

Women in multilateral peace operations in 2024: What is the state of play?

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A decorative graphic at the bottom of the page features several overlapping, semi-transparent circles in shades of light blue and teal, creating a modern, abstract design.

List of abbreviations

A4P	Action for Peacekeeping (of the UN)
A4P+	Action for Peacekeeping+ (of the UN)
BINUH	UN Integrated Office in Haiti
CSDP	Common Security and Defence Policy (of the EU)
EEAS	European External Action Service
EU	European Union
EUAM Iraq	EU Advisory Mission in Iraq
EUAM RCA	EU Advisory Mission in the Central African Republic
EUAM Ukraine	EU Advisory Mission Ukraine
EUBAM Libya	EU Border Assistance Mission in Libya
EUBAM Rafah	EU Border Assistance Mission for the Rafah Crossing Point
EUCAP Sahel Mali	EU Capacity Building Mission in Mali
EUCAP Sahel Niger	EU Capacity Building Mission in Niger
EUCAP Somalia	EU Capacity Building Mission in Somalia
EUFOR ALTHEA	EU Force Bosnia and Herzegovina Operation ALTHEA
EULEX Kosovo	EU Rule of Law Mission in Kosovo
EUMA	EU Mission in Armenia
EUMAM Mozambique	EU Military Assistance Mission Mozambique
EUMAM Ukraine	EU Military Assistance Mission in support of Ukraine
EUMM Georgia	EU Monitoring Mission in Georgia
EUNAVFOR ASPIDES	EU Naval Force Operation Aspides
EUNAVFOR MED IRINI	EU Naval Force Mediterranean Operation Irini
EUNAVFOR SOM ATALANTA	EU Naval Force Somalia Operation Atalanta
EUPM Moldova	EU Partnership Mission in the Republic of Moldova
EUPOL COPPS	EU Police Mission for the Palestinian Territories
EUSDI Gulf of Guinea	EU Security and Defence Initiative in the Gulf of Guinea
EUTM Mali	EU Training Mission in Mali
EUTM RCA	EU Training Mission in the Central African Republic
EUTM Somalia	EU Training Mission in Somalia
MINURSO	UN Mission for the Referendum in Western Sahara
MINUSCA	UN Multidimensional Integrated Stabilization Mission in the Central African Republic
MINUSMA	UN Multidimensional Integrated Stabilization Mission in Mali
MONUSCO	UN Organization Stabilization Mission in the Democratic Republic of the Congo
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 Presence in Albania
OSCE	Organization for Security and Co-operation in Europe
OSCE PRIO	OSCE Personal Representative of the Chairperson-in-Office
PO Astana	OSCE Programme Office in Astana
PO Bishkek	OSCE Programme Office in Bishkek
PO Dushanbe	OSCE Programme Office in Dushanbe
SC, SPO	Kosovo Specialist Chamber, Specialist Prosecutor's Office
SMM	OSCE Special Monitoring Mission to Ukraine
UN	United Nations
UNAMA	UN Assistance Mission in Afghanistan
UNAMI	UN Assistance Mission for Iraq
UNDOF	UN Disengagement Observer Force
UNFICYP	UN Peacekeeping Force in Cyprus
UNIFIL	UN Interim Force in Lebanon
UNISFA	UN Interim Security Force for Abyei
UNITAMS	UN Integrated Transition Assistance Mission in Sudan
UNMHA	UN Mission to Support the Hudaydah Agreement
UNMIK	UN Interim Administration Mission in Kosovo
UNMISS	UN Mission in South Sudan
UNMOGIP	UN Military Observer Group in India and Pakistan
UNOAU	UN Office to the African Union
UNOCA	UN Regional Office for Central Africa
UNOWAS	UN Office for West Africa and the Sahel
UNSCO	Office of the UN Special Coordinator for the Middle East Peace Process
UNSCOL	Office of the UN Special Coordinator for Lebanon
UNSMIL	UN Support Mission in Libya
UNSOM	UN Assistance Mission in Somalia
UNTSO	UN Truce Supervision Organization
UNVMC	UN Verification Mission in Colombia

Introduction

In the year 2000, United Nations Security Council Resolution 1325 on women, peace and security stressed the link between gender equality and international peace and security. The resolution underscored the importance of the full and equal participation of women in all efforts towards the maintenance and promotion of peace and security, including UN peace operations. Following the resolution, organizations and member states involved in multilateral peace operations affirmed their commitment to increase women's participation in these activities. Increasing the number of uniformed and civilian women at all levels has since become a priority of the UN Secretariat. The Organization for Security and Co-operation in Europe (OSCE) Secretariat and, more recently, the European External Action Service (EEAS) of the European Union (EU) have followed suit and developed strategies establishing specific targets and deadlines to enhance women's participation in their respective personnel. More than 20 years after the adoption of the resolution, some progress has been achieved in enhancing women's representation in multilateral peace operations, but much remains to be done.

This overview of women's representation in multilateral peace operations presents data on aggregate personnel trends, annual snapshots of data on women's representation in leadership, and annual averages of women in the personnel of peace operations and in member state contributions. It looks at UN peace operations (i.e. both UN peacekeeping operations and UN special political missions), EU Common Security and Defence Policy (CSDP) missions and operations, and OSCE field operations. The objective is to support the efforts of multilateral organizations and their member states to increase the representation of women in multilateral peace operations.

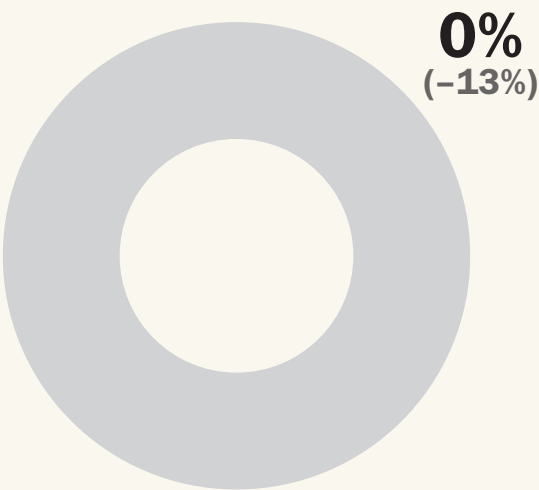
The statistics presented here aim to inform and foster the debate on the future of the women, peace and security agenda within the context of multilateral peace operations. They illustrate to what extent the organizations deploying multilateral peace operations and their member states are making progress towards increasing women's representation in multilateral peace operations. Having a clearer picture of the status of women's participation in multilateral peace operations and keeping track of progress also help in recognizing and targeting potential shortcomings. Moreover, this overview enhances the transparency of multilateral peace operations and provides insights into their recent trends and developments.

Women in the UN military

The UN’s 2018 Uniformed Gender Parity Strategy established the goal of reaching 25 per cent women among military experts and staff officers and 15 per cent among troops in UN peace operations by 2028. Under the Action for Peacekeeping (A4P) Declaration of Shared Commitments, the UN advocated for increasing the number of women in peacekeeping across all levels and key positions. Subsequently, Action for Peacekeeping+ (A4P+) emphasized the need to enhance the meaningful participation of women in these roles. While the proportion of women among military experts and staff officers is nearing the strategy’s target and has surpassed the intermediary 2024 target of 21 per cent, the proportion of women among troops remains significantly below both the 2024 intermediary target (11 per cent) and the 2028 goal.

Leadership

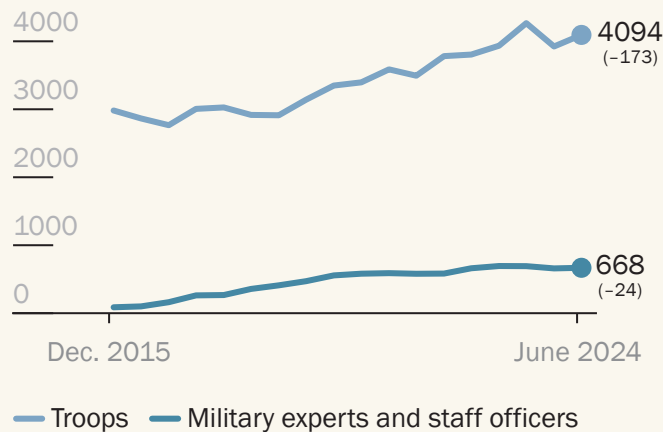
On 1 October 2024, 0 per cent of (0 out of 8) force commanders in UN peacekeeping operations were women. This was a decrease of 13 percentage points compared to the previous year. The decline can be attributed to the naming of a male force commander for UNFICYP, a position held in the previous year by a woman.



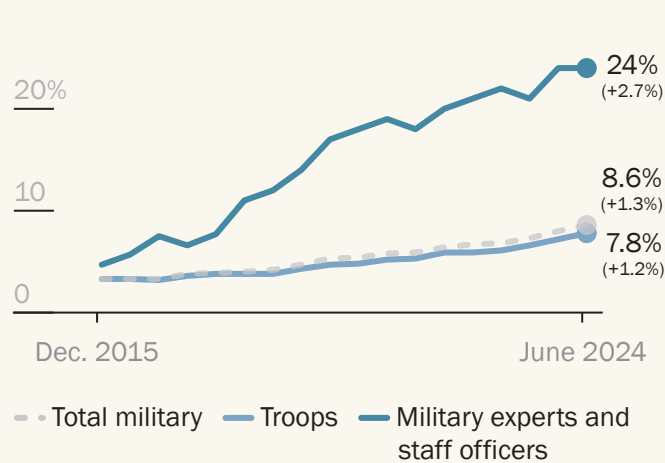
Totals

Although the number of women in the military personnel of UN peace operations decreased in 2024, the proportion increased. This increase in the proportion of women has been a trend since the launch of the 2018 Uniformed Gender Parity Strategy. The decrease in the number of women can be explained to a large extent by the closure of MINUSMA. In June 2024, women constituted 8.6 per cent of the total military personnel deployed in UN peace operations (55 317), an increase of 1.3 percentage points compared to the previous year. In the military, the percentage of women serving as experts and staff officers remained higher than those in troop positions, at 24 per cent, an increase of 2.7 percentage points compared to the previous year.

Number of women in the military personnel of UN peace operations



Proportion of women in the military personnel of UN peace operations

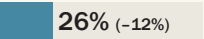

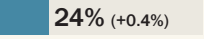
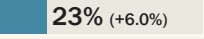
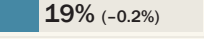
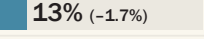
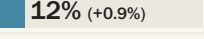
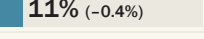
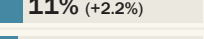
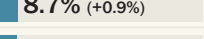
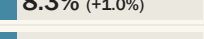
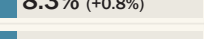
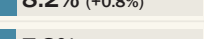
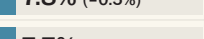
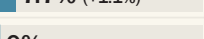

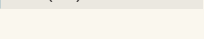


Note: Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the same month in the previous year.

Operations

UN peace operations with relatively high proportions of women in the military personnel tend to be relatively small in terms of total deployment. In most UN peace operations, the proportion of women in the military personnel has increased over the past year.

Proportion and number of women in the military personnel of UN peace operations, 2024 monthly averages





















Operation	Proportion of women	Number of women
UNVMC	 26% (-12%)	27 (+4)
MINURSO	 25% (-2.6%)	58 (-4)
UNMIK	 24% (+0.4%)	2 (0)
UNMOGIP	 23% (+6.0%)	10 (+3)
UNTSO	 19% (-0.2%)	28 (-1)
UNSOM	 13% (-1.7%)	81 (-11)
UNAMI	 12% (+0.9%)	29 (+3)
UNFICYP	 11% (-0.4%)	93 (-3)
UNSMIL	 11% (+2.2%)	26 (+5)
UNISFA	 8.7% (+0.9%)	278 (+43)
MINUSCA	 8.3% (+1.0%)	1178 (+152)
UNIFIL	 8.3% (+0.8%)	814 (+96)
UNMISS	 8.2% (+0.8%)	1140 (+129)
UNDOF	 7.8% (-0.5%)	91 (-3)
MONUSCO	 7.7% (+1.1%)	940 (+80)
UNAMA	 0% (0%)	0 (0)
UNMHA	 0% (0%)	0 (0)

Notes: The 2024 monthly averages are based on the months from Jan. to June. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.




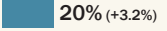

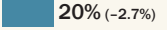

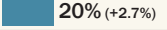

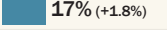

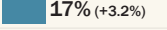

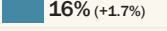

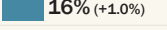

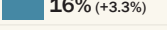

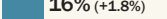
Contributors

Six of the top 10 contributors by total number of military personnel to UN peace operations also featured among the top 10 contributors by number of women to the military personnel of UN peace operations in 2024: Bangladesh, Ethiopia, Ghana, Nepal, Pakistan and Rwanda. As in the previous year, Nepal was the top contributor of women to the military personnel of UN peace operations. Except for Pakistan, the top contributors by number of women remained the same as in the previous year—although in a different order. Six of the top 10 contributors by number of women were sub-Saharan African countries and 4 were Asian. Five of the top 10 contributors by number of women were also among the top 10 contributors in terms of proportion of women. Ghana and Ethiopia were the only countries which were among both the top 10 contributors by total number of military personnel to UN peace operations and the top 10 contributors by proportion of women to the military personnel of UN peace operations.

Top 10 contributors by number of women to the military personnel of UN peace operations, 2024 monthly averages

	Contributor	No. of women	Proportion of women
1	 Nepal	 626 (+67)	11%
2	 Ghana	 372 (+4)	16%
3	 Bangladesh	 366 (-37)	6.7%
4	 Rwanda	 316 (+30)	6.6%
5	 Ethiopia	 245 (+62)	16%
6	 South Africa	 225 (+29)	20%
7	 Zambia	 218 (+28)	23%
8	 Tanzania	 164 (+14)	11%
9	 Pakistan	 142 (+55)	3.9%
10	 Cambodia	 122 (-19)	20%

Top 10 contributors by proportion of women to the military personnel of UN peace operations, 2024 monthly averages

	Contributor	Proportion of women	No. of women
1	 Zambia	 23% (+2.7%)	218
2	 Cambodia	 20% (+3.2%)	122
3	 Nigeria	 20% (-2.7%)	46
4	 South Africa	 20% (+2.7%)	225
5	 Peru	 17% (+1.8%)	42
6	 Serbia	 17% (+3.2%)	45
7	 Ethiopia	 16% (+1.7%)	245
8	 Ghana	 16% (+1.0%)	372
9	 Greece	 16% (+3.3%)	21
10	 Kenya	 16% (+1.8%)	69

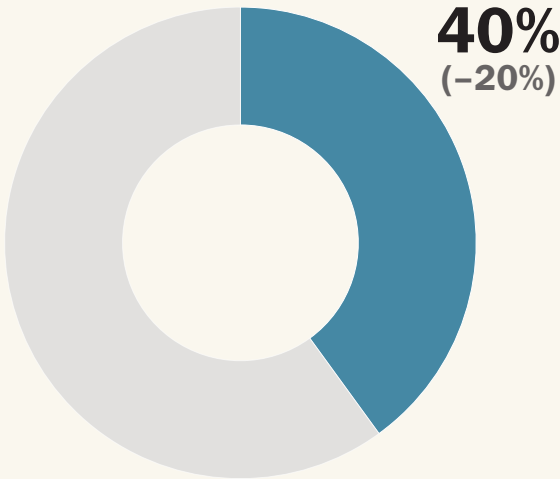
Notes: The 2024 monthly averages are based on the months from Jan. to June. Countries deploying fewer than 100 military personnel per month on average are not included. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

Women in the UN police

The UN’s 2018 Uniformed Gender Parity Strategy established the target of reaching 20 per cent women in formed police units and 30 per cent women among individual police officers by 2028. The A4P initiative reaffirmed the commitments of the UN and its member states. In 2021, the UN reached the 30 per cent goal for the proportion of women among individual police officers. In 2024, this proportion was 31 per cent, the same as in the previous year. The proportion of women in formed police units increased in 2024, surpassing the 2024 target of 14 per cent and reaching 17 per cent.

Leadership

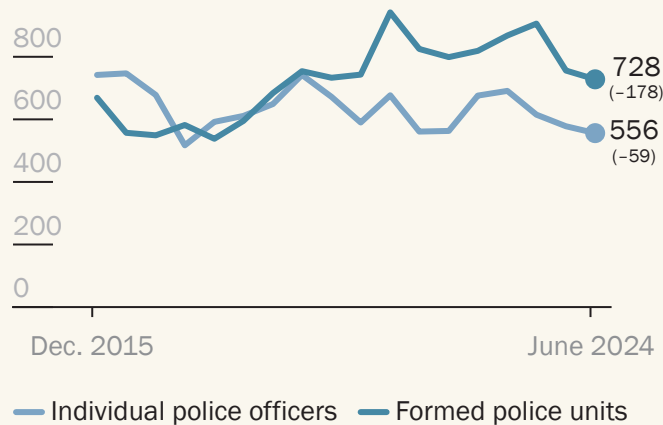
On 1 October 2024, 40 per cent of (2 out of 5) all chief police officers (4 police commissioners and 1 deputy senior police adviser) were women. Both women held the position of police commissioner. This was a decrease of 20 percentage points compared to the previous year, due to the departure of the woman leading the UN police at UNFICYP and the assumption of her role by a man.



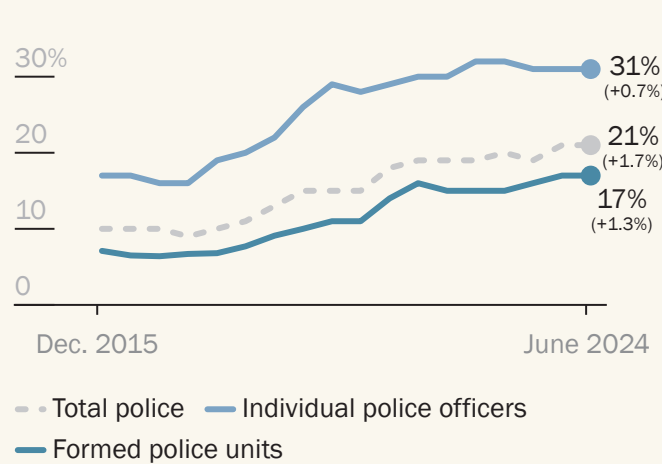
Totals

The total number of women in the police personnel of UN peace operations decreased in 2024 compared to the previous year. However, the proportion of women both in formed police units and among individual police officers increased, with a more pronounced increase in the latter. These variations are partly due to the closure of MINUSMA, which was a large UN peacekeeping operation that deployed a high number but small proportion of women in its personnel.

Number of women in the police personnel of UN peace operations



Proportion of women in the police personnel of UN peace operations



Note: Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the same month in the previous year.

Operations

UN peace operations deploying smaller numbers of police personnel tend to have higher proportions of women in their police personnel. MINURSO, which was the UN peace operation with the largest proportion of women in its police personnel, had an average of only 3 police officers deployed in 2024. Nevertheless, the proportion of women in the police personnel increased in both MINUSCA and MONUSCO, the 2 operations deploying the largest numbers of police personnel respectively.

Proportion and number of women in the police personnel of UN peace operations, 2024 monthly averages

Operation	Proportion of women	Number of women
MINURSO	<div><div></div></div> 67% (+17%)	1 (0)
UNISFA	<div><div></div></div> 39% (-2.4%)	17 (-2)
UNSOM	<div><div></div></div> 38% (-13%)	5 (-2)
UNFICYP	<div><div></div></div> 36% (-6.5%)	24 (-4)
UNMIK	<div><div></div></div> 30% (+4.9%)	3 (+1)
UNMISS	<div><div></div></div> 30% (-1.6%)	454 (+1)
UNVMC	<div><div></div></div> 28% (-12%)	21 (+3)
MONUSCO	<div><div></div></div> 20% (+0.2%)	314 (-4)
MINUSCA	<div><div></div></div> 16% (+1.8%)	484 (+55)
BINUH	<div><div></div></div> 6.4% (+1.7%)	1 (+1)

Notes: The 2024 monthly averages are based on the months from Jan. to June. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

Contributors

With the exception of Indonesia and Niger, 8 of the top 10 contributors by total number of police personnel to UN peace operations were also among the top 10 contributors by number of women to the police personnel in 2024. Half of the top 10 contributors by number of women to the police personnel were sub-Saharan African countries. The top 10 contributors by proportion of women to UN police contingents contributed with a smaller total number of police personnel in comparison with the top contributors by number of women to the police personnel.

Top 10 contributors by number of women to the police personnel of UN peace operations, 2024 monthly averages

	Contributor	No. of women	Proportion of women
1	Rwanda	<div><div></div></div> 279 (-2)	25%
2	Senegal	<div><div></div></div> 177 (-24)	17%
3	Bangladesh	<div><div></div></div> 84 (-65)	38%
4	Ghana	<div><div></div></div> 69 (-2)	22%
5	Cameroon	<div><div></div></div> 62 (+17)	18%
6	Egypt	<div><div></div></div> 51 (-12)	10%
7	Indonesia	<div><div></div></div> 48 (-1)	23%
8	Jordan	<div><div></div></div> 45 (+9)	17%
9	Nepal	<div><div></div></div> 45 (-5)	20%
10	Niger	<div><div></div></div> 34 (+1)	42%

Top 10 contributors by proportion of women to the police personnel of UN peace operations, 2024 monthly averages

	Contributor	Proportion of women	No. of women
1	Zambia	<div><div></div></div> 61% (+26%)	19
2	Canada	<div><div></div></div> 55% (+10%)	10
3	Nigeria	<div><div></div></div> 55% (+24%)	22
4	Sri Lanka	<div><div></div></div> 55% (+55%)	6
5	Zimbabwe	<div><div></div></div> 47% (+7.9%)	12
6	Sierra Leone	<div><div></div></div> 46% (-48%)	9
7	Togo	<div><div></div></div> 45% (+29%)	31
8	Niger	<div><div></div></div> 42% (+4.0%)	34
9	Guinea	<div><div></div></div> 41% (+14%)	7
10	Norway	<div><div></div></div> 41% (+2.8%)	9

Notes: The 2024 monthly averages are based on the months from Jan. to June. Countries deploying fewer than 10 police officers per month on average are not included. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

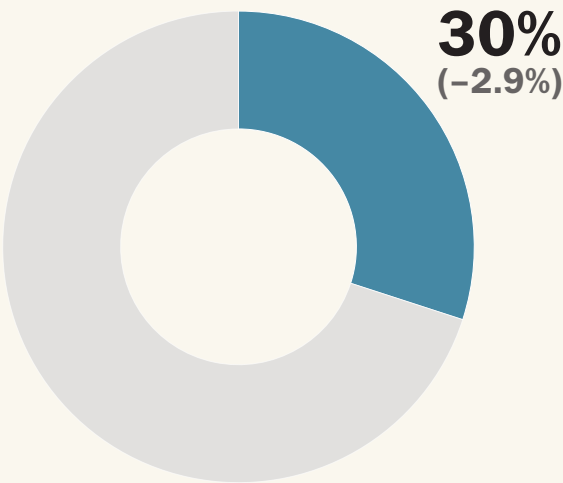
Women in UN civilian personnel

The UN’s 2017 System-wide Strategy on Gender Parity set targets for the equal representation of women and men in several areas, including among civilian personnel in UN peace operations. The strategy allows for variation within a 47–53 per cent range as an indication of such parity. However, the goal of achieving gender parity in civilian personnel remains distant for most UN peace operations. In 2024, only UNSCOL had more than 47 per cent women in its civilian personnel.

Leadership

On 1 October 2024, 30 per cent of (7 out of 23)¹ heads of UN peacekeeping operations and special political missions were women. This was a decrease of 2.9 percentage points compared to the previous year and was due to the departure of women leading UNAMI and UNSOM and the assumption of their roles by men.

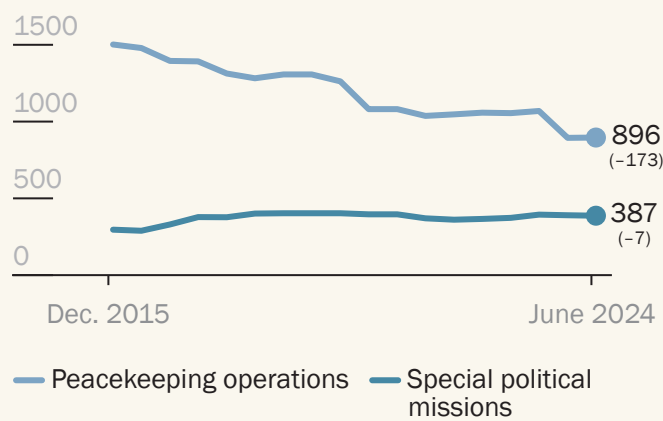
¹ This number includes field offices that are not considered multilateral peace operations according to SIPRI’s definition, namely UNOAU, UNOCA, UNOWAS, UNSCO and UNSCOL.



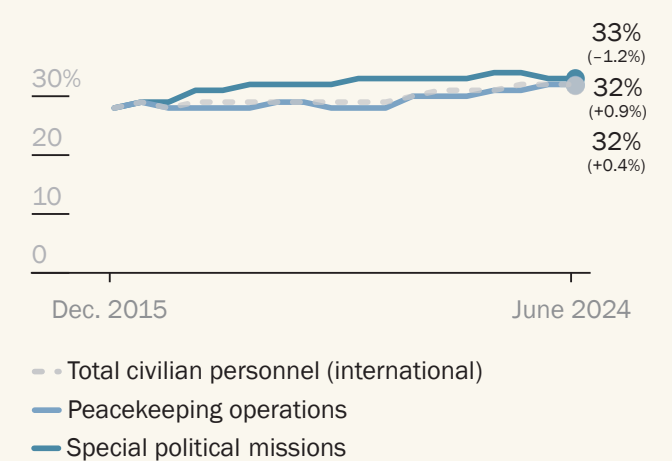
Totals

The number of women in the civilian personnel of UN peace operations decreased significantly in 2024. This was mainly due to the decline in the number of women in the civilian personnel of peacekeeping operations, and particularly linked to the closure of MINUSMA. However, the variation in the proportion of women in the civilian personnel of both peacekeeping operations and special political missions was less pronounced over the past year. Although the proportion increased in peacekeeping operations, it decreased in special political missions.

Number of women in the civilian personnel of UN peace operations



Proportion of women in the civilian personnel of UN peace operations








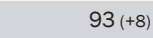

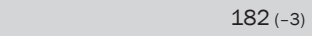

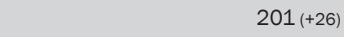

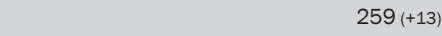










Note: Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the same month in the previous year.




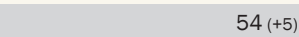









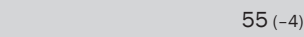



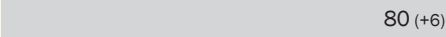

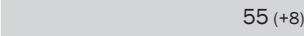

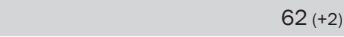


Operations

UN peacekeeping operations generally have a higher number of women civilian personnel compared to UN special political missions, primarily because they tend to deploy more civilian personnel on average. In 2024, UNMIK had the highest proportion of women in its civilian staff among UN peacekeeping operations, with 46 per cent. For special political missions and field offices, UNSCOL had the highest proportion of women in its civilian personnel, with 54 per cent. UNSCOL has therefore overshot the System-wide Strategy on Gender Parity goal of having between 47 and 53 per cent women in its civilian personnel.

Proportion and number of women in the civilian personnel of UN peacekeeping operations, 2024 monthly averages

Operation	Proportion of women	Number of women
UNMIK	 46% (+5.0%)	 41 (+6)
UNFICYP	 44% (+0.9%)	 17 (0)
UNTSO	 40% (-1.2%)	 27 (0)
UNIFIL	 38% (+1.0%)	 93 (+8)
MONUSCO	 33% (+0.9%)	 182 (-3)
MINUSCA	 32% (+2.0%)	 201 (+26)
UNMISS	 30% (+0.6%)	 259 (+13)
MINURSO	 27% (+0.7%)	 20 (+2)
UNDOF	 27% (-0.4%)	 13 (0)
UNISFA	 27% (+2.2%)	 43 (+4)
UNMOGIP	 26% (-3.1%)	 6 (0)

Proportion and number of women in the civilian personnel of UN special political missions, 2024 monthly averages

Operation	Proportion of women	Number of women
UNSCOL	 54% (+0.2%)	 9 (0)
UNVMC	 44% (-1.7%)	 54 (+5)
UNMHA	 42% (-3.5%)	 17 (-1)
UNOWAS	 42% (-11%)	 16 (-3)
UNSCO	 39% (-8.1%)	 11 (-3)
UNOCA	 38% (-8.2%)	 9 (-3)
UNSOM	 37% (-2.0%)	 55 (-4)
UNOAU	 34% (+2.3%)	 12 (+1)
UNAMA	 33% (+1.4%)	 80 (+6)
UNSMIL	 28% (+1.6%)	 55 (+8)
UNAMI	 28% (+1.7%)	 62 (+2)
BINUH	 23% (-9.6%)	 16 (-4)

Notes: The 2024 monthly averages are based on the months from Jan. to June. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer

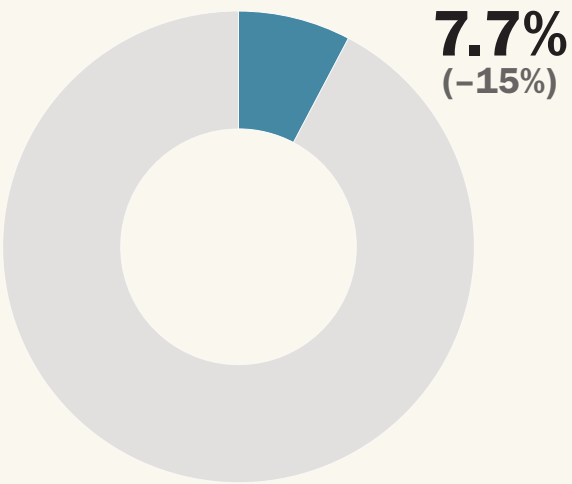
Women in OSCE field operations

The OSCE Secretariat’s Gender Parity Strategy for 2019–26 set the goal of gender parity across all levels of personnel in its field operations by 2026, allowing for variation within a 45–55 per cent range. To pursue this goal, field operations have adopted road maps for advancing gender equality. One out of 13 operations had over 45 per cent women in its personnel in 2024—OM Moldova.

Leadership

On 1 October 2024, 7.7 per cent of (1 out of 13)² heads of mission of OSCE field operations were women. This was a decrease of 15 percentage points compared to the previous year. The decrease was due to the departure of the women heading OM Montenegro and PO Dushanbe and the assumption of both roles by men, with the former serving as officer in charge.

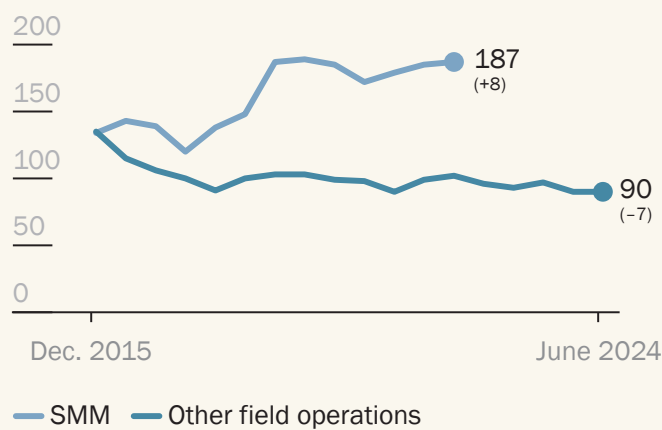
² This number includes field operations that are not considered multilateral peace operations according to SIPRI’s definition, namely OM Montenegro, OSCE Centre in Ashgabat, OSCE Project Co-Ordinator in Uzbekistan, PO Astana, PO Bishkek and PO Dushanbe.



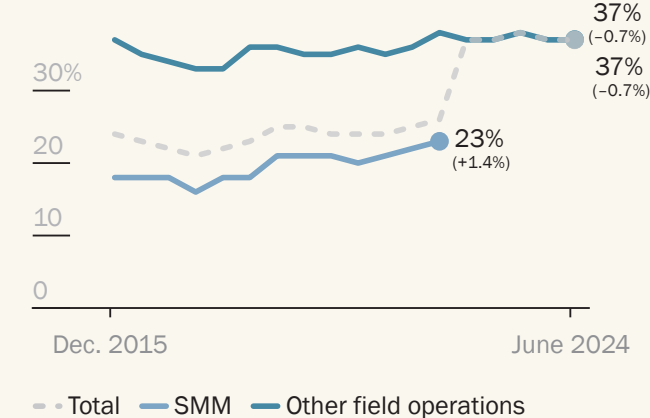
Totals

Up until its termination in March 2022, the SMM had been both the largest OSCE field operation and the one with the most women in its deployed personnel. It had shaped both the number and the proportion of women in OSCE operations. Excluding the SMM, the number of women in OSCE field operations has remained relatively constant, with 90 in June 2024. The proportion of women in OSCE field operations other than the SMM has also been fairly stable over the past decade. In 2024, the proportion decreased to 37 per cent, which was a decline of 0.7 percentage points compared to the previous year.

Number of women in the personnel of OSCE field operations



Proportion of women in the personnel of OSCE field operations



Notes: The SMM was discontinued on 31 Mar. 2022. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the same month in the previous year.

Operations

Most OSCE field operations have a relatively low number of personnel. Therefore, small variations in the number of women can have a large impact on the proportion of women in the personnel of a field operation. In 2024, OM Moldova had over 45 per cent women in its personnel, meeting the goal of the Secretariat's Gender Parity Strategy. OMIK, the largest OSCE operation in terms of personnel, had both a relatively high number and a relatively high proportion of women personnel deployed.

Proportion and number of women personnel of OSCE field operations, 2024 monthly averages

Operation	Proportion of women	No. of women
OM Moldova	49% (+2.8%)	6 (-1)
OM Serbia	44% (+10%)	7 (+1)
OMIK	44% (+0.4%)	40 (0)
PO Dushanbe	38% (-3.3%)	8 (-1)
OM Montenegro	35% (-7.1%)	3 (-1)
OM Skopje	31% (4.2%)	9 (-1)
OMBIH	31% (-1.9%)	9 (-2)
OPA	31% (-2.5%)	5 (0)
OSCE Centre in Ashgabat	31% (-5.6%)	1 (-1)
OSCE Project Co-Ordinator in Uzbekistan	30% (-8.5%)	1 (-1)
PO Bishkek	25% (+4.0%)	3 (+1)
PO Astana	17% (-5.9%)	1 (0)
OSCE PRIO	0% (0%)	0 (0)

Notes: Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

Contributors

The countries that contribute the highest number of personnel in total to OSCE field operations also tend to contribute the highest number of women personnel. In 2024, only France was in both the top 10 contributors by number of women personnel and the top 10 contributors by proportion of women personnel to OSCE field operations. Among the top 10 contributors by number of women personnel, the proportion of women in the personnel contributions of 2 countries was higher than 44 per cent. While most of the top contributors by proportion of women deploy only women, making their personnel 100 per cent women, the overall number of personnel from these countries is quite small, ranging from 1 to 2 individuals.

Top 10 contributors by number of women to the personnel of OSCE field operations, 2024 monthly averages

	Contributor	Number of women	Proportion of women
1	United States	20 (+3)	44%
2	Italy	7 (0)	41%
3	North Macedonia	7 (-1)	30%
4	Bosnia and Herzegovina	6 (+2)	37%
5	Germany	6 (+2)	36%
6	France	5 (-2)	79%
7	Georgia	4 (-2)	49%
8	Moldova	4 (+1)	39%
9	Poland	3 (+1)	40%
10	United Kingdom	3 (-1)	22%

Top 10 contributors by proportion of women to the personnel of OSCE field operations, 2024 monthly averages

	Contributor	Proportion of women	No. of women
1	Armenia	100% (-1%)	1
2	Kazakhstan	100% (+14%)	1
3	Malta	100% (-7%)	1
4	Serbia	100% (+8%)	2
5	Slovakia	100% (+2%)	1
6	Uzbekistan	100% (-1%)	2
7	France	79% (-24%)	5
8	Albania	71% (+8%)	3
9	Tajikistan	62% (-12%)	2
10	Ireland	50% (-5%)	1

Notes: The 2024 monthly averages are based on the months from Jan. to June. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

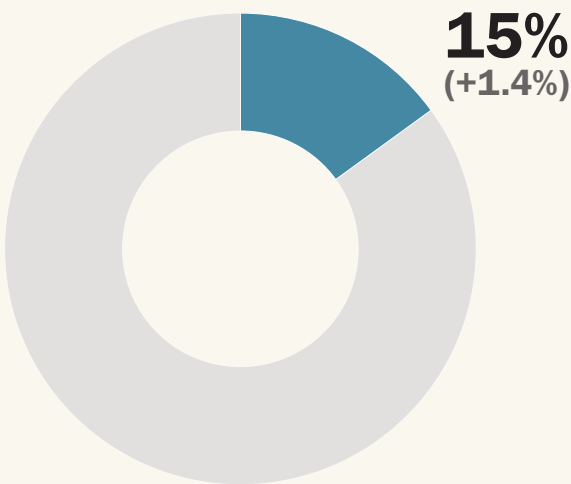
Women in EU CSDP missions and operations

In 2023, EU member states renewed the Civilian CSDP Compact to bolster the EU’s civilian crisis management missions, committing among other things to increasing women’s representation in line with UN Security Council Resolution 1325. Member states aim to achieve at least 40 per cent in women’s representation and strive for gender parity at all levels. Although the previous compact had committed to increasing women’s representation in EU CSDP missions, the new compact established a concrete target for doing so. To support these aims, the EEAS will update its 2021 Strategy and Action Plan to Enhance Women’s Participation in Civilian CSDP Missions.

Leadership

On 1 October 2024, 15 per cent of (3 out of 20)³ heads of EU CSDP missions and operations were women. This was an increase of 1.4 percentage points compared to the previous year. Women are heads of mission in EUBAM Rafah, EUPOL COPPS and EUMM Georgia. None of the military CSDP missions has ever had a woman head of mission. Although the number of women leading EU CSDP missions and operations remained the same as the previous year, the number of EU CSDP missions and operations decreased in 2024.

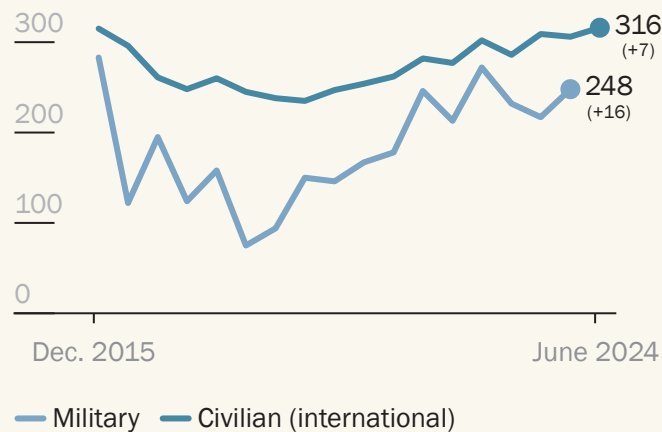
³ This number includes field operations that are not considered multilateral peace operations according to SIPRI’s definition, namely EUCAP Somalia, EUMAM Ukraine, EUNAVFOR ASPIDES, EUNAVFOR MED IRINI and EUNAVFOR SOM ATALANTA. This number excludes EUSDI Gulf of Guinea and SC, SPO.



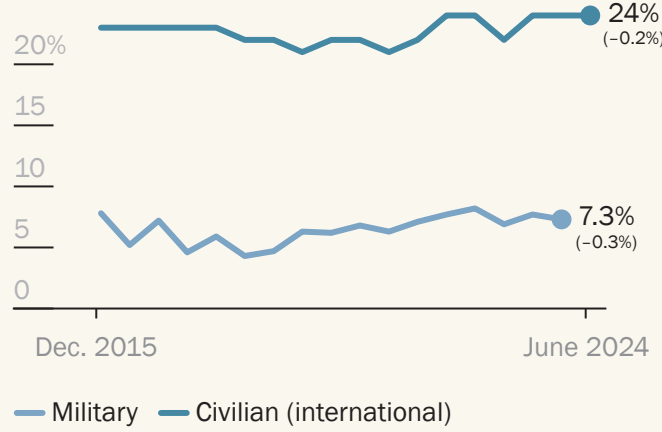
Totals

The number of women in both military and civilian EU CSDP missions and operations has increased over the past year. However, the proportion of women has decreased slightly in both. The proportion of women in EU CSDP civilian missions has remained relatively stable over the past few years, and was 24 per cent in June 2024. The proportion of women in military CSDP operations was 7.3 per cent in December 2023.

Number of women in the personnel of EU CSDP missions and operations



Proportion of women in the personnel of EU CSDP missions and operations



Notes: The data for military personnel is not yet available for 2024. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the same month in the previous year. The data does not include personnel deployed to EUSDI Gulf of Guinea and SC, SPO.

Operations

The proportion of women in EU CSDP missions and operations has been consistently higher in civilian missions than in military operations. Over the past year, most EU CSDP missions and operations have experienced a decline in the proportion of women among their personnel. This decrease was especially pronounced in the case of EUPOL COPPS, which saw a reduction of 10 percentage points, particularly in the wake of the Israel–Hamas war. Among EU CSDP missions and operations, only EUBAM Rafah had at least 40 per cent women in its international personnel over the past year.

Proportion and number of women in the personnel of EU CSDP missions and operations, 2024 monthly averages

	Operation	Proportion of women	Number of women
Civilian missions	EUBAM Rafah	53% (+13%)	3 (0)
	EUBAM Libya	32% (-1.3%)	15 (-3)
	EUMM Georgia	30% (-0.9%)	65 (-1)
	EUMA	29% (-2.8%)	32 (+17)
	EUPM Moldova	29% (+0.3%)	10 (+8)
	EUPOL COPPS	28% (-10%)	15 (-10)
	EUAM Iraq	27% (+3.6%)	19 (+3)
	EUCAP Sahel Mali	26% (+4.9%)	26 (+2)
	EUAM Ukraine	25% (+1.2%)	39 (+8)
	EUAM RCA	22% (-0.7%)	11 (-1)
	EUCAP Somalia	17% (-3.2%)	24 (-4)
	EULEX Kosovo	17% (-0.7%)	39 (-2)
	EUCAP Sahel Niger	16% (-1.9%)	13 (-10)
Military missions and operations	EUNAVFOR SOM ATALANTA	11% (+1.4%)	61 (+14)
	EUNAVFOR MED IRINI	10% (-0.6%)	66 (+2)
	EUMAM Ukraine	8.3% (+0.4%)	30 (+1)
	EUMAM Mozambique	7.2% (-3.0%)	8 (-2)
	EUFOR ALTHEA	6.1% (+0.4%)	84 (+31)
	EUTM RCA	6.1% (-2.5%)	6 (-7)
	EUTM Somalia	4.0% (-3.2%)	7 (-6)

Notes: For civilian EU CSDP missions, the 2024 monthly averages are based on the months from Jan. to June. For military EU CSDP missions and operations, the averages are based on the year 2023 since the last available data is from Dec. 2023. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

Contributors

Nine of the top 10 contributors of seconded personnel to EU CSDP missions were also among the top 10 contributors of seconded women personnel, with Latvia being the only top contributor of women that was not among the top 10 contributors of total personnel. Five of the top 10 contributors by number of women personnel also featured among the top 10 contributors by proportion of women in the seconded personnel. Out of 30 contributing countries, 6 had at least 40 per cent women among their seconded personnel.

Top 10 contributors by number of women to the personnel of EU CSDP missions and operations, 2024 monthly averages

	Contributor	Number of women	Proportion of women
1	Sweden	41 (+4)	49%
2	Germany	30 (-6)	28%
3	Finland	27 (-6)	38%
4	Italy	16 (-1)	36%
5	Belgium	13 (+1)	45%
6	Netherlands	12 (+2)	22%
7	Poland	9 (0)	6.9%
8	Romania	8 (+2)	30%
9	Denmark	6 (0)	16%
10	Latvia	5 (+2)	29%

Top 10 contributors by proportion of women to the personnel of EU CSDP missions and operations, 2024 monthly averages

	Contributor	Proportion of women	No. of women
1	Norway	100% (0%)	2
2	Canada	80% (0%)	1
3	Lithuania	50% (+11%)	4
4	Sweden	49% (+2.4%)	41
5	Belgium	45% (+0.9%)	13
6	Cyprus	40% (+40%)	1
7	Finland	38% (-17%)	27
8	Italy	36% (-6.4%)	16
9	Estonia	33% (-6.7%)	2
10	Romania	30% (+5.6%)	8

Notes: The data only includes personnel seconded to civilian EU CSDP missions. The data does not include seconded personnel deployed to EUSDI Gulf of Guinea and SC, SPO. The 2024 monthly averages are based on the months from Jan. to June. Values in parentheses indicate the variation in the number or proportion (in percentage points) of women personnel compared to the previous year. The average numbers of women personnel are rounded to the nearest integer.

Concluding remarks

Since the UN Security Council passed its landmark resolution on women, peace and security, organizations and member states have pledged to improve the representation of women in peace operations. Although there has been a measure of progress, it remains incremental and falls short of achieving gender parity. Overall, women have continued to be under-represented in the field.

In terms of UN military personnel, while the overall number of women has decreased, their proportion has increased. Notable progress has been achieved among military experts and staff officers. However, the representation of women in troop contingents remains low, making the 2028 goal of 15 per cent a real challenge at the current pace.

In contrast, the participation of women in the UN police has shown more consistent progress. In 2021, this category reached the Uniformed Gender Parity Strategy's 2028 goal of at least 30 per cent women among individual police officers, with the proportion fluctuating at 30–32 per cent since then. Meanwhile, the participation of women in formed police units overshot the 2024 target of 14 per cent, with steady growth since 2021.

Civilian women remain a minority in most UN peace operations. In 2024, none of the UN peacekeeping operations met the UN System-wide Strategy on Gender Parity's goal of 47–53 per cent women in civilian personnel. Among special political missions and field offices, only UNSCOL reached at least 47 per cent. While the proportion of women in special political missions and field offices has decreased, it has risen in peacekeeping operations over the past year.

Overall, the number of women in peace operations across all UN personnel categories—military, police and civilian—has declined, mainly due to the closure of MINUSMA, which had a large number of women deployed but a relatively small proportion.

In OSCE field operations, only OM Moldova (out of 13 operations) reached the target of having 45–55 per cent women in its personnel. Both the number and the proportion of women in OSCE field operations have decreased, a trend observed across most missions. However, since many OSCE field operations have small personnel numbers, even slight changes in the number of women can significantly impact overall proportions.

The number of women increased in both civilian and military EU CSDP missions and operations over the past year, although their overall proportions decreased slightly. Of the 20 operations, only EUBAM Rafah achieved at least 40 per cent women in its personnel, in line with the target set by the new Civilian CSDP Compact. Regarding women seconded to EU CSDP missions and operations, 6 contributing countries—Belgium, Canada, Cyprus, Lithuania, Norway and Sweden—met or exceeded the 40 per cent target for their seconded personnel.

Although there has been some progress in increasing the overall number of women in peace operations, women's participation in leadership roles has declined. The proportion of women in leadership positions within the UN military, the UN police, UN civilian personnel and OSCE field operations has decreased. Moreover, none of the 8 force commanders of UN peacekeeping operations is a woman. While the proportion of women in leadership within EU CSDP roles saw a slight increase, the highest proportion of women in leadership was observed in the UN police.

This annual overview of women's representation in peace operations is important for understanding the state of play, particularly related to the strategies and targets set by organizations deploying peace operations. However, while the numbers are important for fostering discussions on women's participation, they have limitations and do not address the underlying challenges. An overemphasis on numbers also risks creating scenarios where women are present in numbers but lack equal opportunities or influence. Therefore, it is crucial to simultaneously highlight the need for institutional changes that promote the meaningful and equitable participation of women in peace operations.

Source: SIPRI Multilateral Peace Operations Database, accessed Oct. 2024.

The SIPRI Multilateral Peace Operations Database is the only database on multilateral peace operations in the world that combines sex-disaggregated data on UN and non-UN peace operations.

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