

WOMEN IN MULTILATERAL PEACE OPERATIONS IN 2020: WHAT'S THE STATE OF PLAY?

Twenty years after UN Security Council Resolution 1325 on Women, Peace and Security (WPS) was adopted, some progress has been made on its implementation, but much still needs to be done. One of the objectives of the WPS agenda is equal representation of women in peace and security, including in multilateral peace operations. The OSCE and the UN (civilian and uniformed personnel) have translated the agenda into gender parity strategies, and the EU, OSCE and UN have translated it into political commitments.

The objective of this overview is to support the efforts of multilateral organizations and their member states to increase the representation of women in their peace operations. The data and descriptions aim to support the dialogue and exchange of ideas on the future of the WPS agenda within the context of peace operations. In addition, the intention is to contribute to more transparency and more insight into trends and developments. The overview thus hopes to clarify issues such as whether the organizations deploying multilateral peace operations and their member states are meeting their own targets on women's participation in peace operations. Ultimately, this may contribute to identifying measures and conditions that facilitate gender parity.

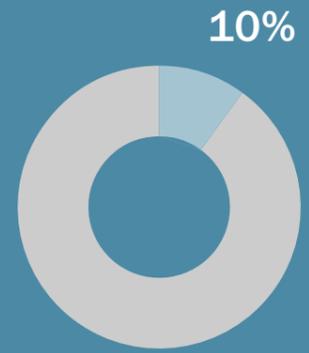
On the 20th anniversary of UN Security Council Resolution 1325, this overview presents data on aggregate personnel trends, and annual snapshots of data on women's representation in leadership, operations and member state contributions. It looks at UN peace operations (UN peacekeeping operations and field-based UN special political missions), EU CSDP missions and operations, and OSCE field operations.

WOMEN'S REPRESENTATION IN MULTILATERAL PEACE OPERATIONS: UN MILITARY

The UN Uniformed Gender Parity Strategy from 2018 established goals specifically for the proportion of women in the military and police personnel of UN peace operations. The strategy's implementation has also been included as a priority of the Action for Peacekeeping initiative and is established as one of 42 specific commitments. With regard to military personnel, the goal is that by 2028, 25 per cent of military experts and staff officers and 15 per cent of troops are women. While the UN is well on track to reach its goal for military experts and staff officers, its goal for troops appears to remain out of reach.

Women in leadership

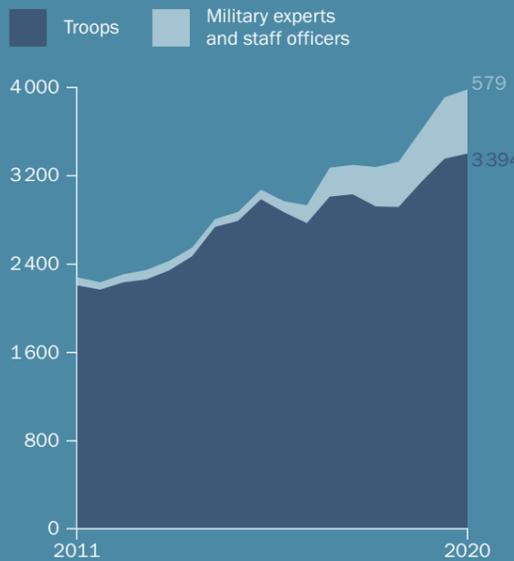
On 1 October 2020, 10 per cent (1 out of 10) of force commanders were women.



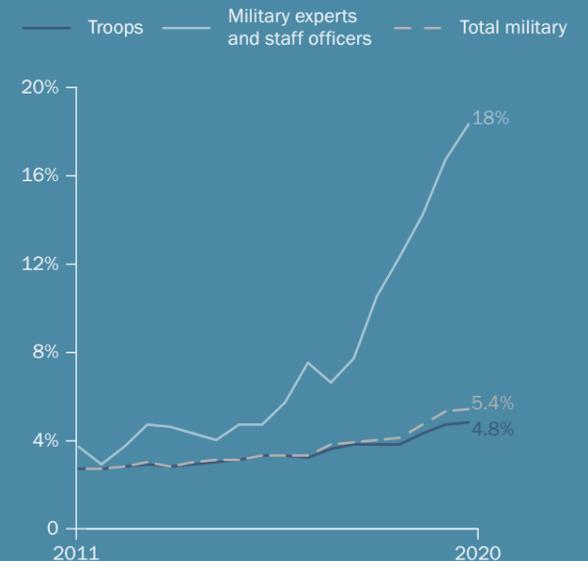
Women in UN military: Totals

Over the past 10 years (2011–20) the number and proportion of women in the military personnel of UN peace operations have both been increasing. This increase is particularly notable for women military experts and staff officers. These increases continued at a similar pace over the past year. Over 18 per cent of military experts and staff officers were women in June 2020.

Number of women in the military personnel of UN peace operations, Dec. 2011–June 2020



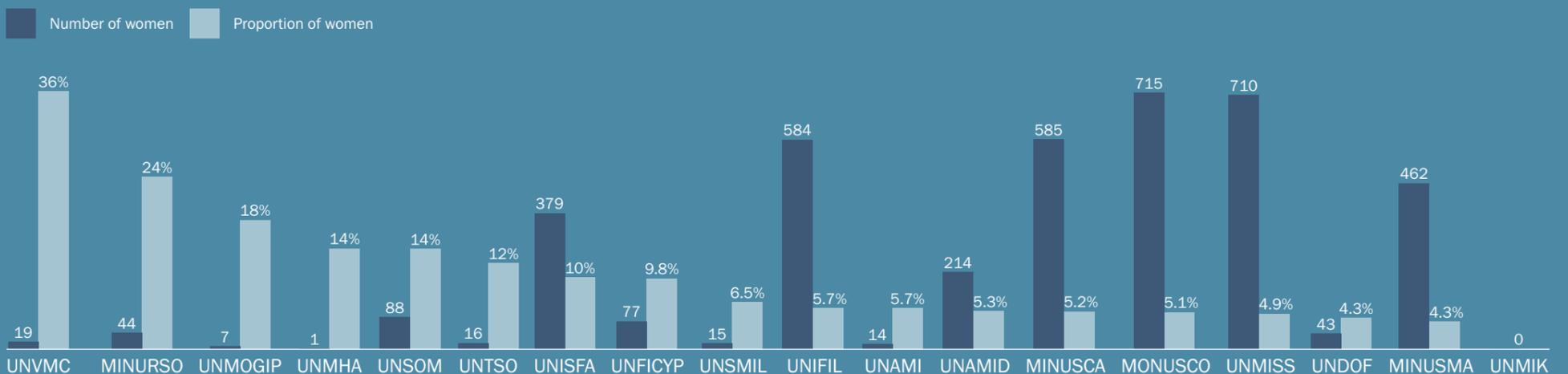
Proportion of women in the military personnel of UN peace operations, Dec. 2011–June 2020



Women in UN military: Operations

While larger missions generally deploy higher numbers of women in the military personnel, smaller missions perform better on the proportion of women in the military personnel.

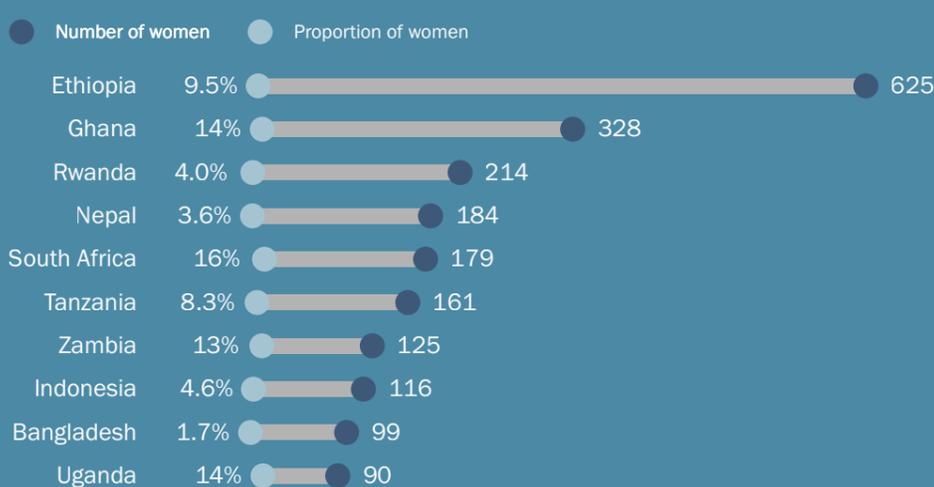
Number and proportion of women in the military personnel of UN peace operations, June 2020



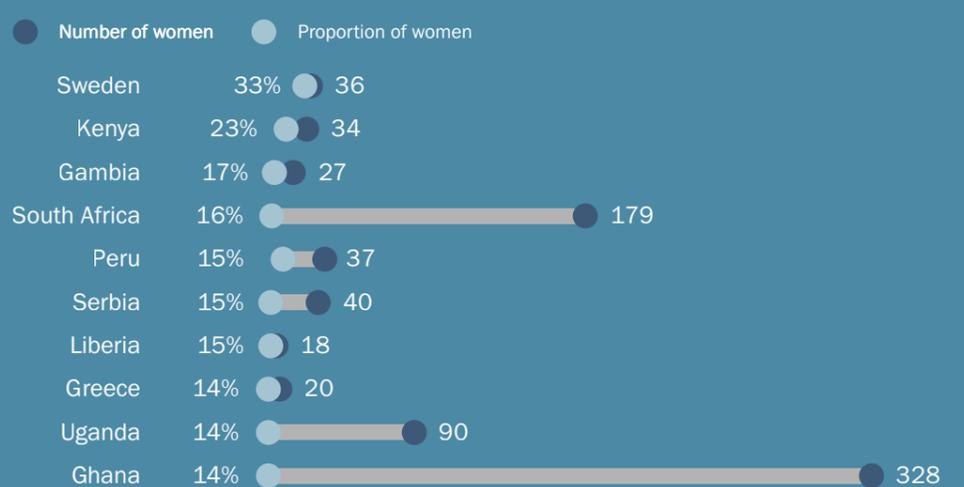
Women in UN military: Contributors

Five of the top 10 contributors by number of women in the military personnel of UN peace operations also feature in the overall top 10 contributors by number of military personnel. The representation of women in the contributions of sub-Saharan African countries is notably higher than a number of the countries in the overall top 10. The top 10 by proportion of women in the military personnel is dominated by countries with smaller contributions. Countries deploying fewer than 100 military personnel per month have not been included.

Top 10 contributors of women in the military personnel to UN peace operations, by highest number of women



Top 10 contributors of women in the military personnel to UN peace operations, by highest proportion of women

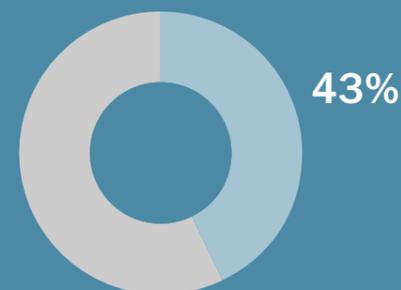


WOMEN'S REPRESENTATION IN MULTILATERAL PEACE OPERATIONS: UN POLICE PERSONNEL

The UN Uniformed Gender Parity Strategy goal for police personnel is that in 2028, 30 per cent of individual police officers and 20 per cent of formed police units are women. UN member states recommitted to this goal as part of the Action for Peacekeeping initiative. While the UN is well on track to reach its goal for individual police officers, its goal for formed police units remains far short of the target.

Women in leadership

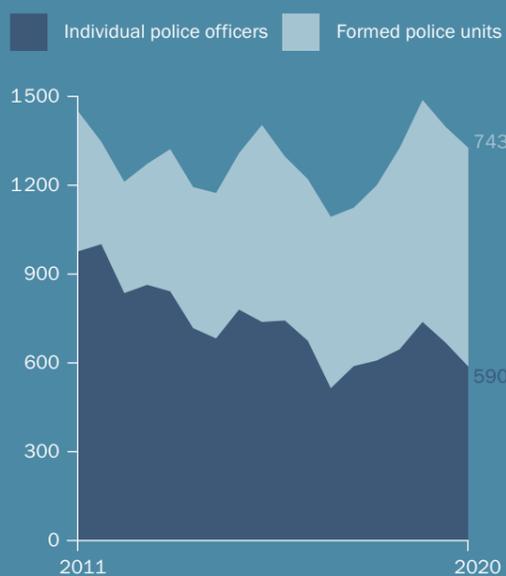
On 1 October 2020, 43 per cent (3 out of 7) of all chief police officers—five police commissioners and two senior police advisers—were women. One of the women held the position of police commissioner. The two other women were senior police advisers and led smaller police units than those of the police commissioners.



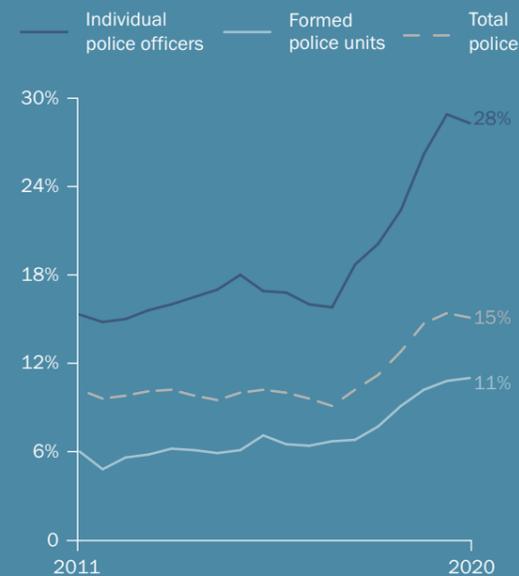
Women in UN police: Totals

Over the past 10 years (2011–20) the total number of women in the police personnel of UN peace operations has remained relatively stable (with numbers of individual police officers decreasing and numbers in formed police units increasing). The proportion of women among police personnel has increased significantly since 2017, but stabilized in 2020, while the number of women in the police personnel has decreased since mid-2019.

Number of women in the police personnel of UN peace operations, Dec. 2011–June 2020



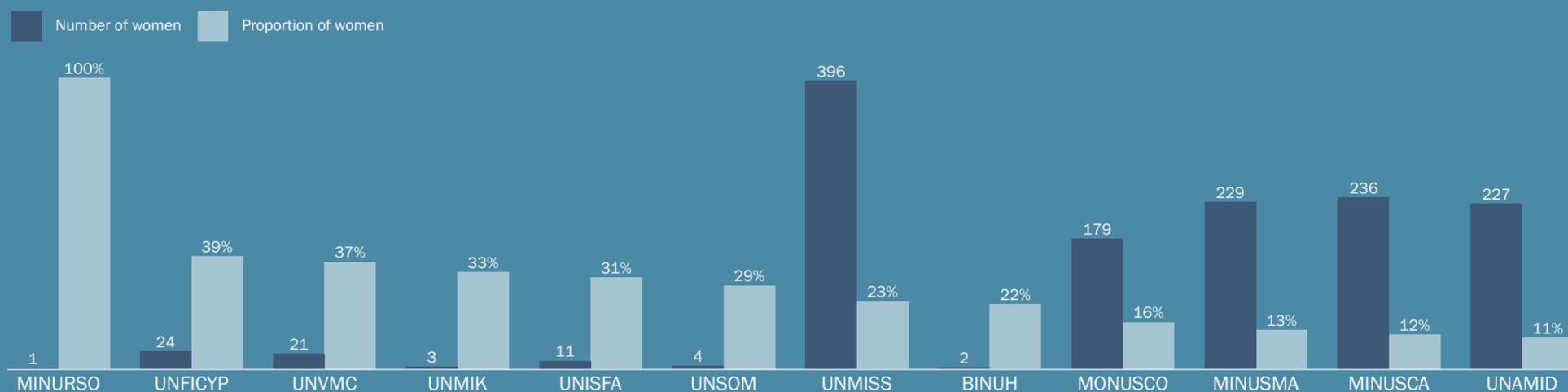
Proportion of women in the police personnel of UN peace operations, Dec. 2011–June 2020



Women in UN police: Operations

While larger missions generally deploy higher numbers of women in the police personnel, smaller missions perform better on the proportion of women in the police personnel.

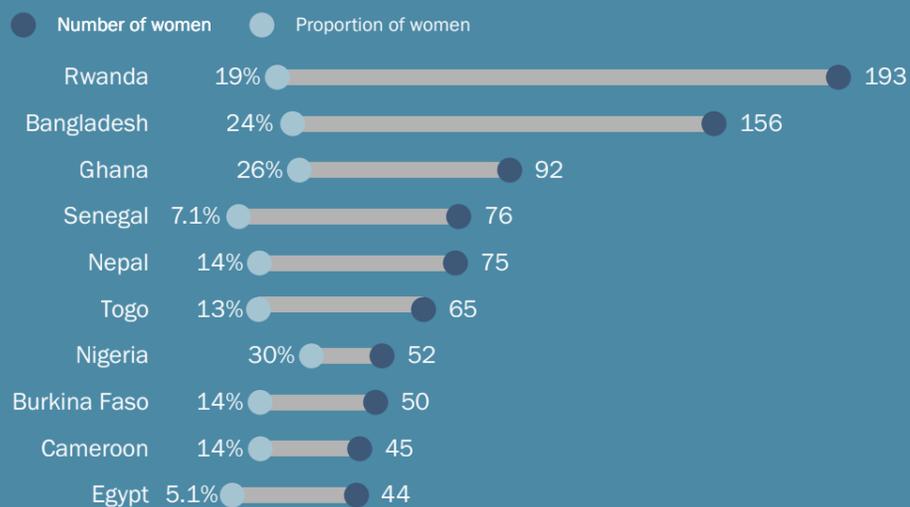
Number and proportion of women in the military personnel of UN peace operations, June 2020



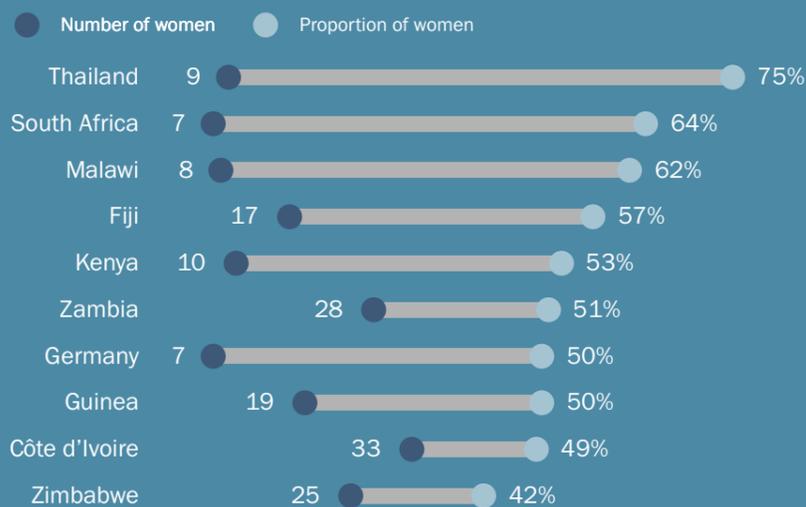
Women in UN police: Contributors

The top 10 contributors by number of women in the police personnel of UN peace operations are nearly identical to those listed in the overall top 10 contributors by number of police personnel. The top 10 in terms of the proportion of women in the police personnel is dominated by countries with smaller contributions. Countries deploying fewer than 10 police officers per month have not been included.

Top 10 contributors of women in the police personnel to UN peace operations, by highest number of women



Top 10 contributors of women in the police personnel to UN peace operations, by highest proportion of women

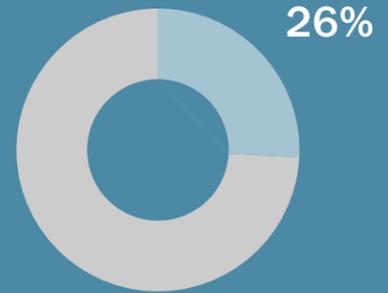


WOMEN'S REPRESENTATION IN MULTILATERAL PEACE OPERATIONS: UN CIVILIAN PERSONNEL

The UN System-wide Strategy on Gender Parity Strategy (2017) has established the system-wide goal of gender parity by 2028. This target includes civilian personnel of UN peace operations: UN peacekeeping operations and field-based UN special political missions. However, it recognizes that sustainability at that level is unlikely and therefore defines parity as within a 47–53 per cent margin. This ambition remains out of reach at the current pace of increase.

Women in leadership

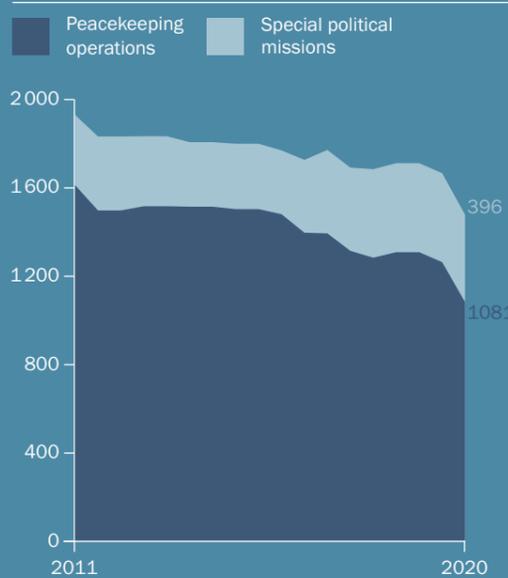
On 1 October 2020, 26 per cent (5 out of 19) of heads of mission of UN peace operations were women.



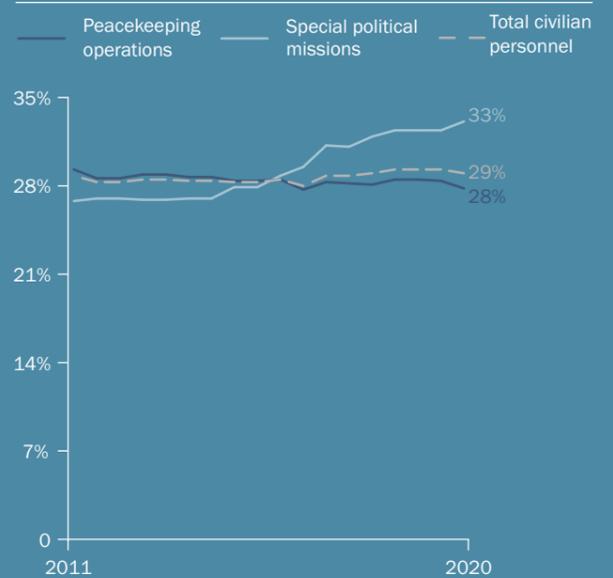
Women in UN civilian personnel: Totals

Over the past 10 years (2011–20) the number of women in the international civilian personnel of UN peace operations has been declining. This is primarily the result of declining numbers in UN peacekeeping operations. The number of women in the civilian personnel of UN special political missions increased from 2016 until 2018 but has remained stable since. The proportion of women in the civilian personnel of UN peace operations has remained stable, although there is a notable increase in the proportion of women deployed in UN special political missions. Over 33 per cent of civilian personnel of UN special political missions were women in June 2020. Local personnel are not included in this overview.

Number of women in the civilian personnel of UN peace operations, Dec. 2011–June 2020



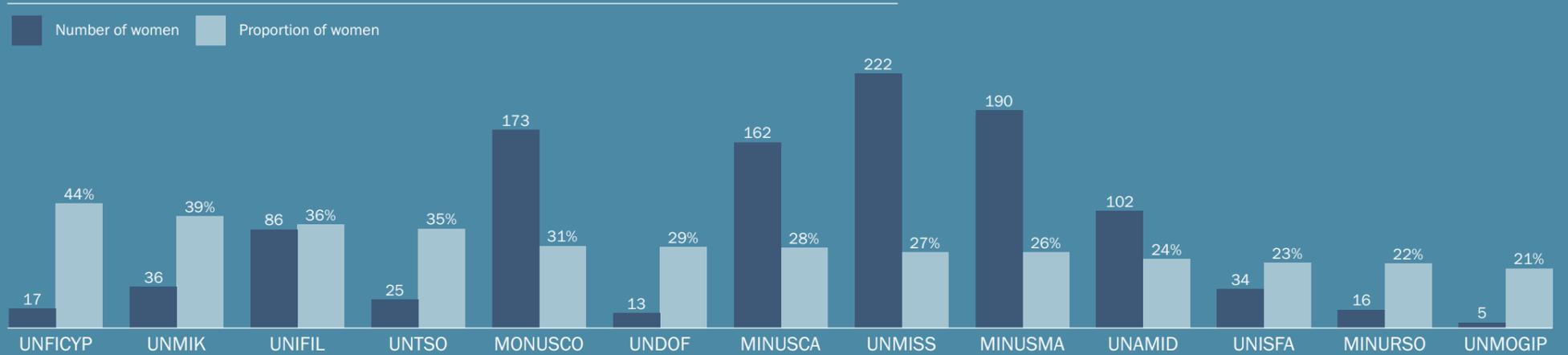
Proportion of women in the civilian personnel of UN peace operations, Dec. 2011–June 2020



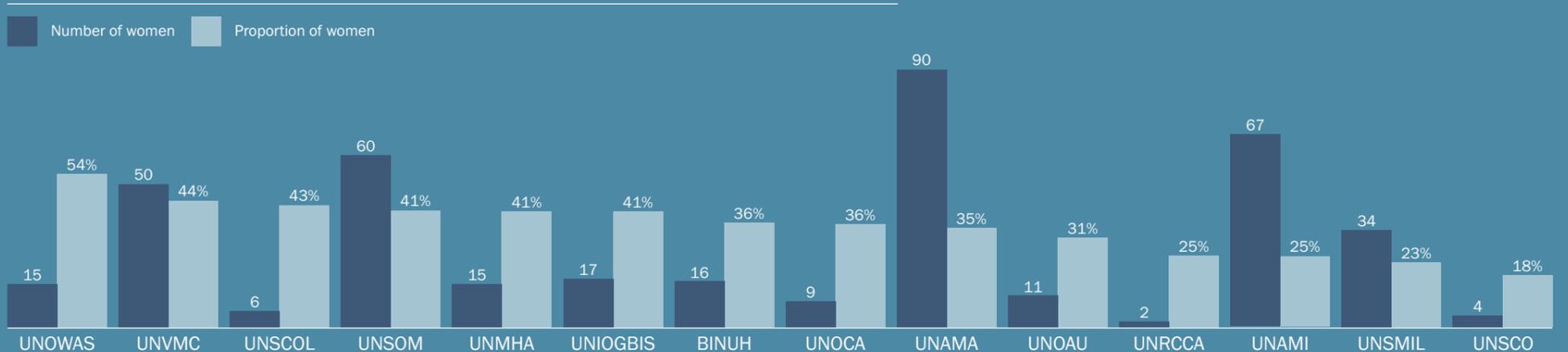
Women in UN civilian personnel: Operations

While larger UN peacekeeping operations generally deploy higher numbers of women in the civilian personnel, it is mainly missions deployed in Europe and the Middle East that perform better on the proportion of women in the civilian personnel. It is noteworthy that in June 2020 in UNOWAS the proportion of women in the civilian personnel was over 53 per cent. Local personnel are not included in this overview.

Number and proportion of women in the civilian personnel of UN peacekeeping operations, June 2020



Number and proportion of women in the civilian personnel of UN special political missions, June 2020

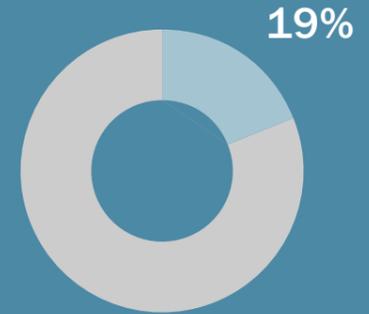


WOMEN'S REPRESENTATION IN MULTILATERAL PEACE OPERATIONS: OSCE FIELD OPERATIONS

The OSCE Secretariat's 2019–26 gender parity strategy has set the goal for its field operations of gender parity across all staff levels by 2026. Five of its 16 field operations have already reached this target; for most other missions, the goal is also within reach, given their limited size. However, larger missions such as the SMM are a long way from gender parity.

Women in leadership

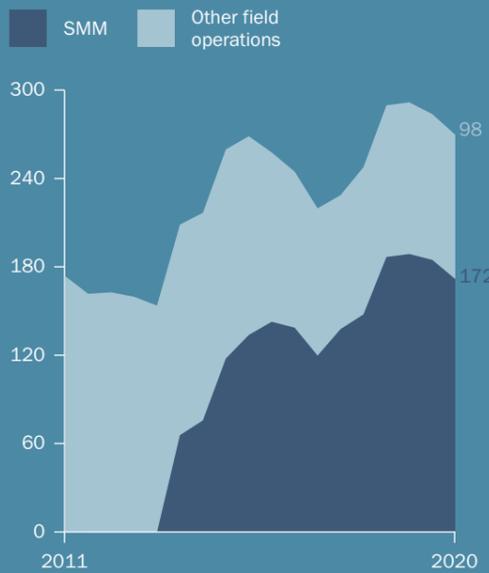
On 1 October 2020, 19 per cent (3 out of 16) of heads of mission of OSCE field operations were women.



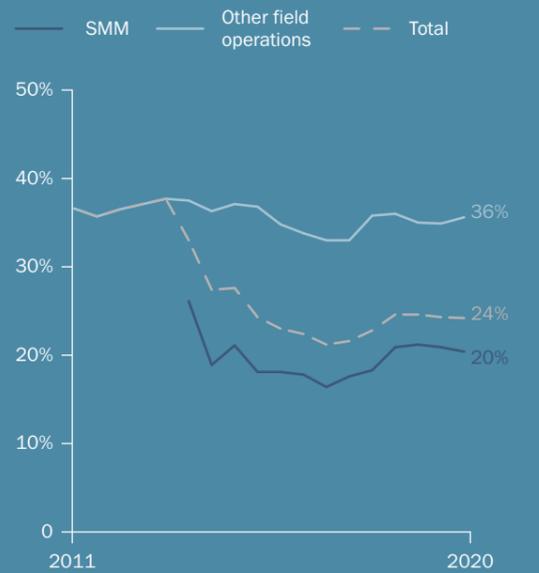
Women in OSCE field operations: Totals

Although from 2014 onwards the number of women in the OSCE field operations increased due to the deployment of the SMM, it peaked in 2018–19, including for seconded and contracted personnel. At the same time the proportion of women among the total OSCE field operations personnel decreased significantly with the deployment of this mission. While the proportion of women in the total OSCE field personnel started to show some minor improvement again in 2017, this improvement appeared to be slipping slightly in 2020. In June 2020, twenty-four per cent of the total OSCE field operation personnel were women.

Number of women in the personnel of OSCE field operations, Dec. 2011–June 2020



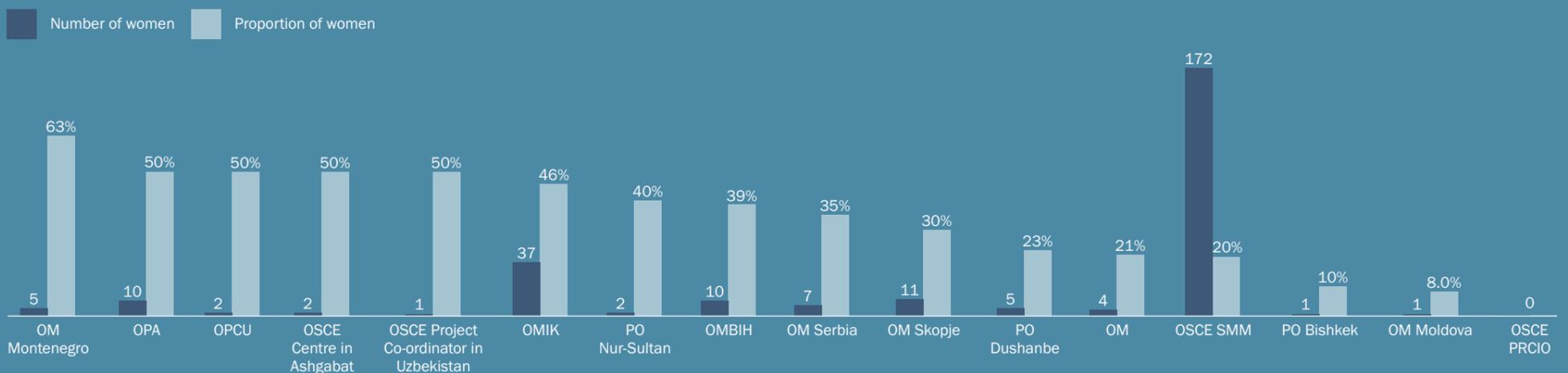
Proportion of women in the personnel of OSCE field operations, Dec. 2011–June 2020



Women in OSCE field operations: Operations

The proportion of women in the personnel of missions is over 20 per cent, except for in two OSCE field operations. Given the relatively small size of such OSCE missions, small numbers of women can have a large impact on the gender balance.

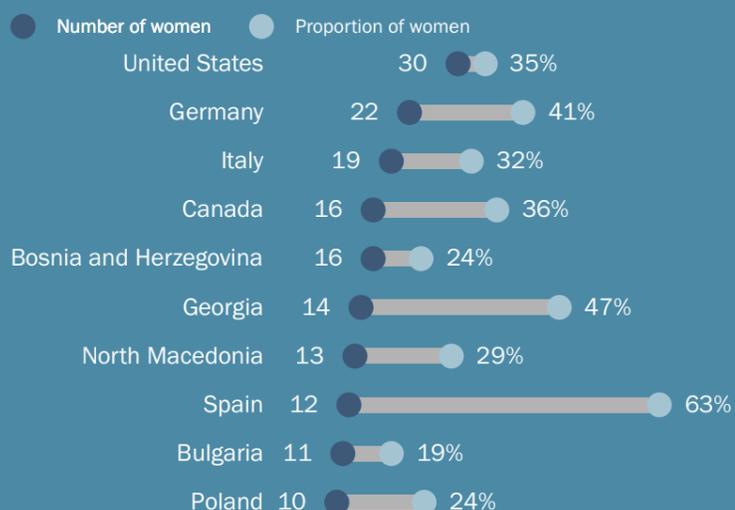
Number and proportion of women in the personnel of OSCE field operations, June 2020



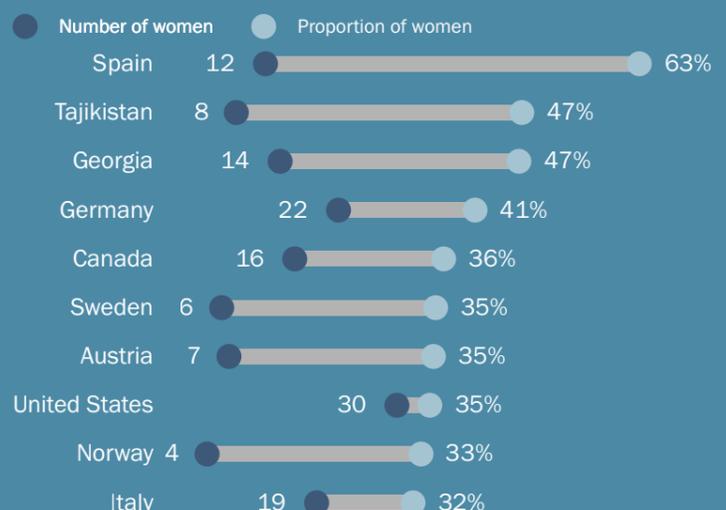
Women in OSCE field operations: Contributors

Six of the top 10 personnel contributing countries in terms of numbers of women in the OSCE field operation personnel are also listed in the top 10 in terms of the highest proportion of women in their national contribution.

Top 10 contributors of women in the personnel to OSCE field operations, by highest number of women



Top 10 contributors of women in the personnel to OSCE field operations, by highest proportion of women

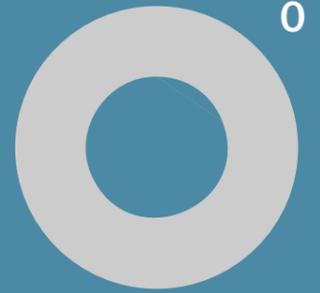


WOMEN'S REPRESENTATION IN MULTILATERAL PEACE OPERATIONS: EU CSDP MISSIONS AND OPERATIONS

The EU does not have a gender parity strategy for its CSDP missions and operations. However, in November 2018 it established a Civilian CSDP Compact to strengthen its civilian missions. One of the political commitments is to actively promote a better representation of women in the civilian CSDP missions. No specific target has been set.

Women in leadership

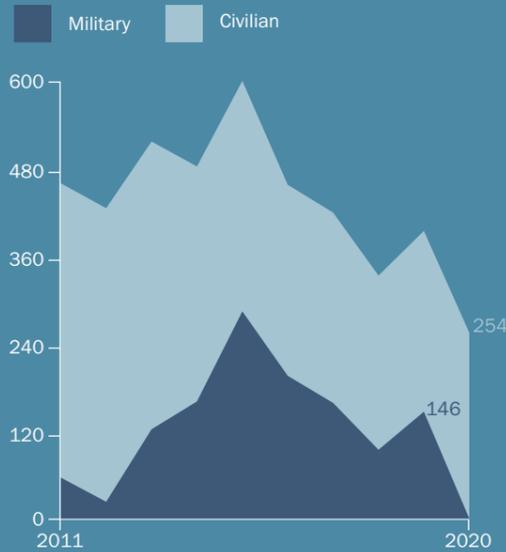
On 1 October 2020, 0 per cent (0 out of 17) of heads of mission (11 civilian, 6 military) were women.



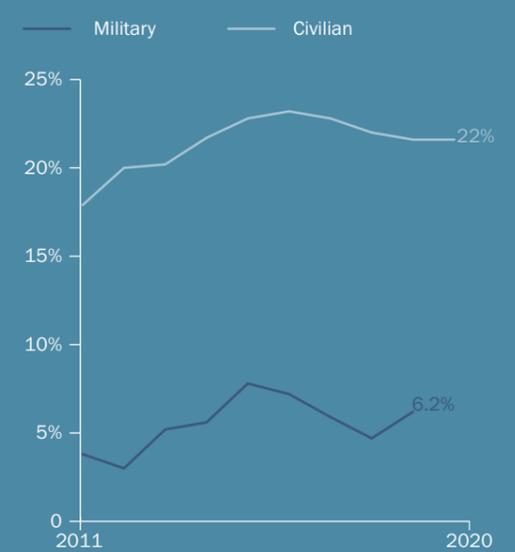
Women in EU CSDP missions and operations: Totals

Over 6 per cent of the military personnel of EU CSDP operations were women in December 2019. The number of women in the international civilian personnel of EU CSDP missions has declined over the past 10 years (2011–20) but picked up again from 2019. Up until 2015 the proportion of women in the civilian personnel of EU CSDP missions increased, but it has plateaued since then. Twenty-two per cent of the international civilian personnel of EU CSDP missions were women in June 2020.

Number of women in the personnel of EU CSDP missions and operations, June 2011–June 2020



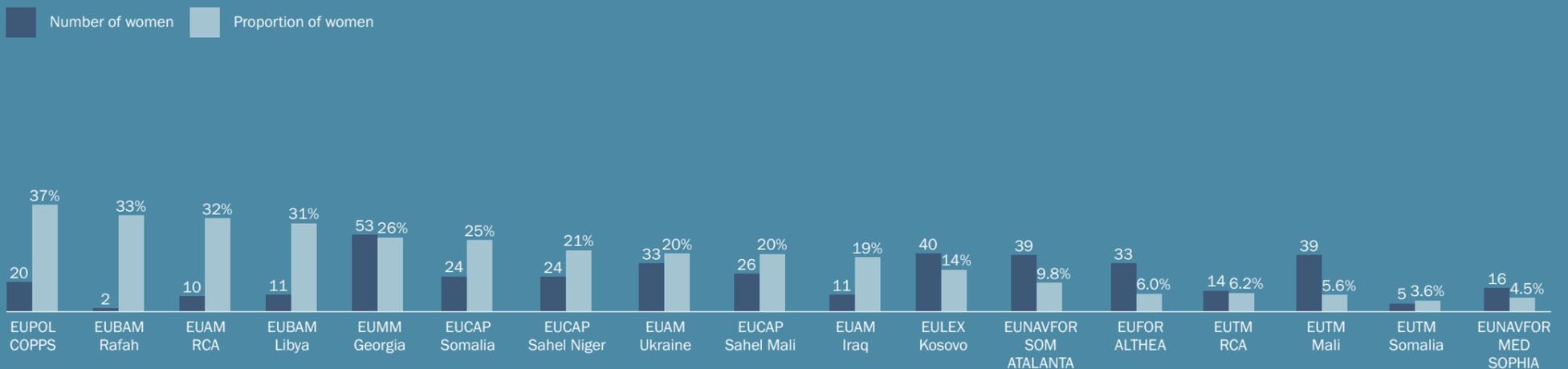
Proportion of women in the personnel of EU CSDP missions and operations, June 2011–June 2020



Women in EU CSDP missions and operations: Operations

The proportion of women in the civilian personnel of EU CSDP missions is markedly higher than in the military personnel of EU CSDP operations. The variation between different EU CSDP missions in the proportion of women in the civilian personnel is much higher than that of the military personnel of different EU CSDP operations.

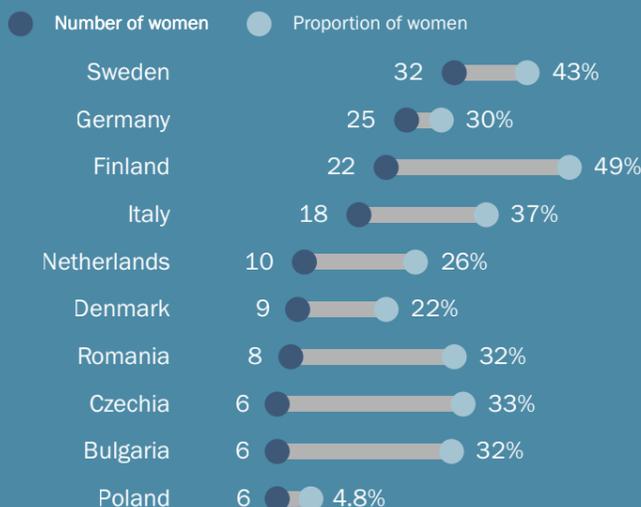
Number and proportion of women in the personnel of EU CSDP missions and operations, June 2020



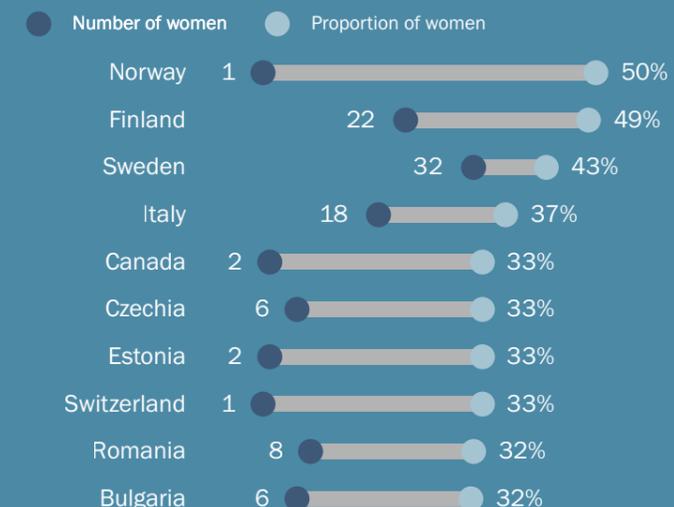
Women in EU CSDP missions: Contributors

Six of the top 10 personnel contributing countries in terms of numbers of women in the seconded civilian personnel of CSDP missions are also listed in the top 10 in terms of offering the highest proportion of women.

Top 10 contributors of women in the seconded civilian personnel to EU CSDP missions, by highest number of women



Top 10 contributors of women in the seconded civilian personnel to EU CSDP missions, by highest proportion of women



CONCLUDING REMARKS

The overall increase of the representation of women in multilateral peace operations, as called for in UN Security Council Resolution 1325 on WPS, has been slow. Looking in more detail, gender parity has only been reached in two UN peace operations, five OSCE field operations and 10 personnel contributions by UN member states—eight police personnel contributions to UN peacekeeping operations, one civilian personnel contribution to OSCE field operations and one civilian personnel contribution to EU CDSP missions. In particular larger missions and contributions and uniformed personnel continue to lag behind.

This slow pace is largely explained by structural factors. Multilateral peace operations depend on the contributions by the member states of the organizations deploying them. This is the case in particular for uniformed personnel, as international organizations do not have their own personnel to deploy, but also applies to civilian personnel who are often seconded.

Gender parity is within closer reach of some countries and organizations than of others. Security sectors (especially the military) are still largely male dominated. The number of women in national armed forces and police forces is often limited. Typically, sub-Saharan African countries are much better able to generate larger numbers of women in their uniformed personnel than countries in other regions. In addition, there are educational and cultural barriers for women, and also for civilian personnel.

Multilateral organizations—such as the EU, OSCE and UN—therefore have to draw from a limited pool of women. Consequently, they struggle to increase women's representation. Gender parity is within closer reach for personnel categories that are deployed in smaller numbers, such as experts and individual officers and civilian personnel, and for smaller operations. As every organization deploying multilateral peace operations has diverse ways of recruiting personnel and the character of their missions is frequently different, the data presented in this overview cannot easily be compared across organizations.

Nevertheless, numbers are not everything. The kind of position in question is equally, if not more, relevant. However, the number of women in leadership positions needs to increase drastically to bring about parity. Increasing these numbers is one of the easier tasks to achieve. Therefore, this could be seen as an opportunity in the year Resolution 1325 turns 20.

ABBREVIATIONS

BINUH	United Nations Integrated Office in Haiti
EU	European Union
EU CSDP	European Union Common Security and Defence Policy
EUAM Iraq	European Union Advisory Mission in Iraq
EUAM RCA	European Union Advisory Mission in the Central African Republic
EUAM Ukraine	European Union Advisory Mission Ukraine
EUBAM Libya	European Union Border Assistance Mission in Libya
EUBAM Rafah	European Union Border Assistance Mission to Rafah
EUCAP Sahel Mali	European Union Capacity Building Mission in Mali
EUCAP Sahel Niger	European Union Capacity Building Mission in Niger
EUCAP Somalia	European Union Capacity Building Mission in Somalia
EUFOR ALTHEA	European Union Force in Bosnia and Herzegovina
EULEX Kosovo	European Union Rule of Law Mission in Kosovo
EUMM Georgia	European Union Monitoring Mission in Georgia
EUNAVFOR MED SOPHIA	European Union Naval Force Mediterranean
EUNAVFOR SOM ATALANTA	European Union Naval Force Somalia
EUPOL COPPS	European Union Police Mission for the Palestinian Territories
EUTM Mali	European Union Training Mission in Mali
EUTM RCA	European Union Training Mission in the Central African Republic
EUTM Somalia	European Union Training Mission in Somalia
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
OM	The Observer Mission
OM Moldova	OSCE Mission to Moldova
OM Montenegro	OSCE Mission to Montenegro
OM Serbia	OSCE Mission to Serbia
OM Skopje	OSCE Mission to Skopje
OMBIH	OSCE Mission to Bosnia and Herzegovina
OMIK	OSCE Mission in Kosovo
OPA	OSCE Parliamentary Assembly
OPCU	OSCE Project Co-ordinator in Ukraine
OSCE	Organization for Security and Co-operation in Europe
OSCE PRIO	OSCE Personal Representative of the Chairperson-in-Office
OSCE SMM	OSCE Special Monitoring Mission to Ukraine
PO Bishkek	OSCE Programme Office in Bishkek
PO Dushanbe	OSCE Programme Office in Dushanbe
PO Nur-Sultan	OSCE Programme Office in Nur-Sultan
SMM	Special Monitoring Mission to Ukraine
UN	United Nations
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq
UNAMID	United Nations–African Union Mission in Darfur
UNDOF	United Nations Disengagement Observer Force
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNIFIL	United Nations Interim Force in Lebanon
UNIOGBIS	United Nations Integrated Peacebuilding Office in Guinea-Bissau
UNISFA	United Nations Interim Security Force for Abyei
UNMHA	United Nations Mission to support the Hudaydah Agreement
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMISS	United Nations Mission in South Sudan
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNOAU	United Nations Office to the African Union
UNOCA	United Nations Regional Office for Central Africa
UNOWAS	United Nations Office for West Africa and the Sahel
UNRCCA	United Nations Regional Centre for Preventive Diplomacy for Central Asia
UNSCO	The Office of the United Nations Special Coordinator for the Middle East Peace Process
UNSCOL	Office of the United Nations Special Coordinator for Lebanon
UNSMIL	United Nations Support Mission in Libya
UNSOM	United Nations Assistance Mission in Somalia
UNTSO	United Nations Truce Supervision Organization
UNVMC	United Nations Verification Mission in Colombia
WPS	Women, Peace and Security