Netherlands Armed Forces offer flexible working arrangements, including work-from-home options, part-time work and flexible hours. Their childcare policy includes subsidized maternity and paternity leave, as well as breastfeeding breaks. The Netherlands Armed Forces also supports dual-service couples by ensuring that both parents are not deployed simultaneously.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Netherlands Armed Forces provide training on sexual harassment and SEA, including mandatory pre-deployment training on SEA and CRSV. The Central Organisation for Integrity Defence oversees ethics and integrity issues, with access to a centralized reporting structure, *Meldpunt Integriteit Defensie*, for all MoD employees.

Recruitment and Retention

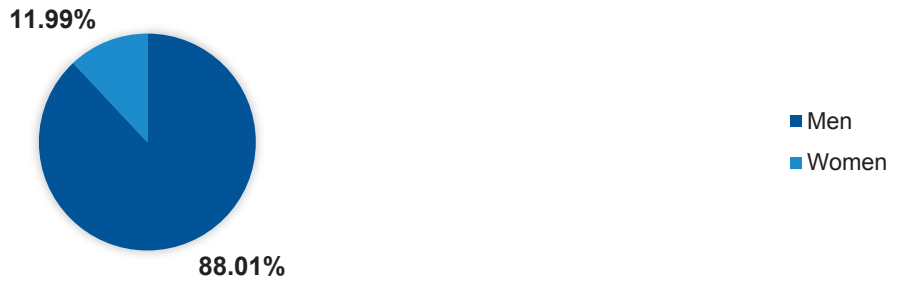
Special recruitment campaigns target women, particularly in military police roles, and encourage women to apply for senior positions. The Women and Defence Network is a broad network within the Netherlands Armed Forces where all defence women can find and strengthen their support for each other. The goal is to inspire, connect and empower defence women and thereby retain them. The Netherlands Armed Forces also have several initiatives aimed at retaining women across its various services.

Education and Training

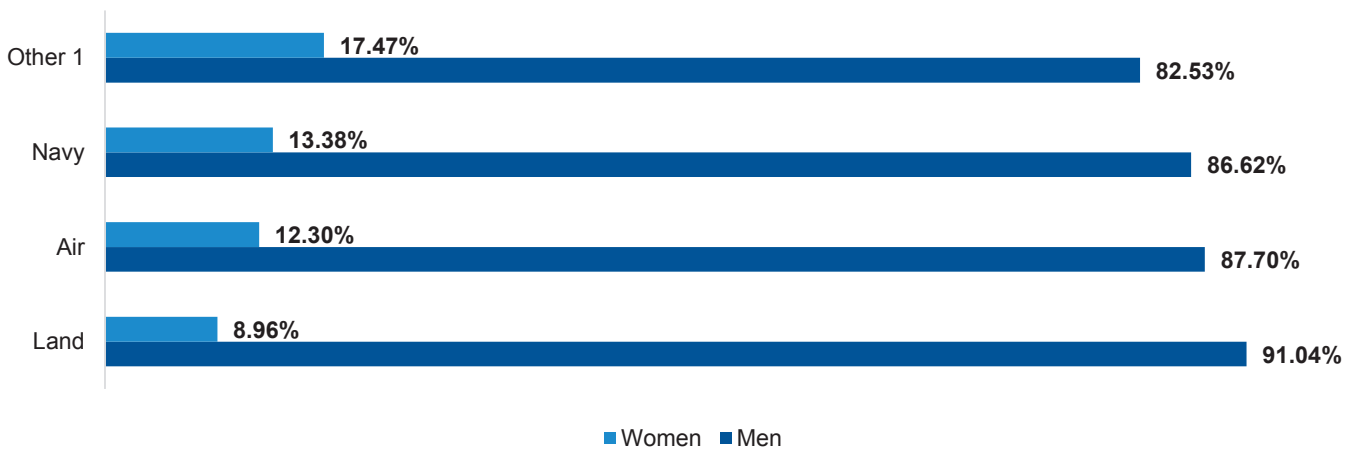
The Netherlands Armed Forces incorporates NATO's Gender Education and Training Package into pre-deployment training and developed national gender perspectives education programmes like an online basic gender course and a gender focal point training for all Dutch military personnel. The Gender Unit helps review curriculum and gender-related modules in pre-deployment training.

12% of Armed Forces are Women	88% of Armed Forces are Men	15.5% of Applicants are Women	16.2% of Women Applicants were Recruited	NO DATA of Women Completed Basic Training
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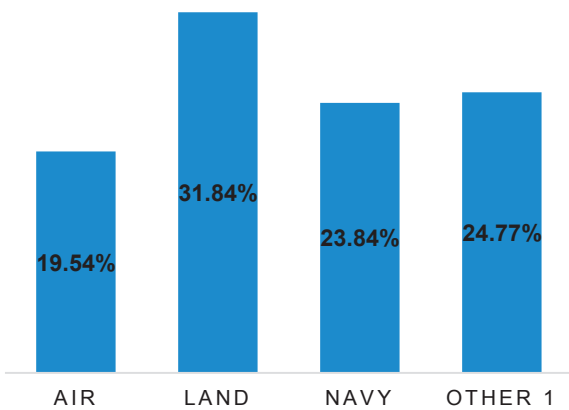
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



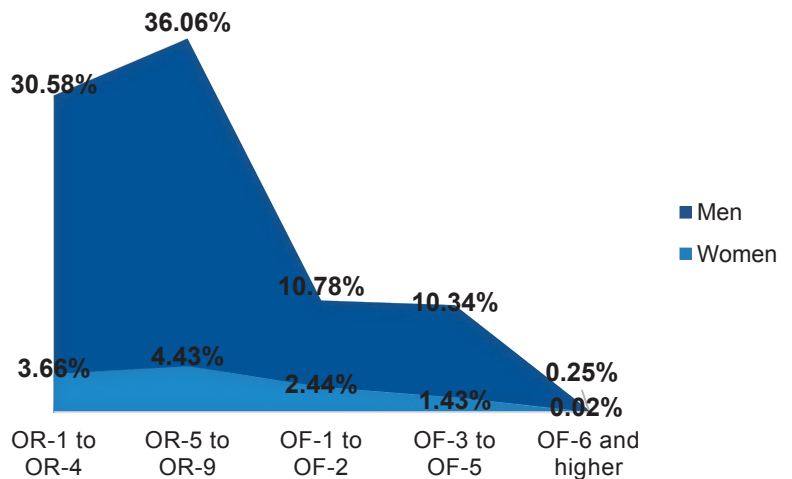
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

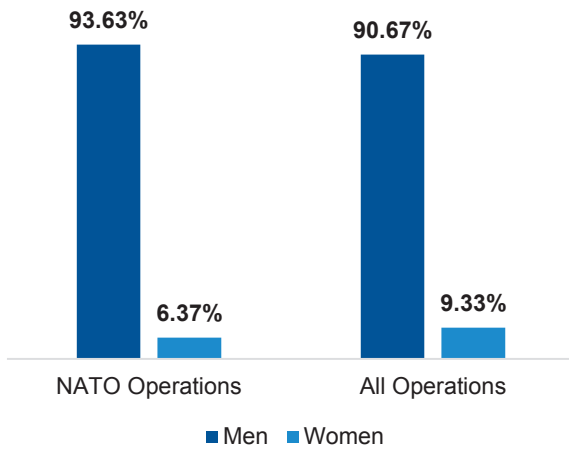


DISTRIBUTION OF MEN AND WOMEN BY RANK

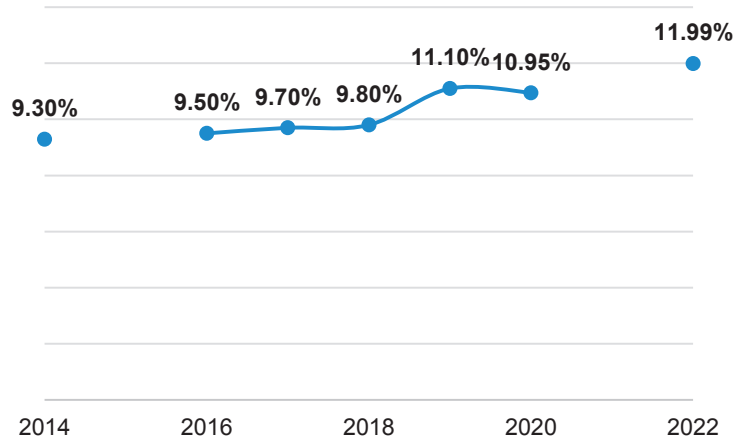


Please note for The Netherlands Quantitative Data, Other 1 = KMAR/Military Police

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	16.69%
Women	Air	2.34%
Men	Land	38.79%
Women	Land	3.82%
Men	Navy	18.51%
Women	Navy	2.86%
Men	Other 1	14.02%
Women	Other 1	2.97%
Total		100.00%

Please note for The Netherlands Quantitative Data, Other 1 = KMAR/Military Police



NORTH MACEDONIA

Overview

In 2022 the Army of the Republic of North Macedonia was composed of 9.1% women and 90.9% men. This signals an increase of 0.6% in its percentage of women in the armed forces compared to 2021. North Macedonia also recorded an increase in the number of women in officer ranks. Indeed, the rank OF-1 to OF-2's percentage increased by 0.3% while the rank OF-3 to OF-5's one increased by 0.2%.

Key Successes

- In 2022, the MoD provided Gender Coach Training for senior personnel, in collaboration with the State Secretary.
- In 2019, for the first time, a Gender Equality Officer has been appointed in the cabinet of Chief of General Staff (CHOD) to advise on equality and protection against harassment.
- The MoD established the position of Gender Junior Associate in 2022.

Work-Life Balance

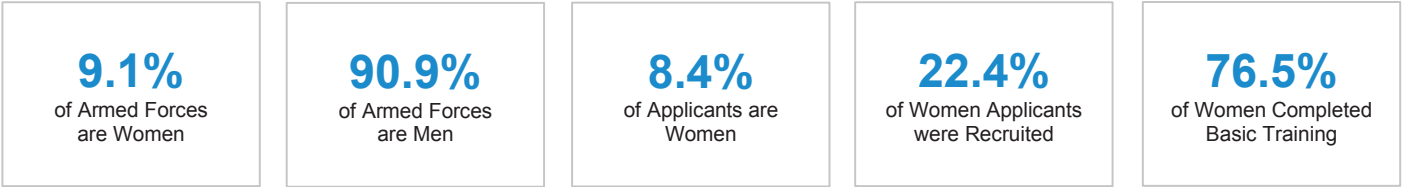
The Army of the Republic of North Macedonia offers transferable parental leave, allowing fathers to take leave if the mother does not use it. Part-time and flexible hours are available for childcare and care of the elderly or sick. The Labour Relations Law and Military Service Law protect pregnant women and parents with infants, regulating duty assignments, night shifts and overtime. Mothers are also entitled to breastfeeding breaks.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Army of the Republic of North Macedonia has policies and strategies to address sexual harassment and SEA, including the Guidelines for Protection against Workplace Harassment in the MoD. Pre-deployment training includes education on preventing SEA. An authorized individual and a deputy have been designated to address and prevent harassment, supported by a network of GFPs who provide guidance and assistance. Additionally, formal procedures for reporting and investigating allegations are in place and are overseen by these appointed individuals.

Recruitment and Retention

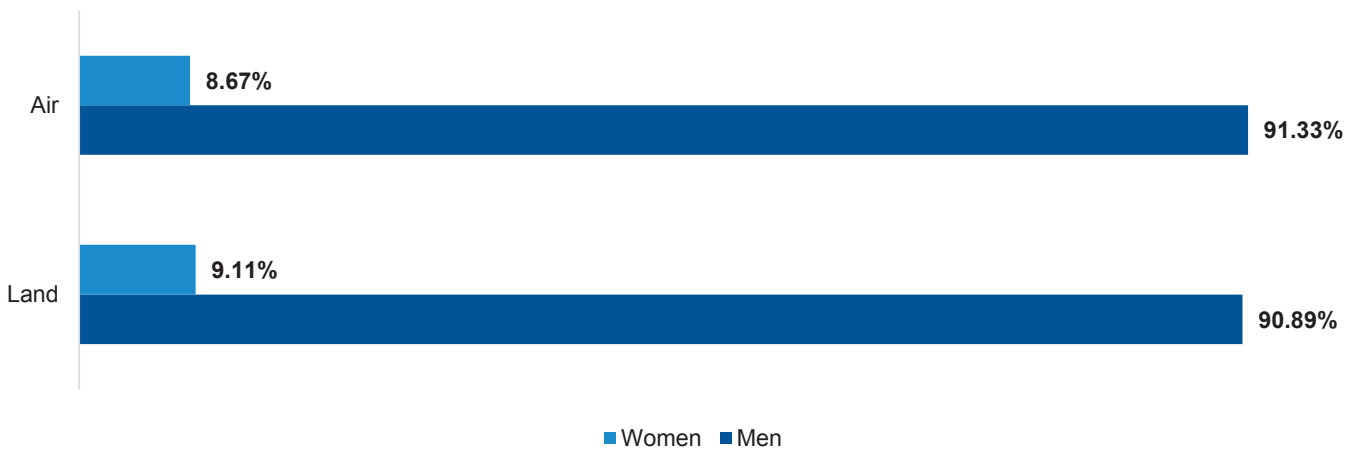
The Army of the Republic of North Macedonia conducted outreach activities in 99 secondary schools to inform students about military careers and promote enrolment in the Military Academy. Open days and other public events raise awareness of military opportunities. Regular exit surveys help gather insights from departing personnel, and the Policy for Retention of Personnel in Defence outlines principles, measures and activities to encourage retention.



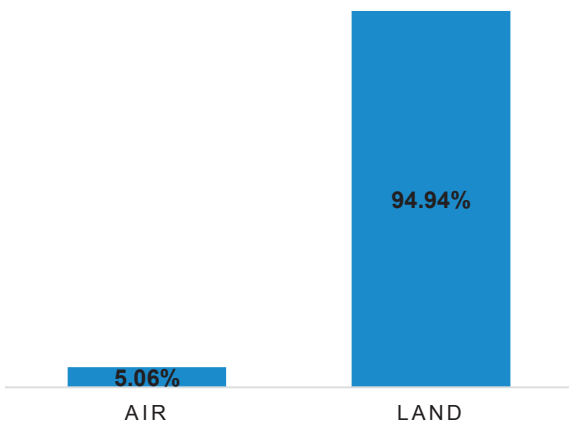
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



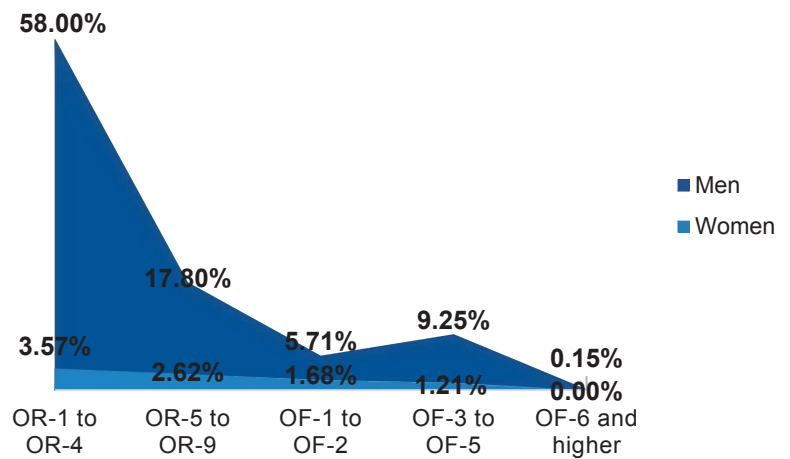
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



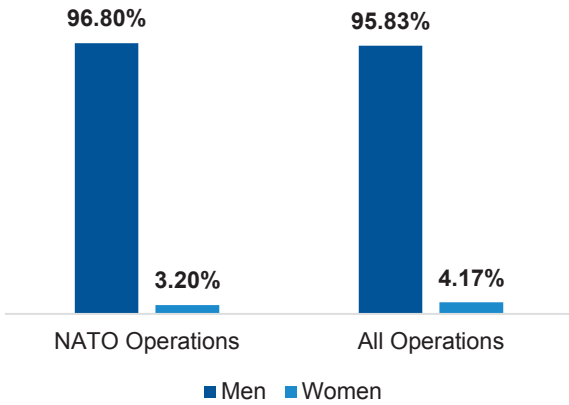
DISTRIBUTION OF WOMEN BY BRANCH



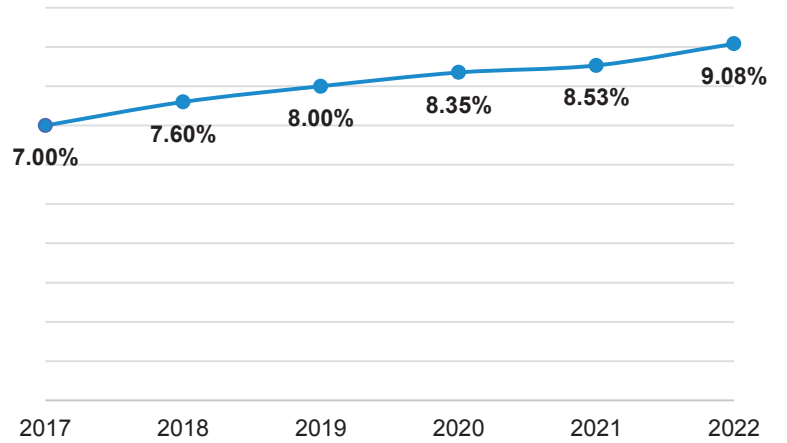
DISTRIBUTION OF MEN AND WOMEN BY RANK



DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	8.62%
Women	Air	0.46%
Men	Land	86.08%
Women	Land	4.84%
Total		100.00%

 **POLAND**

Overview

Poland's NAP called '*Polish National Action Plan on Women, Peace and Security 2018-2021*' was extended by the Council of Ministers until the end of 2023. Thus, Poland continued the implementation of the abovementioned during 2022.

Key Successes

- In 2022 the Polish Armed Forces trained over 70% of professional soldiers on CRSV.
- The Equal Treatment Coordinator introduced training on situations of mobbing, sexual harassment and unequal treatment.

Work-Life Balance

The Polish Armed Forces provide flexible working hours for personnel with caregiving responsibilities, including childcare and eldercare, as well as those pursuing educational studies. Dual-service couples are assigned to posts in the same garrison or nearby towns when possible, and female personnel with children under the age of four are exempt from being posted away from their spouse. Single parents with children under four cannot be posted outside their professional military service location without their consent. Additionally, breastfeeding breaks are provided to female personnel to further support their needs.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Polish Armed Forces have developed a comprehensive framework for the prevention of sexual harassment and SEA. Formal codes of conduct outline reporting procedures for both men and women. In 2022, the Equal Treatment Coordinator introduced training on topics such as mobbing, harassment and unequal treatment as part of supplementary education for all military personnel. Victims of sexual harassment and abuse have access to psychologists, while Military Police and disciplinary superiors oversee the resolution of reported cases.

Recruitment and Retention

Efforts to enhance recruitment and retention include initiatives by the Women's Affairs Council, which organises events and training to encourage women to join the armed forces. The council also monitors and evaluates conditions for female personnel. The MoD's Equal Treatment Coordinator also works to combat discrimination and foster equality within the Polish Armed Forces.

THIS NATION DID NOT PROVIDE QUANTATIVE DATA.



PORTUGAL

Overview

In 2022 Portugal continued to implement its third NAP on WPS named '*National Action Plan for the Implementation of United Nations Security Council Resolution number 1325 (2000) concerning Women, Peace and Security 2019-2022 (III NAP)*'.

Key Successes

- Revision and approval of the Defence Action Plan for Equality (2022-2025).
- The Navy updated its Code of Conduct to strengthen the Prevention and Combat of Harassment.
- The Army approved its Strategic Directive (2022-23), which includes a strategic guideline emphasising the integration of gender perspectives across all its tasks.
- The Air Force approved its Strategic Directive which included an objective on promoting equality.
- The General Staff ensures all Operational directives include the RR ANNEX on human rights and integration of gender perspectives.

Work-Life Balance

To support work-life balance, the Portuguese Armed Forces offer shared parental leave for both parents following the birth of a child. Flexible or part-time working arrangements are available for personnel with children under 12 or dependents with disabilities or chronic illnesses. Measures are in place to prevent dual-service couples with children from being deployed or performing night duties at the same time. The Portuguese Armed Forces also support families by providing leisure activities during school breaks and education allowances for day care and primary or secondary schooling.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

All three branches of the Portuguese Armed Forces adhere to a Code of Conduct for the Prevention and Combating of Harassment, which outlines procedures to address such behaviours while protecting the privacy and confidentiality of victims and witnesses. The revised Defence Action Plan emphasises the importance of raising awareness on harassment and non-discrimination. This includes the development and implementation of a standardised training module on these issues. Additionally, all branches of service mandate training in the prevention of sexual harassment, with pre-deployment training focused on preventing and responding to sexual exploitation and abuse. The MoD's Defence Harassment Prevention Unit oversees all complaints related to harassment, sexual violence and discrimination, while each service branch has established internal mechanisms to ensure accountability and appropriate disciplinary action.

Recruitment and Retention

The MoD and the Portuguese armed Forces jointly run the national campaign 'Engineers for One Day', aimed at encouraging young girls to pursue courses in Science, Technology, Engineering and Mathematics, which are also offered at Military Academies. Annual campaigns are held to promote gender equality and highlight the importance of women in the Portuguese Armed Forces, with the goal of increasing female recruitment. The Navy's Gender Office, the Army's Focal Points Network, and the Air Force's Gender Working Group all play a key role in supporting women in the military, providing services such as psychological support and policy oversight. Additionally, the three services conduct exit interviews and surveys to understand the reasons behind personnel departures from the Portuguese Armed Forces. The MoD is currently developing a study to synthesise these findings. The MoD's Action Plan for the Professionalisation of the Military Service includes a retention strategy, outlining various initiatives to enhance retention rates.

Education and Training

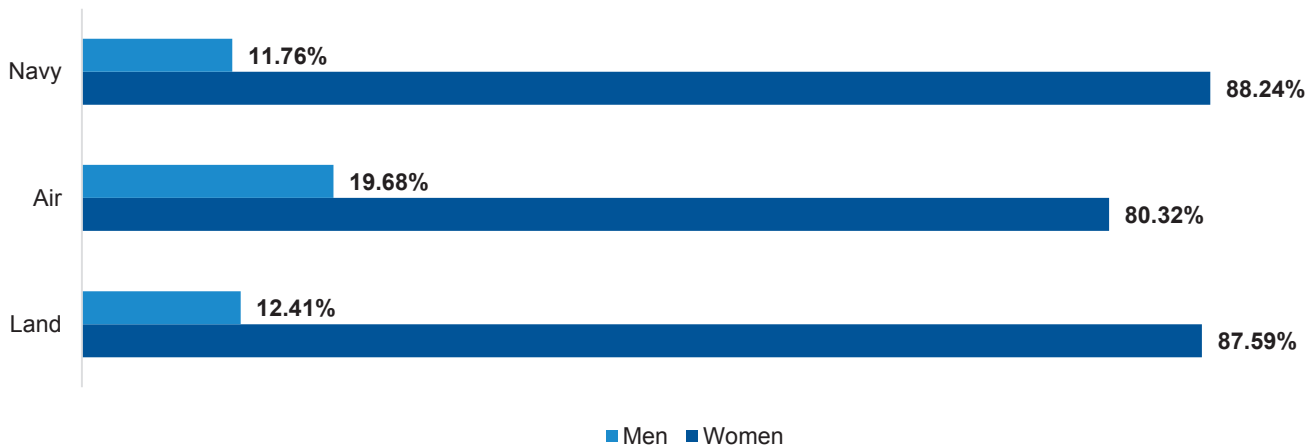
Education and training efforts in the Portuguese Armed Forces include mandatory modules on gender equality and integrating gender perspectives into military operations, ensuring that personnel are well-equipped to address these issues.

13.8% of Armed Forces are Women	86.2% of Armed Forces are Men	23.8% of Applicants are Women	19% of Women Applicants were Recruited	88.8% of Women Completed Basic Training
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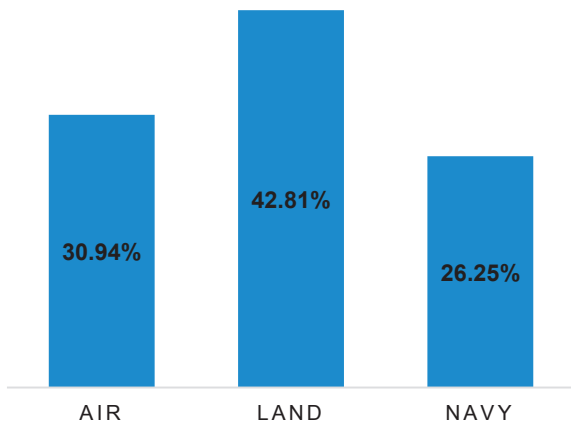
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



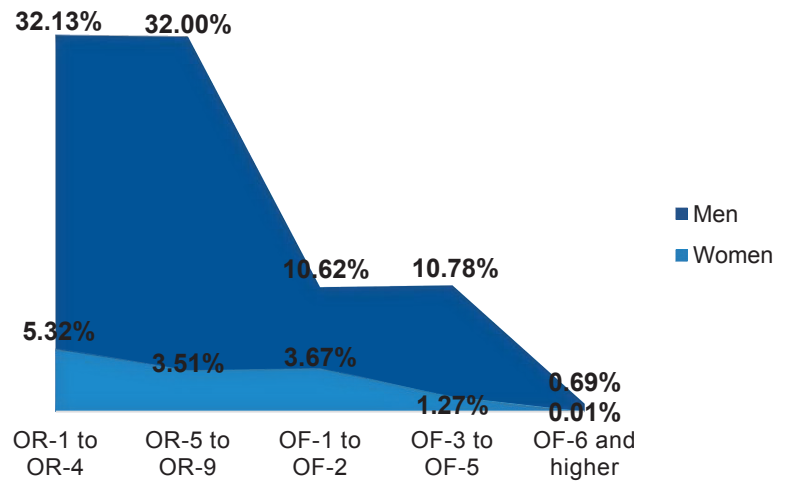
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



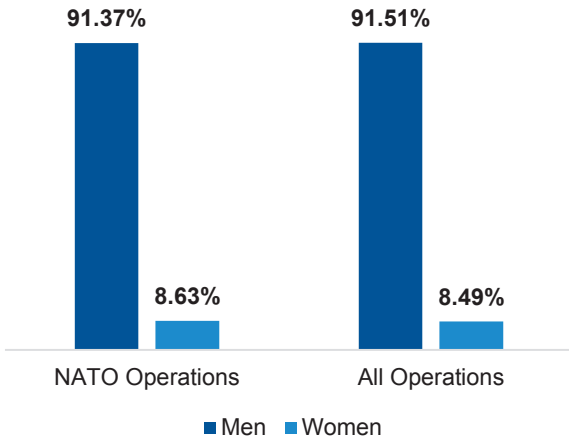
DISTRIBUTION OF WOMEN BY BRANCH



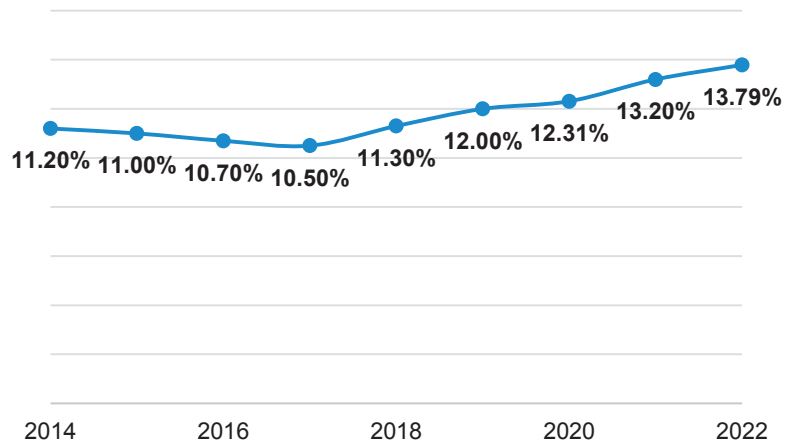
DISTRIBUTION OF MEN AND WOMEN BY RANK



DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	17.41%
Women	Air	4.27%
Men	Land	41.66%
Women	Land	5.90%
Men	Navy	27.14%
Women	Navy	3.62%
Total		100.00%



ROMANIA

Overview

Romania adopted its first NAP for the period of 2014-2024, later implementing a more holistic NAP titled '*Romania National Strategy and National Action Plan on Women, Peace and Security 2020-2023*'. In 2022, Romania continued to implement the latter.

Key Successes

- In 2022, government institutions implemented policies to support the NAP, including periodic training on gender equality, development of internal complaint procedures for gender discrimination and harassment and pre-deployment training for troops on the principles of UNSCR 1325.
- The MoD established a dedicated Gender Management Office, which created '*Military Guidelines for the Implementation of Gender Perspectives in the MoD*'.

Work-Life Balance

Work-life balance measures in the Romanian Armed Forces include transferable parental leave and flexible working hours for personnel with caregiving responsibilities, such as childcare or eldercare, as well as those pursuing educational goals. These policies aim to support military personnel in balancing their professional and personal lives.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Before deployment, all personnel receive training on gender issues, sexual harassment and its consequences and the responsibilities of GENADs. Appointed GENADs are tasked with overseeing any allegations of sexual harassment or other forms of sexual violence. In line with the current National Strategy and NAP, GENADs are also responsible for conducting training to prevent sexual violence within their units or areas of responsibility. The MoD consistently provides ongoing training to military personnel to prevent sexual harassment and SEA.

Education and Training

The Romanian Armed Forces utilise NATO's Gender Education and Training Package, ensuring that gender perspectives are integrated into all aspects of military planning, operations and training. This includes pre-deployment preparation, in-theatre exercises and broader military education, reflecting Romania's commitment to advancing gender equality within its armed forces.

THIS NATION DID NOT PROVIDE QUANTATIVE DATA.



SLOVAKIA

Overview

Slovakia continued to implement its first NAP titled '*Slovak National Action Plan for the Implementation of UNSCR 1325 on Women, Peace and Security for 2021-2025*'.

Work-Life Balance

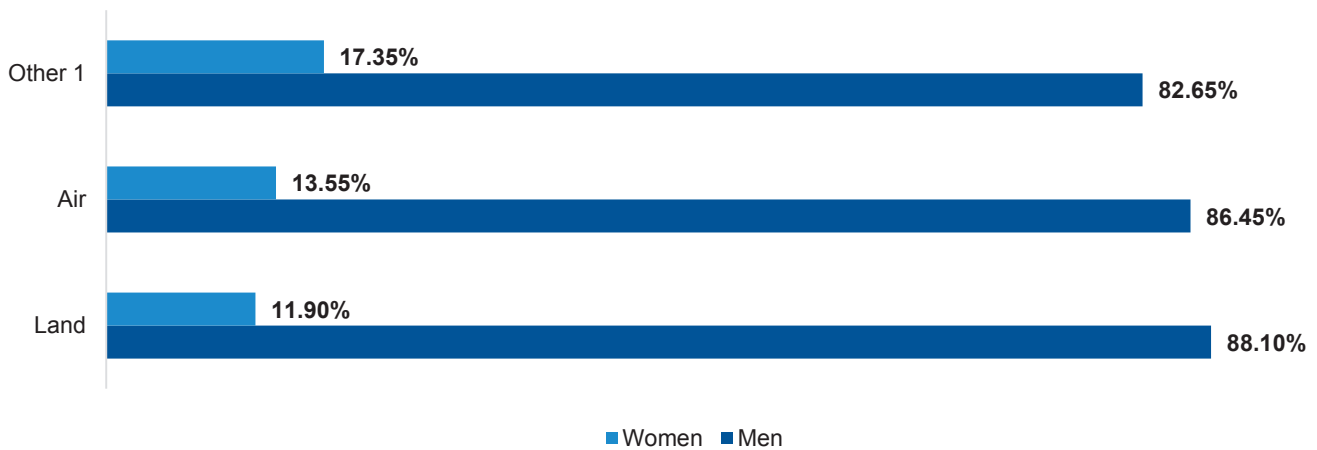
The Armed Forces of the Slovak Republic allow parents to transfer parental leave. They also provide part-time and flexible work hours for childcare. Dual service couples are also not permitted to deploy concurrently for crisis management.

13.6% of Armed Forces are Women	86.4% of Armed Forces are Men	20.3% of Applicants are Women	40.7% of Women Applicants were Recruited	94.2% of Women Completed Basic Training
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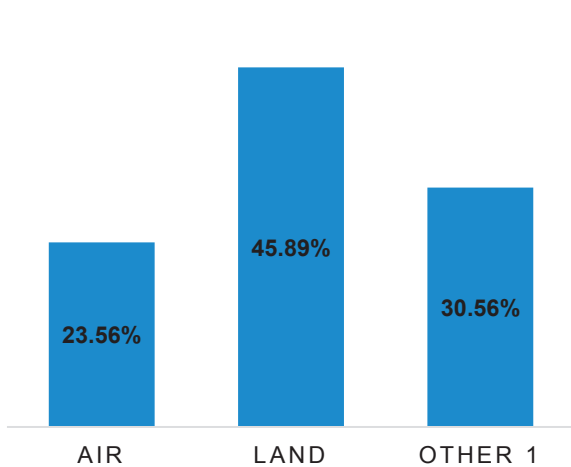
PERCENTAGE OF MEN AND WOMEN IN ARMED FORCES



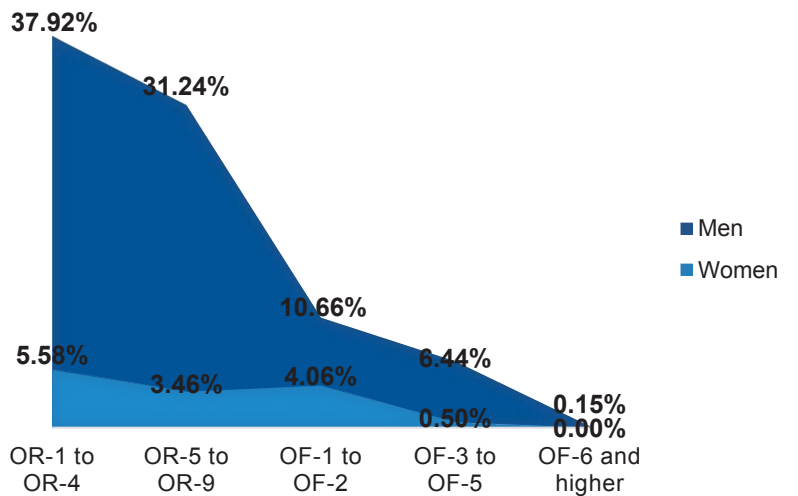
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

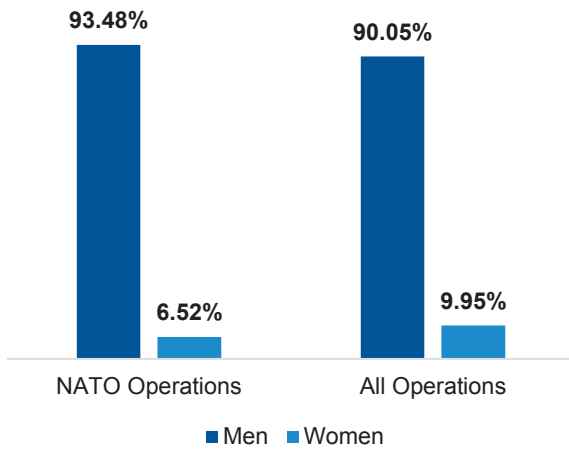


DISTRIBUTION OF MEN AND WOMEN BY RANK

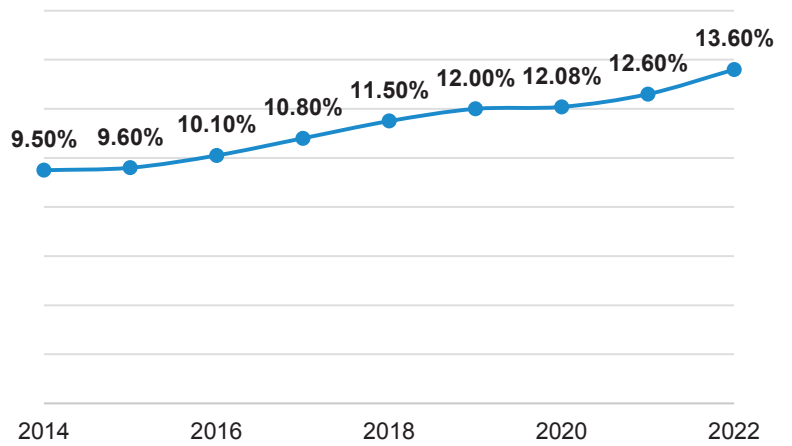


Please note for Slovakia Quantitative Data, Other 1 Undefined

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	20.44%
Women	Air	3.20%
Men	Land	46.18%
Women	Land	6.24%
Men	Other 1	19.79%
Women	Other 1	4.15%
Total		100.00%

Please note for Slovakia Quantitative Data, Other 1 Undefined



SLOVENIA

Overview

In 2022 the Slovenian Armed Forces were composed of 15% women and 85% men. This represents an increase of 0.3% in the percentage of women in the armed forces compared to 2021. Slovenia also reported an increase in women in officer ranks. Specifically, the percentage of women OF-1 to OF-2 increased by 0.3%, while the percentage of women OF-3 to OF-5 increased by 0.1% compared to 2021. For 2022 Slovenia also reported quantitative data for Air and Navy besides Land, which was the only branch included in the previous Report.

Key Successes

- In 2022 the Slovenian Armed Forces used the NATO Gender Education and Training Package for Nations.
- Gender perspectives are integrated into the Slovenian Armed Forces' Work Plan which mandates annual training for GENADs at all levels.

Work-Life Balance

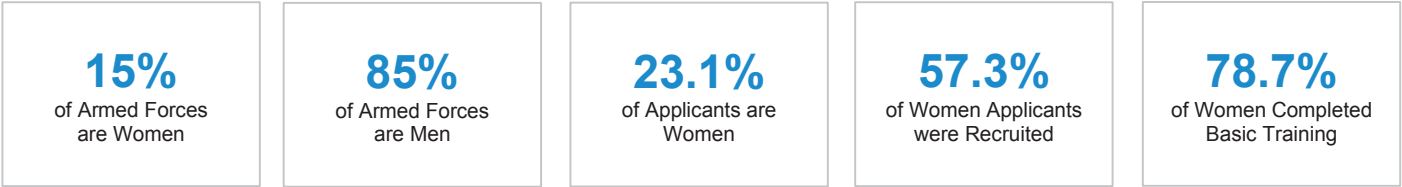
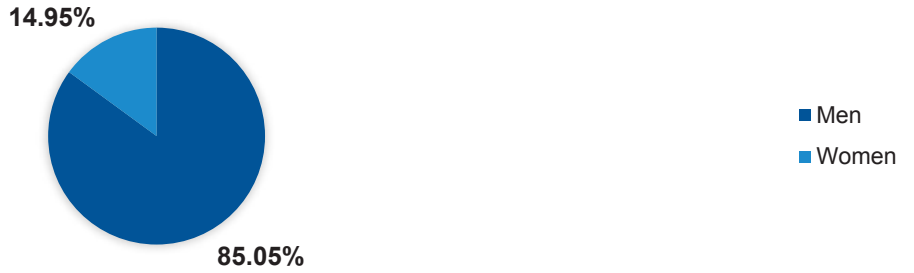
The Slovenian Armed Forces support work-life balance by offering transferable parental leave between parents, part-time employment options and flexible working hours, specifically for childcare, elderly care or educational purposes.

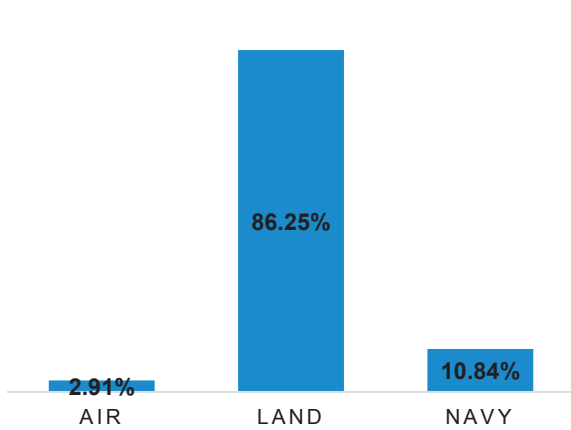
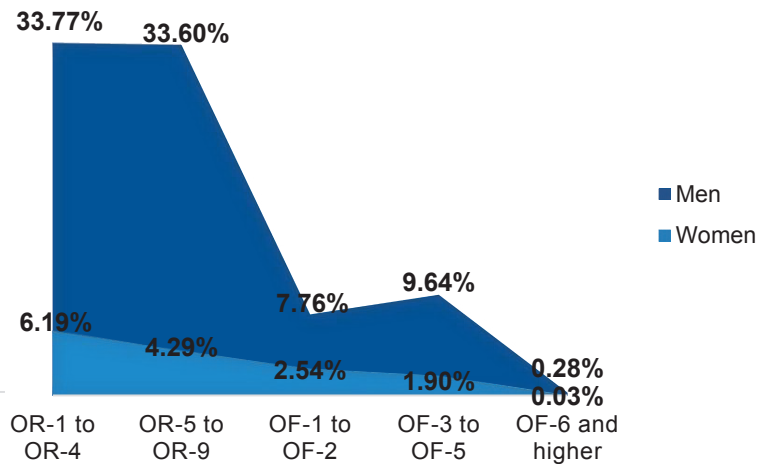
Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Slovenian Armed Forces have a dedicated framework for protecting the dignity of its members through the 'Procedures and Measures for Protecting Dignity in the Slovenian Armed Forces' and a Code of Military Ethics. Training on the prevention of SEA is mandatory for personnel before deployment on international missions, ensuring that all military staff are well-prepared to handle such issues. Counsellors also handle complaints, offering support and information to individuals reporting cases of SEA or other violations of dignity. Additionally, they perform an annual review of the complaints received and the measures implemented in response.

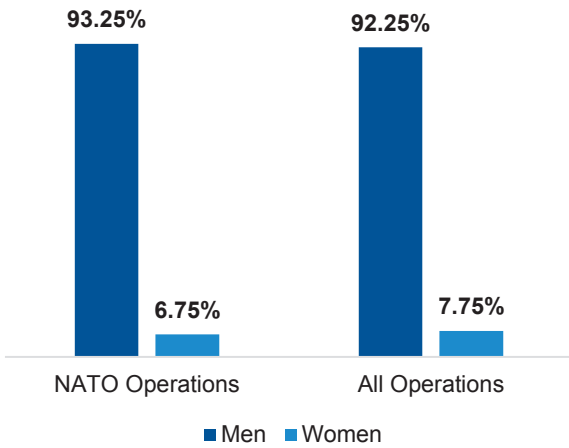
Education and Training

The Slovenian Armed Forces utilise NATO's Gender Education and Training Package and offers national gender perspective-related training to its armed forces to help integrate gender into all military operations.

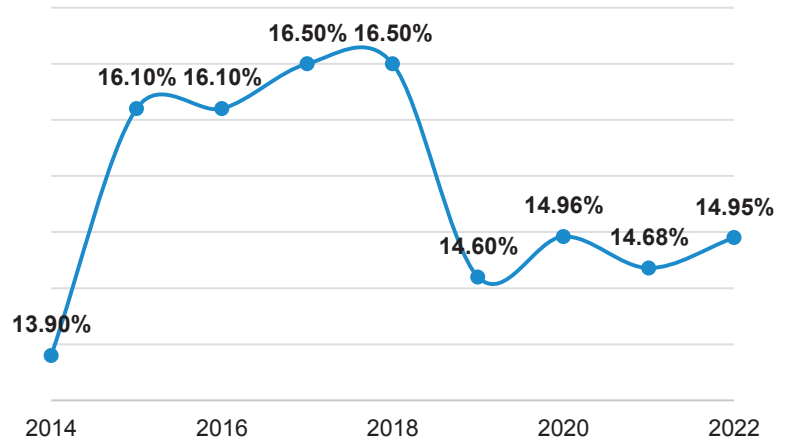

DISTRIBUTION OF MEN AND WOMEN IN ARMED FORCES

DISTRIBUTION OF MEN AND WOMEN BY BRANCH

DISTRIBUTION OF WOMEN BY BRANCH

DISTRIBUTION OF MEN AND WOMEN BY RANK


DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	5.73%
Women	Air	0.44%
Men	Land	71.89%
Women	Land	12.90%
Men	Navy	7.42%
Women	Navy	1.62%
Total		100.00%



SPAIN

Overview

In 2022 Spain continued to implement its second NAP titled ‘*Second National Action Plan on Women, Peace and Security*’ 2017-2023.

Key Successes

- Introduced equal maternity and paternity leave, breastfeeding breaks and flexible working hours.
 - The MoD has taken steps to adapt combat equipment to better fit women and implemented new measures to promote equal opportunity.
- Spain is recognised as a leader in gender perspectives training within the European Union.

Work-Life Balance

The Spanish Armed Forces offer various family-focused policies, such as reduced working hours, special permits and equalised maternity and paternity leave. Dual-service couples must also be stationed together and cannot perform guard duties simultaneously. Widows also receive specific support for their children, such as educational assistance.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Spanish Armed Forces follow all NATO, UN and EU regulations aimed at preventing sexual harassment and SEA. The Military Penal Code punishes sexual harassment and abuse, while sexual exploitation is criminalised under the civil code. Victims of such offenses can report incidents to the Spanish Armed Forces’ Protection Units, which offer workshops, conferences, and training on preventing and responding to these issues in coordination with the Equality Division. Furthermore, there are established protocols and regulations in place for reporting incidents and allegations of sexual harassment, exploitation and abuse.

Recruitment and Retention

The MoD focuses on recruitment and retention through campaigns that highlight military service as an appealing profession for women. Certain units conduct visits to schools, institutes, and universities to inspire both men and women to consider joining the Spanish Armed Forces. The Military Observatory for Equality and mentoring programs provide critical support for female service members.

Education and Training

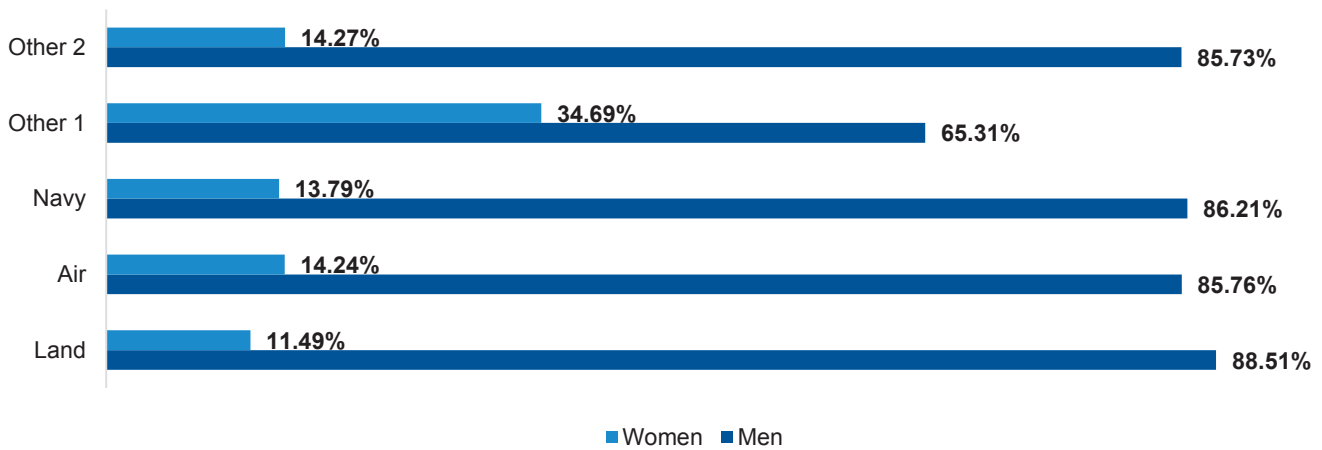
Education and training include mandatory gender perspectives training before deployment. The MoD organises courses, seminars and conferences focused on women’s leadership. Members of the Spanish Armed Forces can participate in residential or online equality courses, which are offered regularly throughout the year. Additionally, completing this training is a mandatory requirement for military personnel seeking promotion.

13% of Armed Forces are Women	87% of Armed Forces are Men	18.8% of Applicants are Women	83.8% of Women Applicants were Recruited	9.1% of Women Completed Basic Training
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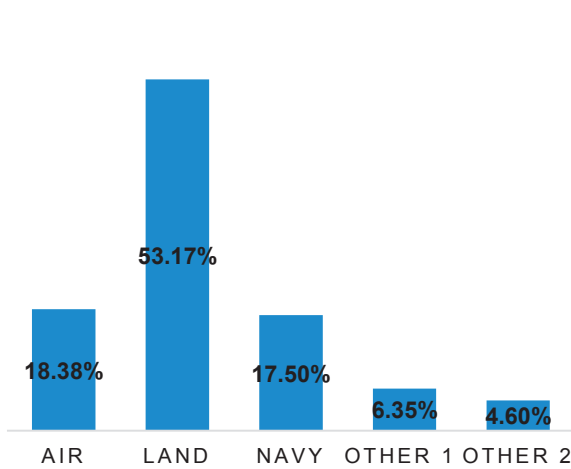
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



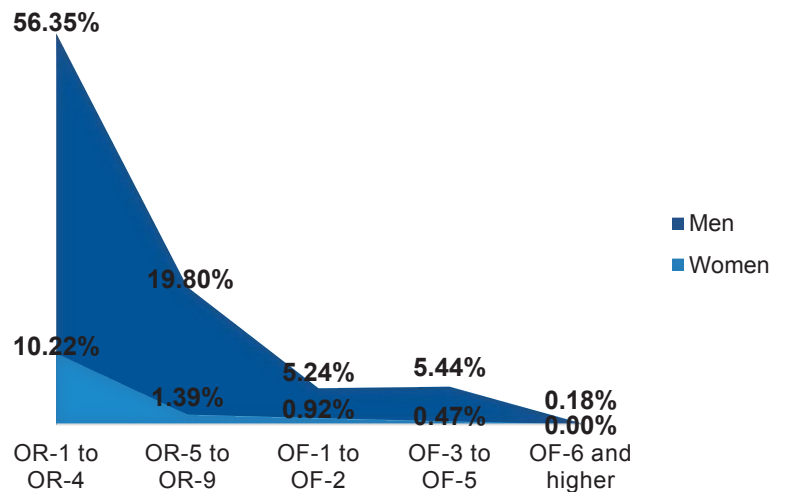
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

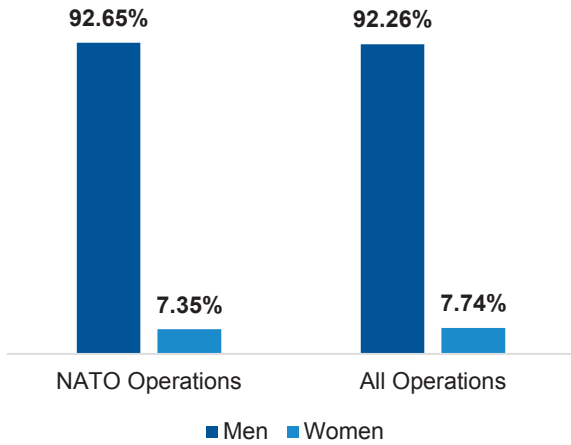


DISTRIBUTION OF MEN AND WOMEN BY RANK

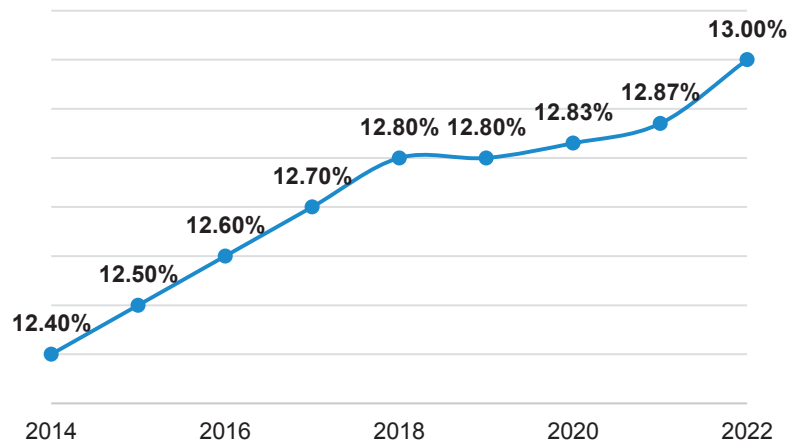


Please note for Spain Quantitative Data, Other 1 = Common Corps of the Armed Forces (Health, Legal, Auditors, Musicians and Health Service Personnel); Other 2 = Aspirants, Cadets

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	14.38%
Women	Air	2.39%
Men	Land	53.26%
Women	Land	6.91%
Men	Navy	14.22%
Women	Navy	2.27%
Men	Other 1	1.56%
Women	Other 1	0.83%
Men	Other 2	3.59%
Women	Other 2	0.60%
Total		100.00%

Please note for Spain Quantitative Data, Other 1 = Common Corps of the Armed Forces (Health, Legal, Auditors, Musicians and Health Service Personnel); Other 2 = Aspirants, Cadets

 **TÜRKIYE**

Overview

In 2022, the Turkish Armed Forces were composed of 0.3% women and 99.7% men. Türkiye has the second largest army in NATO after the USA. Male personnel serve in all military statuses (officer, NCO, specialized sergeant, contracted enlisted and compulsory service) while female military personnel serve only in officers and NCOs roles. The low number of women in the Turkish Armed Forces could also be linked to the conscript service required by law which is reserved only to men. This means that every year the number of men joining the armed forces is significantly higher than that of women. However, Türkiye has opened the recruitment of women in its armed forces already in 1955¹.

Key Successes

- The recruitment quota for the Turkish Armed Forces mandates that 4% of annual military personnel recruitment numbers be filled by women.

Work-Life Balance

The Turkish Armed Forces offer various policies that support work-life balance, including part-time employment and flexible working hours for personnel with caregiving responsibilities, as well as for educational purposes. Special provisions also ensure that dual-service couples are stationed in the same location, facilitating better work-life integration for military families.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Turkish Armed Forces have a formal procedure in place for reporting incidents of sexual harassment, exploitation and abuse, with strict legal measures outlined in the Turkish Armed Forces Discipline Law and Penal Code. In addition to these legal frameworks, relevant UN and EU regulations are also applied.

Education and Training

The Turkish Armed Forces offer national gender perspectives-related training programmes, aiming to better integrate gender equality into the military structure and its operations.

¹The recruitment of women in the Turkish Armed Forces was then interrupted in 1957 due to various reasons to then be reintroduced in 1992.

<p>0.3% of Armed Forces are Women</p>	<p>99.7% of Armed Forces are Men</p>	<p>NO DATA of Applicants are Women</p>	<p>NO DATA of Women Applicants were Recruited</p>	<p>NO DATA of Women Completed Basic Training</p>
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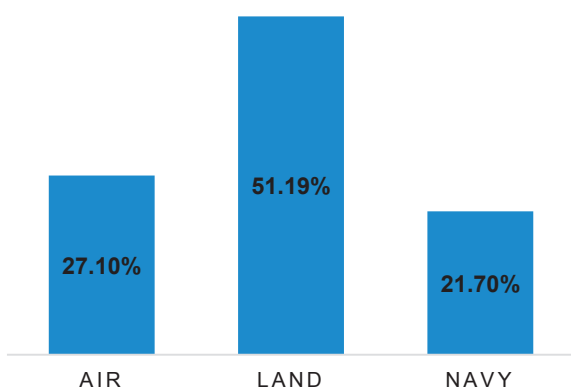
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



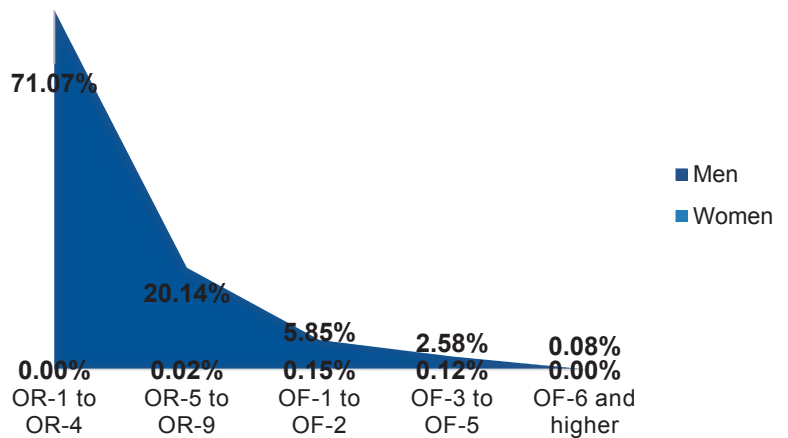
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



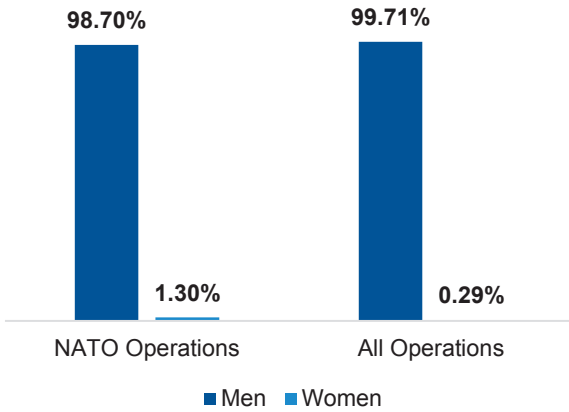
DISTRIBUTION OF WOMEN BY BRANCH



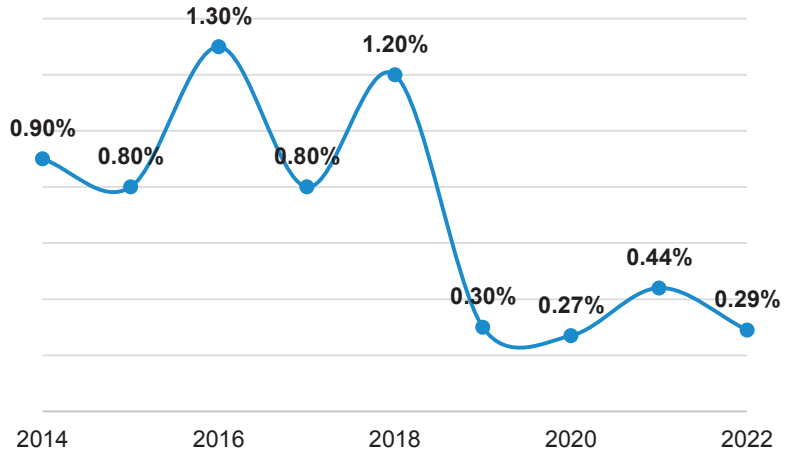
DISTRIBUTION OF MEN AND WOMEN BY RANK



DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	11.44%
Women	Air	0.08%
Men	Land	79.58%
Women	Land	0.15%
Men	Navy	8.70%
Women	Navy	0.06%
Total		100.00%



UNITED KINGDOM

Overview

In 2022 the UK continued to implement its fourth NAP titled 'UK National Action Plan on Women, Peace & Security 2018-2022'.

Key Successes

- The introduction of several new policies
 - Zero Tolerance to Sexual Exploitation and Abuse.
 - Zero Tolerance to Sexual Offences and Sexual Relationships between Instructors and Trainees.
 - Whole Force Policy on Domestic Abuse; Armed Forces Menopause Policy; Defence Breastfeeding Policy
- The UK MoD also committed to achieving a 30% inflow of women into the armed forces by 2030.
- Combat body armour was adapted to better fit women, among other updates to military uniforms.

Work-Life Balance

Work-life balance policies in the British Armed Forces include transferable parental leave and statutory maternity pay with enhanced benefits. In November 2022, the Job Share Option was added to the provisions for part-time working. Part-time employment and flexible working arrangements are available for reasons such as childcare, eldercare, supporting sick family members, pursuing educational studies or other circumstances. Policies for dual-service parents aim to help career managers better deconflict deployments. Single, divorced or widowed parents are supported with options like compassionate leave for emergencies and flexible working hours. Additionally, the MoD provides funding through the Wraparound Childcare scheme to cover costs for eligible Service parents with school-aged children between four and eleven years old.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The UKAF have strengthened its policies to prevent sexual harassment and SEA. The 'Zero Tolerance to Unacceptable Sexual Behaviour' policy was approved, emphasising victim-survivor focused approaches. This policy includes new procedures which focus on supporting victims, improving reporting processes and mandating discharge for proven offenders. The 'Zero Tolerance to Sexual Exploitation and Abuse' policy applies to all MoD personnel deployed overseas in an official capacity, focusing exclusively on international deployments. Within the MoD, the Conduct, Equity, and Justice Directorate's Service Complaints and Behaviours team drives the transformation of the Service Complaints System, oversees its governance and policies, and implements reforms to address unacceptable behaviours across the MoD. Allegations of a criminal nature are handled by the Service Police or the Home Office Police Force. In the British Armed Forces, all SEA allegations must be

reported to the Service Police, who conduct investigations that may lead to Administrative Action or referral to the Service Prosecution Authority.

Recruitment and Retention

The British Armed Forces have implemented multiple MoD-wide female mentoring schemes to support both senior and junior leaders. The Chief of Defence People, supported by dedicated Diversity and Inclusion posts, is focused on integrating gender perspectives into recruitment, retention and workforce management. Efforts to attract women to the Armed Forces include tailored initiatives such as increased female representation in marketing campaigns, female engagement events and robust mentoring and support networks featuring Q&A sessions. Recruiting staff benefit from female-focused training packages, while feedback and research mechanisms are employed to understand and improve the candidate experience. Additionally, the British Armed Forces has supported a dedicated research programme aimed at understanding and enhancing female retention within the service.

Education and Training

Gender perspectives are integrated into the British Armed Forces' Human Security education and training. In 2022, the Human Security policy team trained 207 Human Security Advisors who are embedded into operational planning. These efforts aim to ensure gender-sensitive approaches are standard practice across UK Defence.

11.5% of Armed Forces are Women	88.5% of Armed Forces are Men	NO DATA of Applicants are Women	NO DATA of Women Applicants were Recruited	94.8% of Women Completed Basic Training
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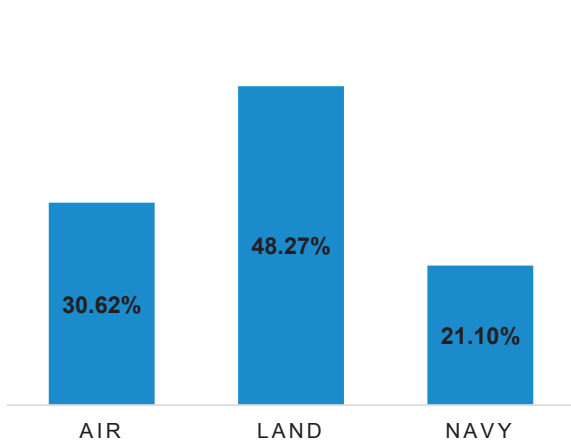
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



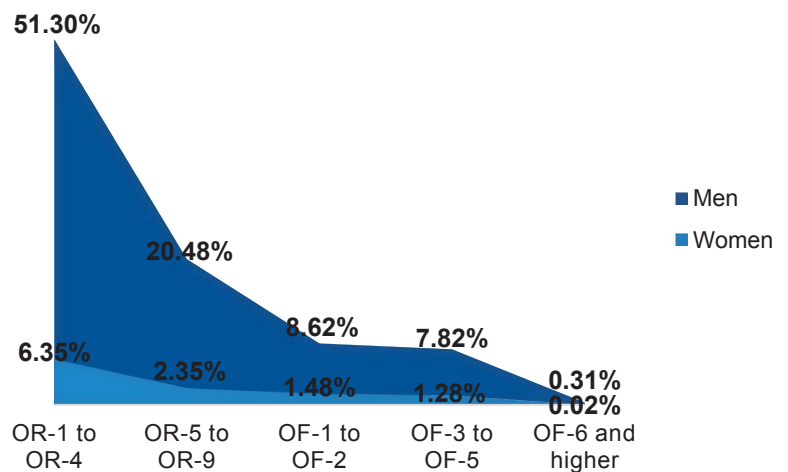
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



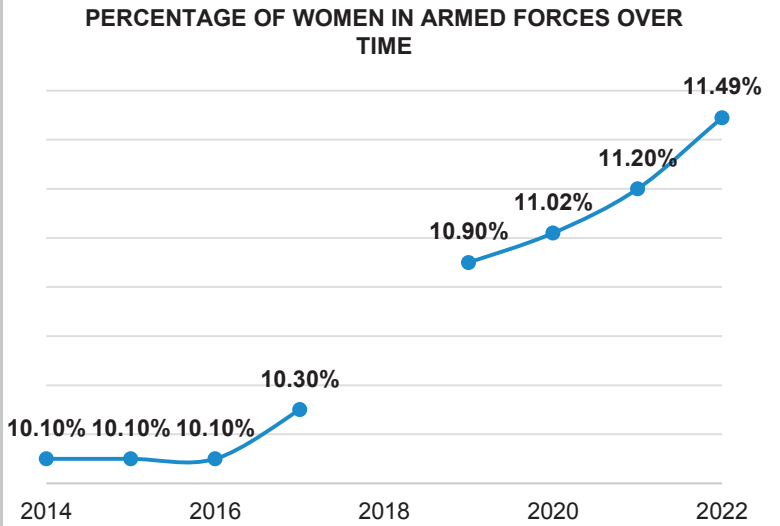
DISTRIBUTION OF WOMEN BY BRANCH



DISTRIBUTION OF MEN AND WOMEN BY RANK



THIS NATION DID NOT PROVIDE DATA ON OPERATIONS



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	19.11%
Women	Air	3.52%
Men	Land	48.83%
Women	Land	5.54%
Men	Navy	20.58%
Women	Navy	2.42%
Total		100.00%



UNITED STATES OF AMERICA

Overview

In 2022 the US continued to implement its second NAP titled '*United States Strategy on Women, Peace and Security*' 2019-2023.

Key Successes

- Integration of gender perspectives into Operation Allies Welcome, a mission to support, house and resettle vulnerable Afghans.
- Strategy to Prevent and Respond to Gender-Based Violence globally became a national security and foreign assistance priority.
- Independent Review Commission on Sexual Assault in the Military reported 82 key recommendations across four priority areas. These were translated into a Plan of Action by all Services.
- DoD Action Plan on the National Strategy on Gender Equity and Equality published.
- Civilian Harm Mitigation and Response Action Plan elevated women's rights as a national security priority, implementing recommendations from the Independent Review Commission on Sexual Assault in the military.
- Assessed the integration of gender perspectives in security cooperation programmes under the National Defence Authorisation Act.

Work-Life Balance

The US Armed Forces have telework and flexible working hours policies to address childcare, eldercare and educational needs. The Career Intermision Programme facilitates flexibility for personnel managing short-term conflicts between service and life priorities. Programmes supporting dual-military couples prioritise joint assignments, while single and dual-duty personnel receive priority childcare access. The Child Development Programmes establish standards for providing care to children under the age of 12.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In 2022 guidance on Harassment Prevention and Response in the Armed Forces was updated, detailing requirements for robust prevention and response training and education programmes addressing all forms of harassment. The US Armed Forces also advanced their On-Site Installation Evaluations which assess installations' capabilities to prevent and mitigate risks related to sexual assault, harassment and suicide. Additionally, the DoD established the Office of Special Trial Counsel to assume responsibility for prosecutorial decisions in cases involving alleged sexual abuse, aligning with recommendations from the 2021-2022 Independent Review Commission on Sexual Assault in the Military. This new office has the authority to determine whether offenses qualify as covered offenses under its jurisdiction.

Other initiatives included hiring, training and empowering the Prevention Workforce, as well as professionalizing and strengthening the Sexual Assault Response Workforce to enhance support for victims. The DoD also continued its updated Sexual Assault Prevention and Response training policy in 2022, which emphasized appropriate reporting, seeking assistance after incidents and equipping the chain of command with the necessary resources to support victims.

Recruitment and Retention

In 2022, the DoD Equity Team was restructured into the Defence 2040 Task Force, with a focus on aligning Diversity, Equity, Inclusion and Accessibility initiatives with the Department's mission and addressing recruitment and retention challenges. The US Armed Forces employ AI, big data analytics, social media and gaming platforms in their targeted recruitment campaigns. The DoD's Joint Advertising Market Research & Studies programme enhances these efforts through market research, joint marketing communications, online advertisements featuring women-specific content, commercial marketing targeting women and outreach initiatives led by female recruiters.

The Defence Advisory Committee on Women in the Services plays a pivotal role by providing advice on recruitment, retention, employment, integration, well-being and treatment of women in the Armed Forces. Additionally, each Service branch operates its own tailored programs to support these goals. Exit surveys conducted during military out-processing help gather critical insights to further inform recruitment and retention strategies.

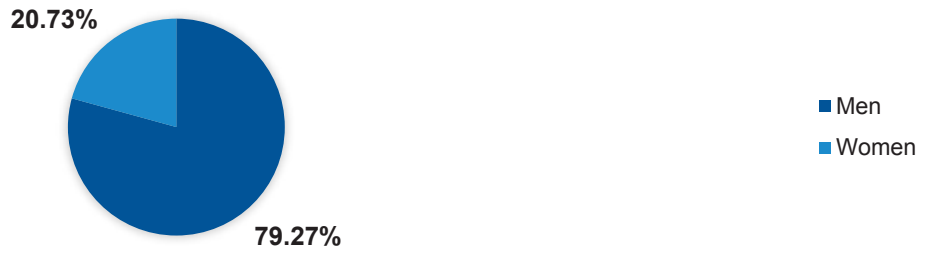
Education and Training

Gender perspectives are integrated into pre-deployment and in-theatre training. Efforts to professionalize and expand gender training are ongoing, with a focus on operational planning and human security initiatives.

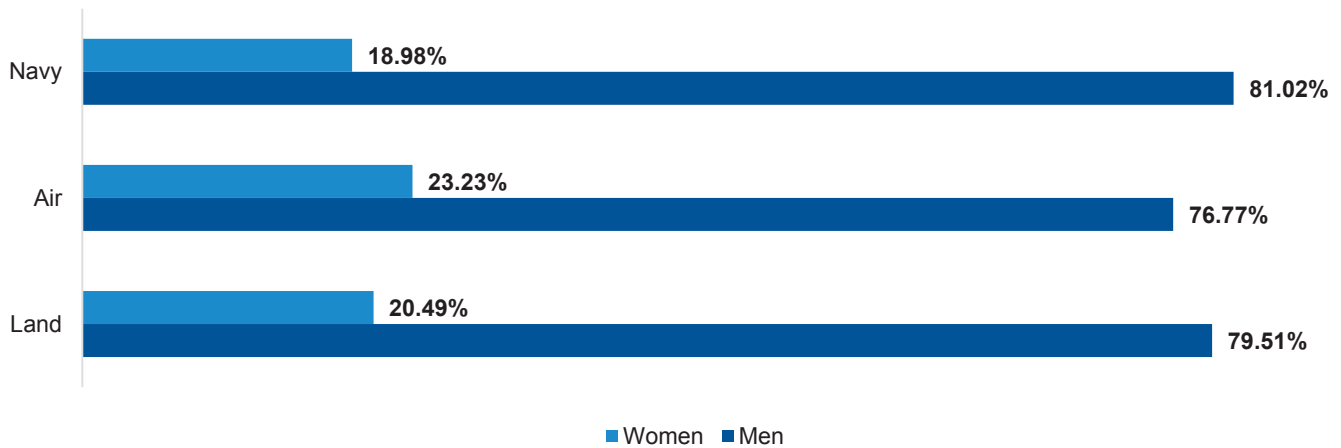


<p>20.7% of Armed Forces are Women</p>	<p>72.3% of Armed Forces are Men</p>	<p>NO DATA of Applicants are Women</p>	<p>NO DATA of Women Applicants were Recruited</p>	<p>NO DATA of Women Completed Basic Training</p>
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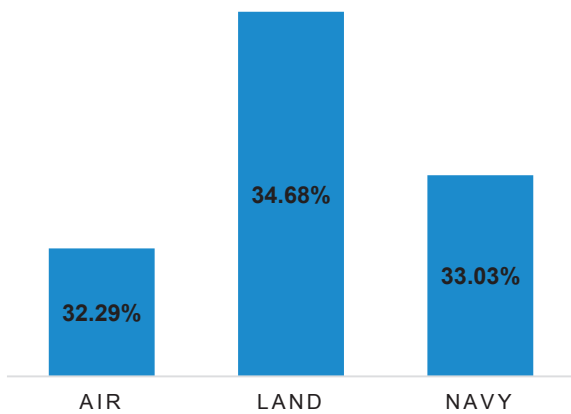
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



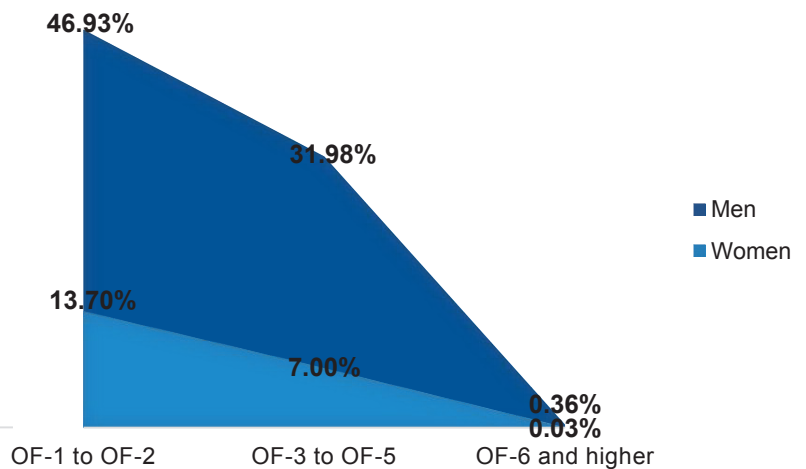
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

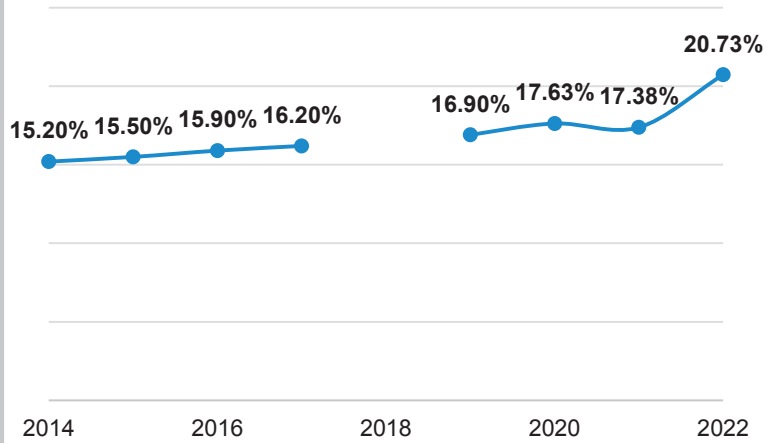


DISTRIBUTION OF MEN AND WOMEN BY RANK*



*Please note that this Nation did not report data on OR-1 to OR-4 and OR-5 to OR-9

PERCENTAGE OF WOMEN IN THE ARMED FORCES OVER TIME



THIS NATION DID NOT PROVIDE DATA ON OPERATIONS

DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

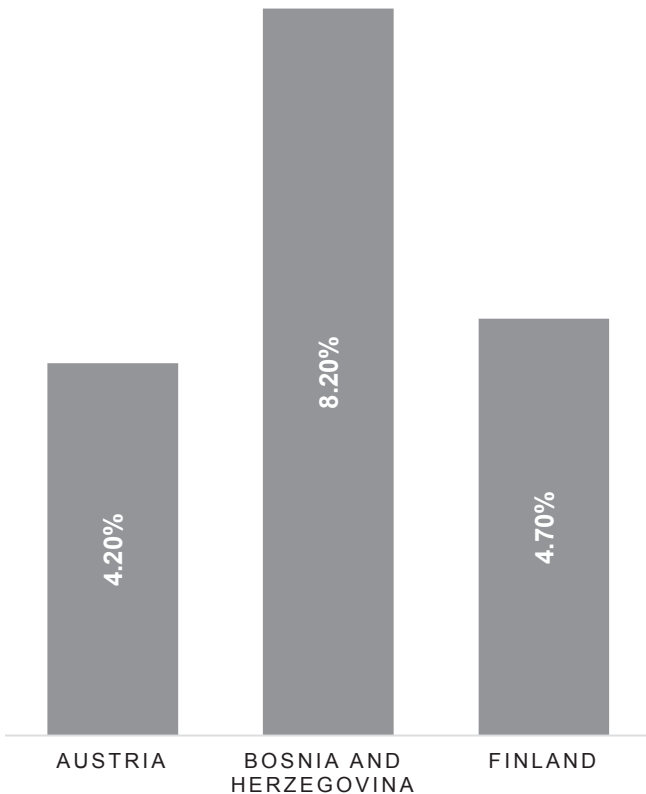
Gender	Branch	% of Total
Men	Air	22.13%
Women	Air	6.70%
Men	Land	27.90%
Women	Land	7.19%
Men	Navy	29.24%
Women	Navy	6.85%
Total		100.00%

NATO PARTNER NATIONS

NATO PARTNER NATIONS

This final section of the Summary of National Reports collects contributions from NATO Partner Nations who voluntarily submitted data to the IMS GENAD Office at NATO HQ. For the 2022 edition of the Summary of National Reports, 7 NATO Partners submitted data: Austria, Bosnia and Herzegovina, Finland, Moldova, Serbia, Tunisia and Ukraine. Among these 7 Partner Nations, 4 reported quantitative data, including Tunisia which only disclosed numbers relating to operations. This means that NATO Partner Nations' statistics will not provide a holistic picture of the efforts of our Partners in implementing UNSCR 1325 in their defence and security sector.

The Summary of National Reports has traditionally provided a comparison between the average percentage of men and women in the armed forces of NATO Member Nations and that of Partner Nations. The limited amount of quantitative data received for the 2022 version of the Report directly impacts this important indicator. The limited availability of quantitative data by NATO Partner Nations also limits the comparative analysis with previous years, since the different datasets would result in a statistically biased comparison. The IMS GENAD Office advises not to interpret this last section as a comprehensive representation of NATO Partner Nations' status in integrating gender perspectives in their national armed forces.



For the 2022 edition of the Summary of the National Reports, 3 reporting NATO Partner Nations have recorded an increase in the percentage of women in their armed forces.

100% of reporting NATO Partner Nations have adopted a NAP on WPS at least once. However, 4 (57.1%) reporting Partners had a valid in-date NAP on WPS during 2022. The remaining reporting NATO Partner Nations' NAPs expired during this reporting period.

Work-Life Balance

Among reporting Partner Nations:

- 85.7% foresee part-time employment, flexible working hours or teleworking options for childcare or educational studies of military personnel.
- 57.1% have special measures for dual-service couples or for single, divorced and widowed parents.
- 14.3% implemented childcare facilities for military personnel.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Among reporting Partner Nations:

- 42.8% possess specific policies or legislation to prevent and respond to sexual harassment and SEA.
- 100% have reporting mechanisms to address incidents or allegations of sexual harassment and SEA for their military personnel.
- 85.7% foresee sexual harassment and SEA in mandatory trainings to enter the armed forces or before deployment. Specifically, 1 Nation requires military personnel to periodically reattend these training courses.

Recruitment and Retention

Among reporting Partner Nations:

- 42.8% have specific campaigns or programs to promote recruitment of women in their armed forces.
- 71.4% reported the existence of support networks or associations for women in their militaries.
- 42.8% carry out exit survey to understand why their personnel leaves the armed forces. The attention paid to gender-related factors differs among Nations comprised in that percentage.

Education and Training

Among reporting Partner Nations:

- 28.6% used NATO's Gender Education and Training Package in their national armed forces.
- 57.14% provide their personnel with a comprehensive training and education approach on integrating gender perspectives in military operations.



AUSTRIA

Overview

In 2022 Austria continued to implement its open-ended NAP titled '*Revised National Action Plan on Implementing UN Security Council Resolution 1325.*'

Key Successes

- Equality and Diversity Management Staff Department established in the Austrian MoD.
- Aiming for 50% female representation in the Austrian Armed Forces in the long term.
- Both women and men can now perform training services in team and batch functions.
- One Infantry-Battalion officially certified as a "family friendly workplace".

Work-Life Balance

The Austrian Armed Forces promote initiatives to enhance service compatibility with work and family life. As part of this effort, a pilot project is underway to establish a year-round childcare facility at one location, with further measures in the planning stages. Additionally, targeted programs and policies are in place to support the work-life balance of military personnel. These include options for part-time employment, teleworking and flexible working hours to accommodate childcare needs and educational pursuits. During the summer, the Austrian Armed Forces also offers temporary childcare for children aged three to twelve at various military facilities, available for four to six weeks.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Austrian Armed Forces political leadership upholds a firm Zero-Tolerance Policy on sexual misconduct. In 2022, initial steps were taken to gather input from Federal MoD and Armed Forces' offices on effective methods for responding to and preventing such incidents. Awareness-raising workshops on the prevention and response to sexual harassment, exploitation and abuse are available to all staff, with pilot sessions specifically tailored to military personnel introduced that year. The Austrian Armed Forces have also begun developing an online training course, which includes a mandatory annual refresher. In cases of allegations, S2 personnel lead investigations, supported by a specialized military police investigation team. Disciplinary actions are enforced, and if an individual is found guilty, they are either repatriated or face further legal proceedings in accordance with national laws.

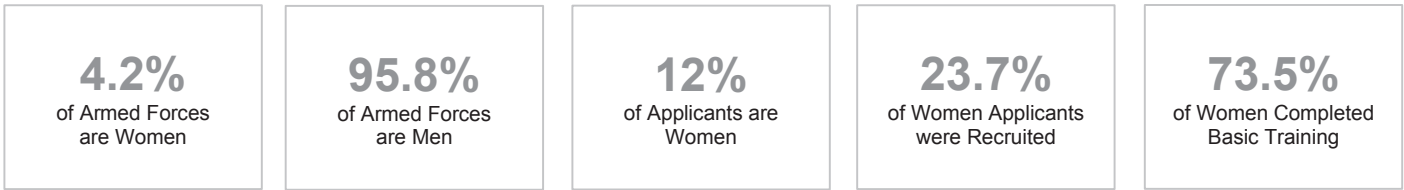
Recruitment and Retention

The Austrian Armed Forces dedicate resources to promoting women's recruitment through campaigns and mentorship programs. The Female Soldier Mentoring Programme pairs recruits with experienced female officers to provide mentorship, guidance and assistance, proving to reduce dropout rates during basic training. The Austrian Armed Forces also host an annual campaign called 'Girls Day' to raise awareness about being a woman in the Armed Forces. Female Representatives are installed across

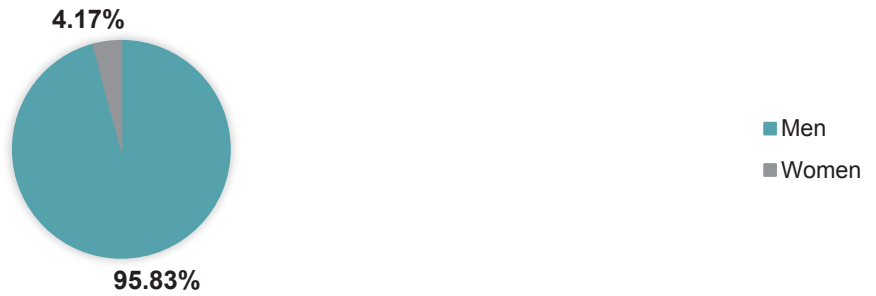
the MoD and Austrian Armed Forces and the MoD has established an anti-discrimination working group to address equal treatment.

Education and Training

In 2022 the Austrian Armed Forces adopted NATO's Gender Education and Training Package, ensuring comprehensive gender awareness training across its ranks.



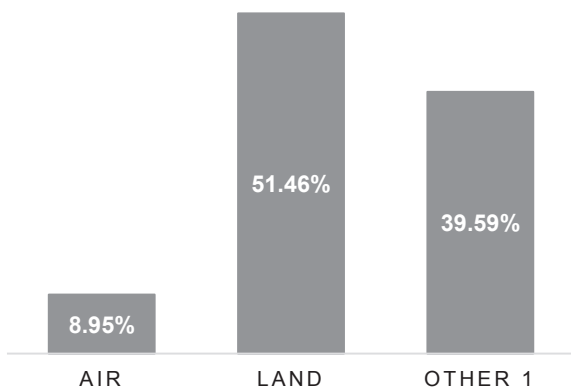
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



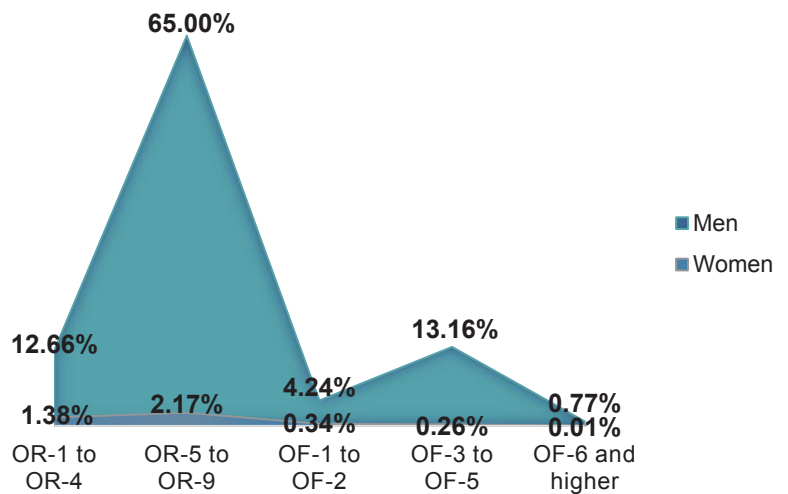
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

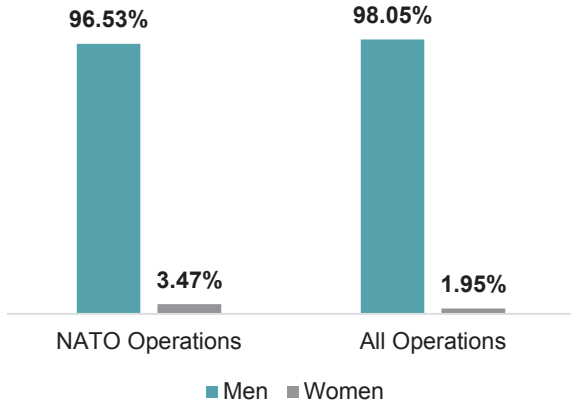


DISTRIBUTION OF MEN AND WOMEN BY RANK

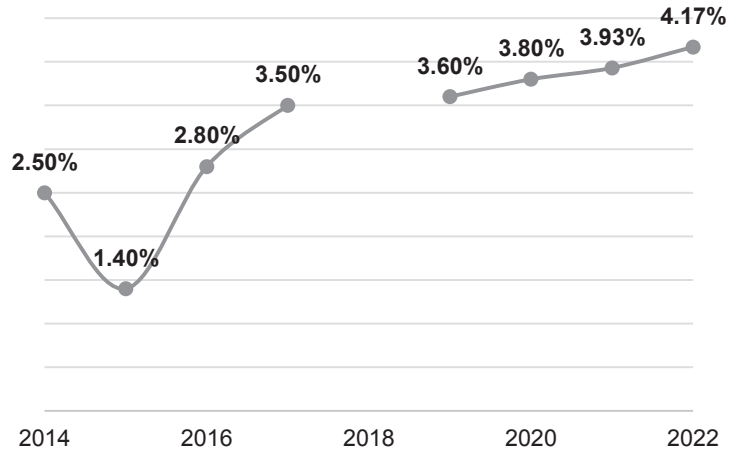


Please note for Austria Quantitative Data, Other 1 = Administration and Command

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	11.91%
Women	Air	0.37%
Men	Land	61.68%
Women	Land	2.14%
Men	Other 1	22.24%
Women	Other 1	1.65%
Total		100.00%

Please note for Austria Quantitative Data, Other 1 = Administration and Command



BOSNIA AND HERZEGOVINA

Overview

In 2022 Bosnia and Herzegovina continued to implement its third NAP titled '*Action Plan for the Implementation of UNSCR 1325 Women, Peace and Security in Bosnia and Herzegovina for the period 2018-2022*'.

Key Successes

- Research completed on 'Gender Perspective Integration in Military Education and Training Systems of the Western Balkan Countries'.
- Conducted a 'Study on the Position of Women in the Armed Forces of the Western Balkan Countries'.
- The MoD and the Armed Forces of Bosnia and Herzegovina developed the 'Gender and Gender Issues' handbook as a training tool.

Work-Life Balance

The Armed Forces of Bosnia and Herzegovina offer parental rights and benefits, such as part-time employment and transferable parental leave based on entity laws. Article 43 of the Law on Labour in Institutions of Bosnia and Herzegovina protects single, divorced and widowed parents by offering specific benefits such as exemption from night shifts, overtime and workplace relocations.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

In 2022 the regional Handbook on Preventing and Responding to Gender-Based Discrimination, Sexual Harassment and Abuse in the MoDs and Armed Forces of the Western Balkan Countries was finalized. In the MoD, the Advisor for the Prevention of Sexual Harassment plays a key role in coordinating, monitoring and analyzing related activities, as well as preparing comprehensive reports on efforts to prevent gender-based and sexual harassment in the workplace. In 2022, training sessions on the Code of Ethics and Gender Equality were conducted, engaging 1,455 participants. Additionally, training on sexual harassment and exploitation is integrated into entry-level programs for new soldiers, officers and non-commissioned officers, as well as pre-deployment preparations for personnel and units involved in peace operations.

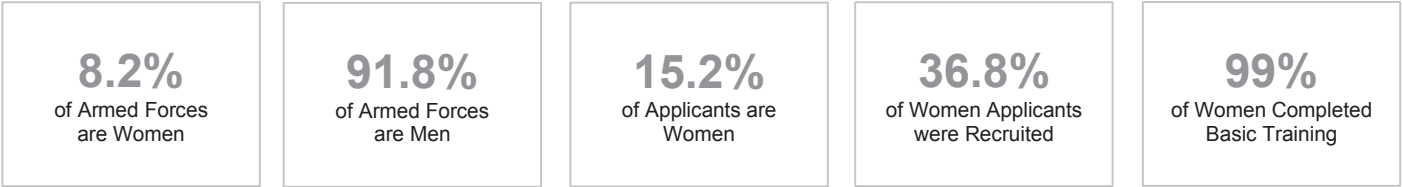
Multiple reporting channels are available for lodging complaints or allegations, which are addressed in line with the Law on Service in the Armed Forces of Bosnia and Herzegovina, Rules of Service, Regulation on Military Discipline and Disciplinary Proceedings, Code of Conduct and other supporting regulations. The military police also maintain an investigative team that collaborates directly with the prosecutor's office to ensure proper legal procedures are followed.

Recruitment and Retention

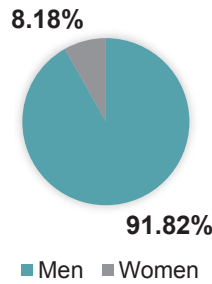
The Armed Forces of Bosnia and Herzegovina updated their 'Regulations on Recruitment into Military Service' in 2022. A network of GFPs encourages women's participation in the military. A database also monitors the reasons why men and women leave the military, and an 'Annual Personnel Analysis' helps identify reasons for personnel exit.

Education and Training

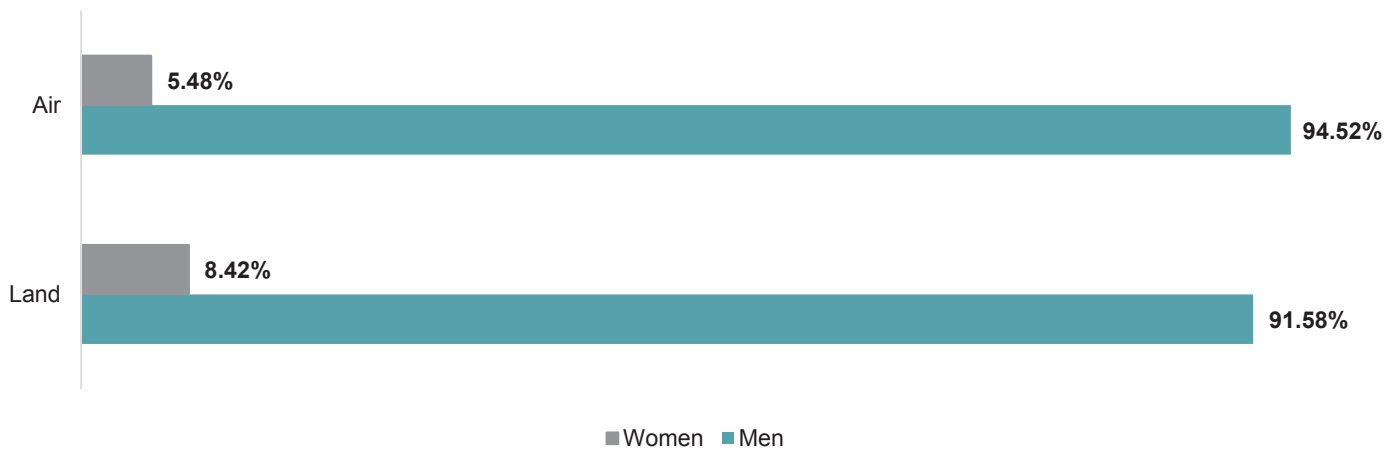
In 2022, 10.9% of uniformed women participated in specialized training, ranging from career and language courses to general and specialist training. A comprehensive training programme for integrating gender perspectives has been implemented and training guidelines for the Chief of Staff also integrate gender perspectives.



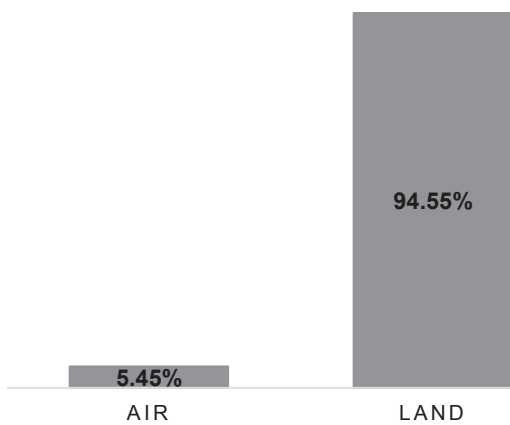
PERCENTAGE OF MEN AND WOMEN IN THE ARMED FORCES



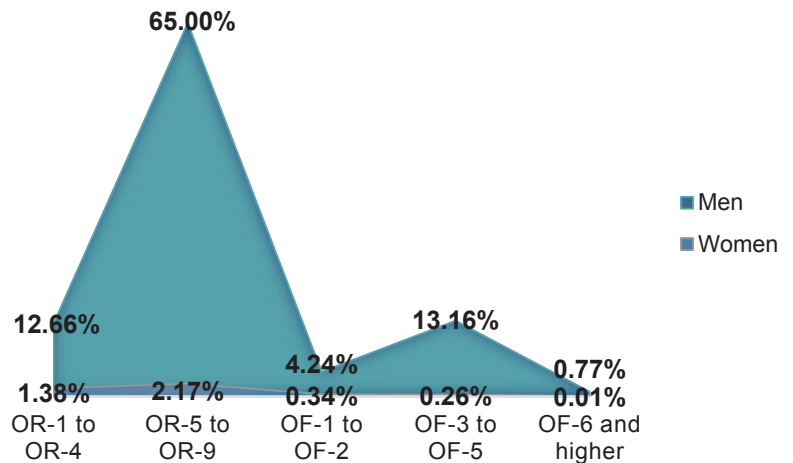
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



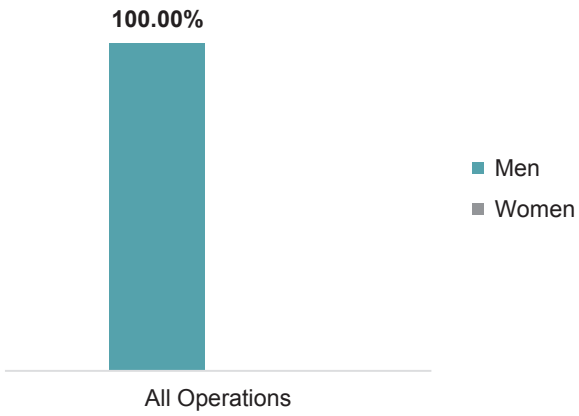
DISTRIBUTION OF WOMEN BY BRANCH



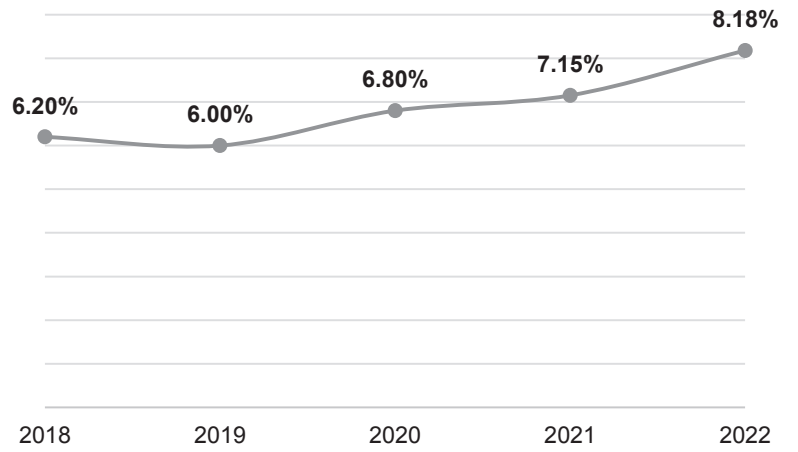
DISTRIBUTION OF MEN AND WOMEN BY RANK



DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS



PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	7.69%
Women	Air	0.45%
Men	Land	84.13%
Women	Land	7.74%
Total		100.00%



Overview

In 2022 the Finnish Defence Forces military personnel were composed of 4.7% women and 95.3% men. This represents an increase in the percentage of women in the armed forces by 0.1% compared to 2021. However, the majority of women in the Defence Forces serve in civilian positions. Indeed, in 2022 the Finnish Defence Forces were composed of 19% women and 81% men when including civilians defence personnel*.

In 2022 Finland continued to implement its third NAP '*Women, Peace and Security – Finland's National Action Plan*'.

Key Successes

- A Parliamentary Committee was tasked with exploring the possibility of introducing general conscription and meet national defence obligations. Development options must support strengthening equality among citizens.
- The Finnish Defence Forces adopted a 'Policy on Preventing and Responding to Inappropriate Behaviour' in April 2022.

Work-Life Balance

Family leave was renewed on August 1, 2022. Finland prioritized work-life balance by offering transferable parental leave, allowing parents to alternate their leave in up to two blocks of at least 12 working days each. New mothers and fathers are entitled to up to 158 working days of full-time or part-time parental leave in total. In addition, the Finnish Defence Forces provide teleworking options and flexible or part-time working arrangements for those with childcare or educational responsibilities.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Finnish Defence Forces have developed specific policies to prevent and respond to sexual harassment and SEA in the military. Personnel attend regular events and activities to raise awareness and prevent inappropriate behavior, while conscripts receive specific training addressing these topics. Military educational institutions are also required to incorporate these topics into their curricula. Job descriptions for new recruits must include standards for preventing discrimination and SEA. Pre-deployment training includes mandatory sessions on SEA prevention and response, and Finnish troops in crisis management missions must create gender equality plans that address these issues.

Recruitment and Retention

To encourage women to join the military, the Finnish Defence forces have utilized web-based advertising and traditional media, including TV series, providing images and information about conscript service and military career for all genders.

*These data were directly provided by the Defence Command Finland and were not verified by IMS GENAD Office.

4.7% of Armed Forces are Women	95.3% of Armed Forces are Men	NO DATA of Applicants are Women	76.2% of Women Applicants were Recruited	85% of Women Completed Basic Training
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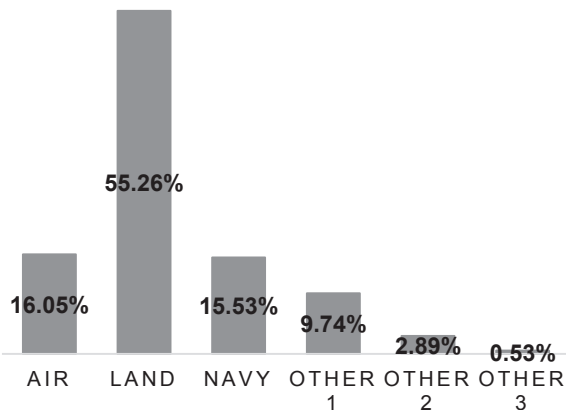
PERCENTAGE OF MEN AND WOMEN IN ARMED FORCES



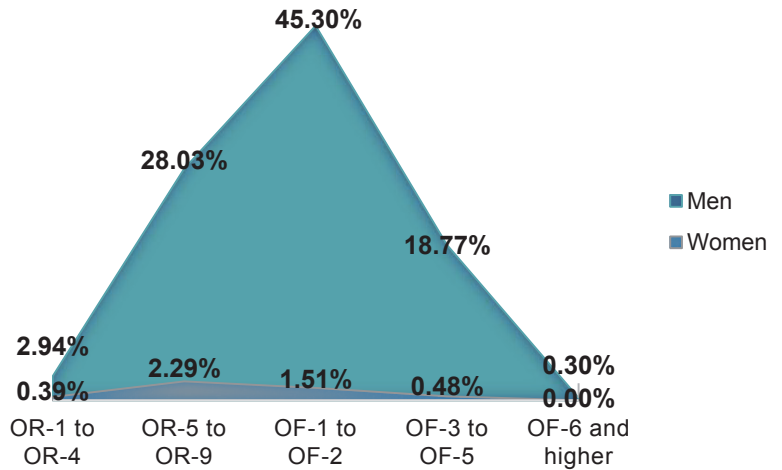
DISTRIBUTION OF MEN AND WOMEN BY BRANCH



DISTRIBUTION OF WOMEN BY BRANCH

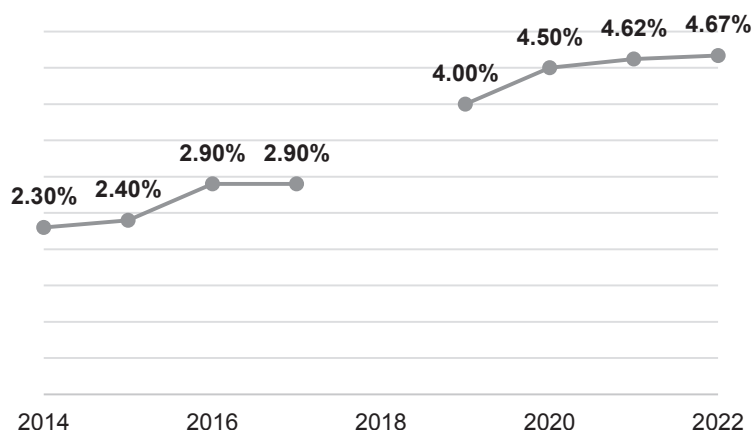


DISTRIBUTION OF MEN AND WOMEN BY RANK



Please note for Finland Quantitative Data, Other 1 = Headquarters and Subordinate Military Institutions; Other 2 = Department of Defence Logistics; Other 3 = Defence University

PERCENTAGE OF WOMEN IN ARMED FORCES OVER TIME



THIS NATION DID NOT PROVIDE DATA ON OPERATIONS

DISTRIBUTION OF THE ARMED FORCES BY GENDER AND BRANCH

Gender	Branch	% of Total
Men	Air	19.69%
Women	Air	0.75%
Men	Land	43.04%
Women	Land	2.58%
Men	Navy	13.35%
Women	Navy	0.73%
Men	Other 1	8.81%
Women	Other 1	0.45%
Men	Other 2	8.86%
Women	Other 2	0.14%
Men	Other 3	1.57%
Women	Other 3	0.02%
Total		100.00%

Please note for Finland Quantitative Data, Other 1 = Headquarters and Subordinate Military Institutions; Other 2 = Department of Defence Logistics; Other 3 = Defence University



MOLDOVA

Overview

In 2022, Moldova did not disclose quantitative data which impairs the analysis of the percentage of women and men in the armed forces. Moldova's NAP on WPS called '*National Implementation Program of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan regarding the Resolution 1325 implementation*' was expired during 2022. Nevertheless, Moldova reported being in the process of drafting a new version of its NAP on WPS during this reporting year.

Key Successes

- Moldova established a military entity to oversee the integration of gender perspectives into the Armed Forces of the Republic of Moldova.

Work-Life Balance

The Armed Forces of the Republic of Moldova provide partial paid leave for parents with children under three and unpaid leave for those with children aged three to four. Flexible work hours are available for childcare and other caregiving need as well as educational pursuits.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Armed Forces of the Republic of Moldova adhere to the procedure for prevention, identification, registration, reporting and examination of discrimination, sexual harassment and GBV. All Military Academy staff and personnel deployed on peacekeeping missions are required to complete training on the prevention and response to sexual harassment and SEA. At the unit level, allegations are managed by the Gender Unit, while oversight at a broader level is handled by the MoD Coordinating Group for Gender Perspectives. Victims also have the option to report incidents directly to higher authorities through 24/7 telephone helplines.

Recruitment and Retention

The National Army Women's Association encourages women's participation and retention in the armed forces. Exit interviews and periodic psychological surveys identify why personnel decide to leave the armed forces.

THIS NATION DID NOT PROVIDE QUANTATIVE DATA.



SERBIA

Overview

Serbia did not report any quantitative data for the 2022 reporting period, which does not allow calculating the percentage of women and men in its armed forces. During 2022, Serbia's NAP on WPS called '*National Action Plan for the Implementation of UN Security Council Resolution 1325 – Women, Peace and Security in the Republic of Serbia (2017–2020)*' was expired.

Key Successes

- The Serbian Armed Forces adopted the 2022-2023 Strategy for Prevention and Protection against Discrimination.
- Established the MoD Office for Gender Equality.

Work-Life Balance

The Serbian Armed Forces offer parental leave that can be shared between parents and allow part-time work for caregiving. One parent from dual-service couples is excluded from deployment, operations and practices. Single parents with children under the age of seven or who are disabled are exempt from night shifts and overtime. Financial assistance programmes also support families.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

Serbia's Law on the Prevention of Harassment in the Workplace and Strategy for Preventing and Combatting Gender-Based Violence Against Women 2021-2025 are applicable to the Serbian Armed Forces. Pre-deployment training on these topics is mandatory. Reports can be submitted through formal and independent channels for investigation, including the Commissioner for the Protection of Equality.

Recruitment and Retention

The Serbian Armed Forces promote gender equality and equal opportunities through recruitment campaigns and their 'person of trust' programme supports women in the military. Psychologists also provide support to enhance personnel retention.

Education and Training

The Serbian Armed Forces conduct national training and education on integrating gender perspectives into military operations.



SRB

THIS NATION DID NOT PROVIDE QUANTATIVE DATA.



TUNISIA

Overview

In 2022 Tunisia continued to implement its first NAP on WPS 2018-2022 which addresses recruitment, training, infrastructure and gender-responsive budgeting.

Key Successes

- The Tunisian Armed Forces have set a goal of achieving 30% female representation.
- The General Inspectorate of the Armed Forces conducted seminars on integrating gender perspectives into military operations.

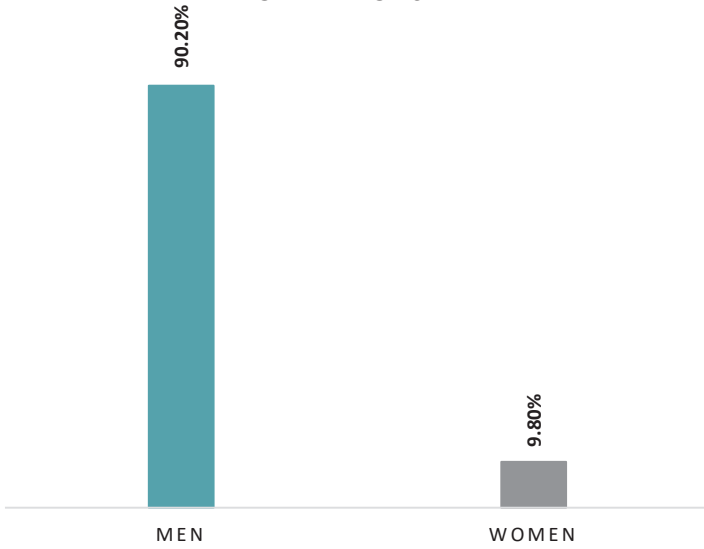
Work-Life Balance

The Tunisian Armed Forces offer parents part-time or flexible work hours for caregiving or educational pursuits, as well as breastfeeding breaks. The MoD ensures that couples are stationed near each other and prevents simultaneous deployments in the case of dual-service couples.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Tunisian Armed Forces issued an ordinance addressing sexual harassment among its personnel and continued implementing Law No. 58, focused on eliminating violence against women. A conference on UNSCR 1325 is organized across the military schools to raise awareness of these issues. In addition, a psychological unit monitors and addresses sexual harassment, abuse and assault cases. Reports are formally investigated, with findings presented to the defence minister.

DISTRIBUTION OF MEN AND WOMEN ON OPERATIONS**



*This Partner Nation did not report any other quantitative data besides Operations.

**This graph represents data on All Operations.



UKRAINE

Overview

In 2022 Ukraine continued to implement its first NAP titled ‘*National Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace, and Security for the period until 2025*’ 2021-2025. It focuses on five strategic goals to enhance gender equality and the integration of gender perspectives in the Armed Forces of Ukraine.

Key Successes

- Ukraine has updated its NAP on WPS in 2022 to significantly strengthen activities aimed at countering CRSV and providing assistance to all categories of victims related to Russia’s full-scale invasion.

Work-Life Balance

The Armed Forces of Ukraine support work-life balance by allowing dual service couples or single parents to retire early if their child is under 18. One parent can also take up to three years of parental leave.

Prevention of Sexual Harassment and Sexual Exploitation and Abuse

The Armed Forces of Ukraine maintains a hotline for reporting and responding to sexual harassment and ensures comprehensive training on prevention and response. Reporting procedures are codified in the Internal Service Regulations, and designated personnel oversee allegations.

Recruitment and Retention

The Armed Forces of Ukraine have a network of groups dedicated to supporting the unique experiences of women in the military. Exit surveys are also conducted to understand why personnel leave. Educational opportunities are made more accessible to non-commissioned officers (NCOs) to encourage retention.

Education and Training

Government organizations provide national-level training to promote women's advancement into leadership roles. The Armed Forces of Ukraine also used NATO’s Gender Education and Training Package in 2022.

THIS NATION DID NOT PROVIDE QUANTATIVE DATA.

This Report is a product of the NATO IMS Office of the Gender Advisor.
For more information, please contact dgims.genad@hq.nato.int or visit our topic site
at https://www.nato.int/cps/en/natohq/topics_101372.htm.

